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ICEM

GLOBAL BATA IN MFO



**Third ICEM Congress
Stavanger, Norway
Pages 3-12**

INTERNATIONAL
FEDERATION OF
CHEMICAL, ENERGY,
MINE AND GENERAL
WORKERS' UNIONS

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Cover Photo: from left, ICEM's Fred Higgs, NOPEF's Lars Myhre, ICEM's John Maitland
All Photos: ICEM Staff

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**Stavanger
Symphony
Orchestra**

Congress: Roadmap for Global Solutions

Nordic hospitality and a deft touch to arrangements by host Norwegian affiliates made the Third ICEM World Congress an indelible success. Some 930 delegates from 121 nations put their mark on the quadrennial Congress by putting in motion a workable programme that will guide the 20-million-member ICEM into the immediate future.

The Congress, held 28-30 August, opened with a humble lesson that benevolence tops greed and conquest in a troubled world. The Stavanger Symphony Orchestra led off with two pieces by Edvard Grieg (*Morning Mood* and *In the Hall of the Mountain*) and a third by Hector Berlioz (*March to the Scaffold*), and then a symphony spokesman made a remarkable statement: the NOK50,000 stipend the symphony was receiving for the performance would be added to NOK200,000 already raised and donated to rebuild musical programs and provide instruments to youth in war-torn Iraq.

Delegates then heard from a host of local speakers, including Olav Stoylen, president of Kjemisk Forbund, the Norwegian Chemical Workers Union. He told of the current challenge and where labour's strength lies. "Multinationals must not be allowed to work against trade unions," he said. "The ICEM must use its know-how, which is to be found within its affiliates, to produce solutions" so that working people will have better lives.

In Collectivism is Strength

In ICEM President John Maitland's address, the Australian CFMEU leader told of a world "littered with conflict, terrorism and war" in which nations continue to ramp war expenditures at a rate of US\$1.4 million per minute.

In citing the opportunities that await global labour, Maitland said the current reality is that civil society is demanding social justice and attention to community issues. "I have a picture of a trade union

movement very much on the ascendant. Our strength is in our people and our people are our strength. We can build on collectivism and if we do, then there is no task we cannot meet."

ICEM Gen. Sec. Fred Higgs gave a detailed report on the programmes and activities of the Secretariat over the past four years, and also addressed the necessity for ICEM to respond with action to the HIV/AIDS pandemic, global peace and security, and developing mechanisms to bring transparency and accountability to global companies.



**John
Maitland**



**Fred
Higgs**



ICEM Adopts Four-year Programme

Per Capita Affiliation Fees: Effective 1 January 2004, annual per capita affiliation increases from CHF 2.1 to CHF 2.4. On 1 January in the following years: 2005, 2006, 2007; annual per capita affiliation fee increases with the rate of Belgian inflation effective in those years.

Allocation of Regional Seats/Voting Procedures: Change Article 19 to reflect the distribution of allocated seats between countries within each Representative Region shall be by vote of the member unions within that region, voting on the basis of actual, paid up membership averaged over the three full calendar years prior to the year in which the Congress takes place, or pro rata for those organisations that have joined the International since the previous Congress.

Time Period Between Congresses: That the next Congress, in 2007, revert back to the month of November.

Minimum Affiliation Fees: Change Article 10 to remove the reference to minimum service fee payment under Category D of Affiliation fees.

Central Europe Category Change: An emergency resolution that did receive the signatures of five affiliates from five separate countries, this resolution granted the move of Central Europe affiliates from Category B designation under Affiliation Fees to Category C.

Nuclear Power: A general motion that the ICEM promote "best practices" in the nuclear energy industry to ensure the highest degree of health, safety and environmental protection, that was amended to include language adopted at the ICEM's Rome Energy Conference with reference to the ICEM shall turn to the Atomic Energy Agency and the ILO for unified standards within the industry.

ICEM to be Part of the World Peace Movement: With an amendment, the ICEM

will encourage its regions to forge alliances in campaigns for peace and social justice. The amendment calls for the ICEM's Executive to decide the guidelines concerning such regional alliances based on ILO Core Conventions and ICEM policies, and that the respective regions will keep the ICEM informed of developments.

