



STOP Precarious Work

RESPECT WORKERS' LIVES!

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European Federation
of Building
and Woodworkers



The World Union Council demands that LafargeHolcim ends corporate greed and reduces drastically precarious work

Houffalize, 24 October 2018:

LafargeHolcim pretends to be a global leader in the cement and in the building materials industry. Economic success without the involvement of the workers is not sustainable. It is the workers of LafargeHolcim that create the profit for the company. The World Union Council therefor insists that the LafargeHolcim management comes back to the negotiation table. We demand that the management respects its earlier engagements. LafargeHolcim has to be a global leader for social dialogue. We need a Global Framework Agreement for LafargeHolcim.

The World Union Council at LafargeHolcim demands that the company comes back to good labour practices, namely by significantly reducing the use or rather misuse of precarious work. LafargeHolcim with its 80'000 direct employees at the same time employs over 60'000 contractors (companies) with a lot more contract workers all over the world. In many entities, today the outsourced labour, mostly precarious, represents the vast majority of the workforce.

This must end and hence we state the following:

- Outsourcing of core work is bad for the workers, for the company and for the customers.
- Outsourced and contract labour is a source of many bad labour practices:
 - Wage dumping and unfair competition between different groups of workers
 - Poorer working conditions for outsourced and contract workers
 - Higher risk to get ill or even die of worse working conditions and bad H+S provisions
 - Far higher risk of being killed at work (as the fatality figures at LafargeHolcim prove dramatically)
- Outsourced labour / contract labour leads to precarious working conditions and as a consequence undermines collective bargaining and social dialogue.

LafargeHolcim relies heavily in many of their operations on outsourced labour, one of the numerous ways for employers to escape their responsibilities to their workers. The share of outsourced and third party workers nowadays reaches up to 80 per cent in some operations. We therefore demand that the world's number one cement company puts an end to this dreadful policy and instead enters into fair labour practices, following a policy of "*same work, same pay*".

LafargeHolcim, end corporate greed, STOP precarious work, respect workers' lives!