

## **ICEM World Rubber Conference Istanbul 6-7 April 2006**

### **Action Plan**

1. **Networks:** The ICEM will audit the existing networks with a view to ensuring their effectiveness of operation, in particular the administration of these networks and the exchange of information carried out within them.
2. **Global Agreements:** The ICEM will continue to ensure that health, safety and environmental protection are well catered for within the global agreements signed by the ICEM with multinational companies, including those workers employed as contract or agency labour. The health, safety and environmental standards within global agreements will be strengthened where possible and as necessary.
3. **Contract and Agency Labour:** The issue of contract and agency labour will be made an ICEM priority especially as concerns the fullest possible involvement of ICEM affiliates whose role is vital if the ICEM is to be able to push for international standards governing contract and agency labour.
4. **Dialogue with multinational companies in the rubber sector:** The ICEM will seek to start a dialogue with both Michelin and Continental tyre manufacturers with the support of ICEM affiliates in the 'home' countries of these two companies. In this regard the ICEM General Secretary needs to be involved at the earliest possible opportunity with the CEOs from both companies in order to seek agreement on the concept of a global agreement.
5. **Gender issues:** The ICEM will seek to promote an action plan for the sector concentrating on gender equality. To this end, the ICEM will strongly encourage its affiliates to carry out company level joint union/management audits to establish the extent to which women workers are or are not being paid equal pay for work of equal kind. The ICEM will, in this regard, help its affiliates by providing information on job evaluation techniques.