Labour Law in Peru: A general motion stating ICEM demands the Peruvian government approve the New General Labour Law of Peru and that the government adhere to specific labour standards including respecting the right to organize, engage in collective bargaining and the right to strike. It also calls on Peru to ratify ILO Convention 176 on health and safety in mining, that mining



MNCs respect the environment and that the country's Mining Levy be distributed in its entirety to communities where the mineral deposits are extracted.

ICEM's Rio Tinto Global Union Network: Resolution proclaiming that the Rio Tinto Network will continue working on behalf on Rio Tinto workers, and will continue the united front to protest the mining company's anti-union practices.

World Poverty: ICEM affiliates exert influence over their national governments to eradicate world poverty by increasing the means for development cooperation, specifically through support of a minimum levy on currency speculation.

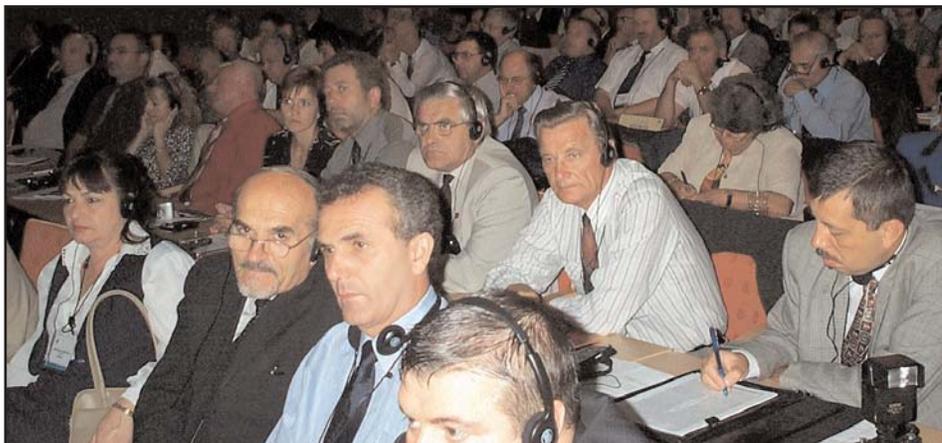
Solidarity Compact: With such mobility in the labour force at present, that the ICEM study and assess the need for introducing a system where workers transferring between one country and another have the ability to consult and join the respective trade union in the new country.

Global Union Reserves: ICEM strive to intensify global union contacts with a view to promoting cooperation between national union organisations in the manufacturing sector and that the union structure of the future be made a theme of discussion at global union conferences. Also, a special study be made to highlight successful trade union cooperative efforts and mergers, and that a draft proposal of such be drawn up for the next ICEM Executive.

Global Solidarity Projects: That the ICEM initiate closer cooperation with donors and that the International prepare projects ever more carefully and that the experience of the various projects be disseminated to the appropriate partners. With such projects, priority is given to regional coordination for follow-up and trade unions be identified as partners for future coordination.

Global Agreements: The work of achieving Global Agreements be intensified and that new Trade union networks be created and existing ones reinforced. This resolution calls on greater responsibility be given the regions to monitor and follow up on Global Agreements.

Young Workers: The ICEM Presidium be directed to develop a strategy of organising and promoting involvement of young workers into ICEM activities and structures. It also calls for establishment of an ICEM youth committee to thus encourage follow-up at local, regional and national levels.



Education and Training Curriculum: That the ICEM Presidium and Executive consider whether or not to establish a small committee charged with carrying out project work as it relates education and training of various aspects of globalisation.

Burma: A resolution from Japanese affiliates firmly putting the ICEM on record condemning the military junta for its repressive regime of forced labour and denying democratic rights, pledging the ICEM to stand with other GUFs seeking the immediate release of Ms. Aung San Suu Kyi and other leaders in the National League for Democracy of Burma currently being retained.

ICEM Solidarity to Goodyear Workers in Guatemala: Support to the Goodyear tyre workers in Guatemala.

