

**STATEMENT
OF THE DELEGATES
OF INDUSTRIALL GLOBAL UNION
WORLD CONFERENCE FOR MATERIALS INDUSTRIES**

We, delegates of the IndustriALL affiliated trade unions representing workers in the materials sector including cement, glass, ceramics and adjacent industries are deeply concerned about the ongoing challenges that affect our members and globally workforce, including labour rights violations, hazardous working conditions, and the impact of technological and environmental changes on employment. As these industries undergo significant transformations due to automation, the transition to greener technologies, and global economic pressures, it is crucial to ensure that workers' rights are protected and that a just transition is guaranteed.

The trade unions reaffirm the importance of social dialogue including collective bargaining respected by all parties as a central tool for addressing workers' concerns and shaping policies that support decent work. We call for collaboration between employers and trade unions to develop sector-specific just transition plans at all levels through collective bargaining. It is critical that these plans include all workers, especially those in vulnerable positions, such as subcontracted, outsourced or other precariously or casually employed workers. We also demand that governments enforce stricter measures to ensure that all enterprises, including multinational companies, adhere to human and labour rights, including in the context of public procurement and occupational safety standards.

The health and safety of workers remain a priority, especially given the increasing exposure to hazardous substances and new risks associated with emerging green technologies in building materials. We advocate for stronger occupational safety measures, focusing on elimination and if not possible minimizing these risks. Additionally, skills development and lifelong learning must be prioritized to equip workers with the tools needed to navigate the evolving industry, with special emphasis on quality apprenticeships and training programs that address climate change impacts and the transition to greener economies.

Looking ahead, we will strengthen international solidarity efforts to fight labour rights violations across borders and support our members in union campaigns. We will work closely with international organizations like the International Labour Organization to promote decent work and just transition in our countries. We are committed to advancing gender equality, and higher involvement of women in our trade unions, including a minimum 40 per cent participation of women in union delegations, and advocating for equal pay and fair working conditions for all workers. At the same time, we call on employers in the sector to provide sustainable employment for young workers and women, ensuring that specific conditions such as flexible working hours, access to maternity and parental leave, affordable childcare, and opportunities for career progression are addressed to support women's increased participation and long-term retention in the workforce.

Finally, we will continue to monitor the health and safety conditions in the companies operating in the sector and campaign vigorously to ensure that workers' rights are respected throughout the entire supply chain in the industry.

Together, we stand united in building workers power and ensuring that no one is left behind in the transition toward sustainable and fair future for our members and for our industries.

Adopted unanimously

10 October 2024 in Jakarta, Indonesia