Post Congress Activities Working Group: Endorsement and adoption by the 3rd ICEM World Congress of the document entitled Post Congress Activities Working Group, detailing priorities of the Secretariat in the next four-year period.

Resolution on Colombia (Referred to Presidium; Presidium passed 9/10/03): A broad resolution calling for ICEM and other GUFs to provide necessary resources to heighten awareness to murders of workers and union officials in Colombia; denouncing government's position at ILO in 2003 denying fact-finding commission; urging country's Ministry of Mines and Energy to change privatisation policy; to censure and urge company Union Fenosa in Electrica Costa and Electrica Caribe to halt union busting; and to create a glass network in preparation for a future Global Agreement.



ICEM in Talks with Pharmaceutical Firms Over HIV/AIDS Drugs

The ICEM unveiled at Congress ongoing negotiations with the major pharmaceutical companies to provide at no cost or affordable prices anti-retroviral drugs to combat the HIV/AIDS pandemic in developing countries.

The ICEM represents not only chemical workers within the pharmaceutical industry, but also industrial workers in sectors hardest hit by HIV such as energy, mining and mineral extraction in developing regions of sub-Saharan Africa, Latin America and Asia.

“We feel the ICEM as a global union federation is strategically positioned to make a difference in the fight against HIV/AIDS,” stated General Secretary Fred Higgs at a news conference announcing the initiative.

Dialogue between the ICEM and major officials of the pharmaceutical companies got underway early this year after a consultant for the industry approached Higgs

about supplying HIV drugs within countries where the virus is rampant. The drug firms have come under heavy criticism for not doing enough in the global fight against the virus.

At the press conference, Higgs described an approach in which a cocktail of anti-retroviral HIV drugs—with separate companies providing their specific drugs to make up the cocktail—would be ideal in treating those inflicted with the virus in developing nations. But he also outlined obstacles the pharmaceutical firms face in forming such a consortium including antitrust laws in their respective countries and the long patents that exist on many HIV/AIDS drugs.

Such drugs are also very expensive, a fact that prohibits many agencies and victims in the developing nations from obtaining the necessary antidotes. That is the key point the ICEM stresses in ongoing talks with the pharmaceutical companies: the industry must make a commitment to provide HIV/AIDS drugs at no cost or a very minimal cost.



Global Agreements

No coincidence that Congress was held in Norway, home to two firms that ICEM has Global Agreements with—Statoil and Norske Skog. The Statoil agreement was renewed for another two-year period with NOPEF's Lars Myhre calling it “a lasting, living document that other global companies would be wise to emulate. **At left,** Fred Higgs and Norske Skog's Rolf Negard observe the pulp/paper firm's principles on a Congress display.

ICEM's Women's Conference Pivotal As Gains Won in South African Mines

A direct dividend from the ICEM's Women's Conference in Bucharest last spring was presented at Congress. Faith Letlate, the Women's Structure Secretary of NUM in South Africa, told how the union took central points from the conference directly into negotiations with the Chamber of Mines.

The result was major gains for women in the new two-year labour agreement at mining houses, including improved working conditions, a specific framework to prevent sexual harassment and removal of all obstacles for women to work safely and hazard-free underground.

"The involvement of our male comrades in Bucharest paved the way for us to put demands directly to the Chamber of Mines," Letlate said. Both NUM President Senzeni Zokwana and General Secretary Gwede Mantashe participated in the Bucharest meetings.

Mining houses have agreed to employ women in all occupational levels of mining and now have strict criteria to fulfill the 2001 agreement of 30% female employment in mining, a level they have not met. Measures will be taken to ensure special needs will be accounted for, such

as child-care facilities, breast-feeding and reproductive health and pregnancy care by minimizing hazards exposure and granting alternative jobs.

NUM gained an employer-paid supplement to normal SA maternity leave by winning 100% pay for the four-month leave rather than 75%. An investigative process will occur in which the psychological strain of women working underground will be studied with women at the branch level fully involved in the process.

Employers will create a conducive climate for women in mining and address any lack of facilities six months into the new accord. On sexual harassment, a formal policy will go into effect three months into the agreement. Rigid employee education of the policy, and strict implementation is also included.

"The demands to employers about making our workplaces more women-friendly came directly from the Bucharest conference, both in terms of practical points and from solidarity from women and men present," said Letlate, who worked for AngloGold's Anglo Health Services prior to her NUM duties.



**Faith
Letlate**

Global Network Formed for ExxonMobil Workers

The ICEM established its sixth Global Network of Workers at Congress following a request by a North American affiliate. Unions representing Exxon Mobil workers from 11 countries consented to forming the network. US affiliate PACE is locked in dispute with the company at refineries in Texas and Louisiana. Workers there were represented by independent or unaffiliated local unions and chose to affiliate with the US's premier union in oil and gas industries. Canadian ICEM affiliate CEP also is in dispute with ExxonMobil.

CEP successfully organized offshore oil platform workers in 2001 at an enterprise called Hibernia, a joint venture in which the Texas-based firm is lead company. Despite the Newfoundland Labour Board certifying CEP as bargaining representative, ExxonMobil has tied the matter up in Canadian courts and the matter is now before the Supreme Court of Canada.

The 11 countries in which unions representing ExxonMobil workers agreed to become part of the Global Network include Belgium, Canada, Italy, Japan, Malaysia, Nigeria, Singapore, Spain, Thailand, UK and US. PACE will serve as coordinator of the network, and has established an ExxonMobil workers website at www.exxonmobil-solidarity.org.

PACE Vice President Jim Pannell, an ICEM Executive member, said, "We are not strangers to this type of joint cooperation and look forward to solidarity with other ExxonMobil employees."

Notable Quotes from 3rd Congress



Reinhard Reibsch
General Secretary
EMCEF, Brussels

We look at tasks which will be given to us through European enlargement. We will ensure that all matters are handled correctly and in the interests of workers ... obviously solidarity is still a major task in avoiding conflicts between the countries themselves and creating better cooperation between affiliates.



L. Brown Ogbeifun
President
PENGASSAN, Nigeria

It is now very popular in Nigeria to use casual workers. This was not the case in the past, it is the effect of globalisation. Casual staff do not have pensions or gratuities. They are paid one-tenth of the normal worker ... we see this as the second enslavement of the African people, an injustice to humanity. The only forum where we can cry out now is this forum. That is why we are bringing it to you.



Hubertus Schmoldt
President
IGBCE, Germany

Networks (such as) BASF in South American and Asia show very clearly that achievements made in a company's home country together with ICEM involvement have an effect worldwide. They improve cooperation and help to solve conflicts ... International organisations can negotiate these, but it is up to the national trade unions to fill these with life, supervise and monitor them.



Gerry Veart
National Secretary
GMB, U.K.

One issue that unites trade unions is the need to fight world poverty. The motion (*World Poverty/page 5*) calls on affiliates to influence their national governments to increase the means for development and calls on the IMF and World Bank to combat poverty ... the motion also asks for all countries to support a tax on currency speculation ... (such an) idea is a chance to do something about world inequity.



Oh Kil-Sung
President
KCTF, South Korea

I heartily welcome the fact that ICEM adopts the issue of contract workers as a priority for the next four-year programme. In Korea, the numbers of contract workers has been increased with a current status of more than a 50% ratio ... a most serious issue that will cause problems for the future of trade unions in Korea.



Bala Somahsundram
General Secretary
NMEU, Malaysia

Solidarity is not imposing one's will on others, especially those who are not in a situation where they can contribute as much as others.



On the question of HIV/AIDS ... we have developed a comprehensive framework that covers the following four areas: prevention and awareness, behavioural change, a wellness program encompassing care and support, and also ensuring there is contribution by the mining houses into research for finding a cure.



Peter Bailey
Chair, Health & Safety
NUM, South Africa



Genia Essenina
President
SODRUJESTVO,
Russia

Gender equality is impossible without global solidarity. There is global solidarity of women who support each other, and who do their best to make this work interesting, understandable and important for all. However, we cannot do this work without the solidarity of men ... and it is on men that the future of this work depends ... so that the final aim of reaching social equality of men and women should become feasible, rather than a dream.

The trade unions of our region have many tasks. We fully support and believe that the work of ICEM on union-building all over the world is very important, but the trade unions of our region also need effective assistance from ICEM in union-building inside the transnational companies ... on issues of privatisation and cooperation in building up the local branches.



Alexander Yurkin
President
ATOMPROMSFIKA,
Ukraine



Notable Quotes from 3rd Congress



J. Deluquez Diaz
SINTRACARBON,
Colombia

Trade unionists in Colombia have been suffering for a long time. It is important to know how important ICEM and its support has been. We have been able to talk to representatives of our government, which meant that 14 trade unionists who had been thrown into prison were liberated. One day the situation will improve, and (trade unions) will be the instigators of change through a better and more democratic society.

Women's participation in the trade union movement is very important because more and more women are in the workforce. We need to organize, educate and train women to take part in the trade union movement. They must not remain at a different level of leadership in our movement.



Binda Pandey
Vice President
NICIWU, Nepal



Erland Lindkvist
International Secretary
Svenska Metall, Sweden

... solidarity means showing respect for each other and building something strong together. It means respecting each other in every possible way, from the bottom to the top ... this Congress (stresses the importance) to look at the local level but with a global perspective, with international global solutions.



Congress Presents Global Solutions...

From Page 3



“We have to find a way whereby the wealth generated in the world is distributed more fairly, and we need to find a way of generating enough wealth so that everybody can have a decent life.”

On a superpower prepared to use force with or without an international mandate, Higgs called it “extremely worrying.”

In condemning terrorism, Higgs had some insightful words for its cause: “How do people expect to live in luxury, to have total control over their lives, while there are major portions of the world where people have nothing? This is not meant in the material sense – they have nothing in terms of hope, in terms of ability to influence their circumstances. Such hopelessness is the breeding ground for terrorism.

“If the world wants to fight terrorism, it cannot fight it with bombers or by invasions, but by finding the means to remove mass hopelessness.”

Two other keynoters on 28 and 29 August delivered key points on the role of global trade unions. ICFTU Gen. Sec. Guy Ryder reminded delegates not to act alone, but in accord with global union federations such as ICEM. “This is a movement where the borders between national and international are rapidly fading. Being a good trade unionist means being an internationalist,” he said.

“The handful of companies that have been good corporate citizens have done so because they have been forced to do so,” added Ryder.

Gen. Sec. David Cockroft of the International Transport Workers’ Federation spoke of a labour movement more knowledgeable. “In transport, we understand just-in-time production and logistics, and other buzzwords that industry uses. This understanding creates fragility and gives us points of pressure. If we use this carefully and correctly, we can exert real pressure on the employers who matter.”



The most dazzling event was the parade of union delegations through the Stavanger streets. Following the beat of the Stavanger Brass Band, delegates carrying an array of banners proudly made their way to the city’s oil museum. There, NOPEF President Leif Sande greeted the global ICEM leaders and spoke of the proud union traditions that have made Norway such a prosperous land.

ICEM Presidium Members: 2003-2007

John Maitland, President

Fred Higgs, General Secretary

Western Europe:

Ben Roodhuizen, FNV Bondgenoten/Netherlands
Paul Lootens, CG/Belgium

(the above is a rotating seat)

Mauro Guzzonato, FILCEA-CGIL/Italy
Hubertus Schmoldt, IGBCE/Germany
Jim Mowatt, T&G/UK

Nordic:

Sune Ekbage, Paperindustriarbetareförbundet/Sweden
Liv Undheim, NKIF/Norway

Central Europe:

Juraj Blahak, OZ Chemia/Slovak Republic

Eastern Europe:

Alexander Yurkin, ATOM/Ukraine

North America:

Donald Langham, PACE/US
Lawrence McBrearty, USWA/Canada

Asia-Pacific:

Tsukasa Hayashi, UI Zensen/Japan
Chueh-an Chuang, TPWU/Taiwan

South/Central Africa:

Senzeni Zokwana, NUM/South Africa

Latin America/Caribbean:

Sergio Novais, CNQ-CUT/Brazil

Women’s Vice Presidents

Genia Esenina, Sodruzhestvo/Russia
Binda Pandey, NICIWU/Nepal

ICEM's Executive Committee Representation

Western Europe Titulars:

Veronika Keller-Lauscher, IGBCE/Germany
 Klaus Südhof, IGBCE/Germany
 (Spain, rotation seat/to be determined)
 Patrick Mazeau, FCE-CFDT/France
 Antonino Scalfaro, FEMCA-CGIL/Italy
 (Turkey, to be determined)
 Gerry Veart, GMB/UK

Women's Titular Seats:

(Netherlands, FNV Bondgenoten/to be determined)
 (Austria, to be determined)

Western Europe Substitutes:

Walter Zwierschutz, GdC/Austria
 Roland Conus, SIB/Switzerland
 (Spain, rotation seat/to be determined)
 Bernard Fraysse, FO/France
 Romano Bellissima, UILCEM/Italy
 (Turkey and Greece, to be determined)

Women's Substitutes:

(Spain, to be determined)
 (Italy/UK, rotation seat/to be determined)

Nordic Titulars:

Per Sorensen, SiD/Denmark
 Rita Pfeifere, LIWU/Latvia
 Leif Ohlsson, Industrifackett/Sweden
 Markku Palokangas, Toimihenkilöunioni/Finland

Women's Titular Seat:

Lilian Knudsen, KAD/Denmark

Nordic Substitutes:

Ellen Hoigh, KAD/Denmark
 Feliks Butkevicius, LCWU/Lithuania
 Lilian Ringsand, SIF/Sweden
 Lauri Lyly, Sähköliitto/Finland

Women's Substitute:

Jane Korczak, KAD/Denmark

Central Europe Titulars:

(Hungary, to be determined)
 Janez Justin, KNG/Slovenia

Women's Titular Seat:

Elena Petrovici, PETROM/Romania

Central Europe Substitutes:

(Serbia and Poland, to be determined)

Women's Substitute:

Vera Nagy, BMWU/Hungary

Eastern Europe Titular Seats:

Lev Mironov, ROGWU/Russia
 Valery Kuzichev, Electroprovsoyuz/Russia

Women's Titular Seat:

(to be determined)

Eastern Europe Substitutes:

Ivan Mohnachuk, ROSUGLEPROF/Russia



Alexander Stinov, RCWU/Russia
 (Azerbaijan/Moldova, rotation/to be determined)

Women's Substitute:

(to be determined)

North America Titular Seats:

Larry Gregoire, ICWU-UFCW/US
 Jim Hickenbotham, IBB/US
 James Pannell, PACE/US
 Brian Payne, CEP/Canada
 Cecil Roberts, UMWA/US and Canada

Women's Titular Seat:

Carol Fraser, CEP/Canada

North American Substitutes:

(US 2, to be determined)
 George Rogers, IBB/US
 (Canada 2, to be determined)

Women's Substitute:

(to be determined)

Asia-Pacific Titular Seats:

Benoyendra Das, INMF/India
 Bala Somasundram, NMEU/Malaysia
 Tony Maher, CFMEU/Australia
 (to be determined, Denryoku Soren/Japan
 Katsutoshi Kato, JEC Rengo/Japan

Women's Titular Seat:

India/Singapore/Korea/Australia, rotation/TBD

Asia-Pacific Substitutes:

Bala Tampoe, CMU/Sri Lanka
 Thomas Thomas, SSEU/Singapore
 Graeme Clarke, M&CWU/New Zealand
 KIM, joo-young, KNEWU/Korea
 Roberto Padilla, NAMAWU/Philippines

Women's Substitute:

Hitomi Inagaki, UI Zensen/Japan

North Africa/Middle East Titular Seat

(to be determined)

North Africa/Middle East Substitute:

(to be determined)

South/Central Africa Titular Seats:

Gwede Mantashe, NUM/South Africa
 Welile Noling, CEPWAWU/South Africa
 Robert Kwesi Cole, GMWU/Ghana
 (Congo/Ivory Coast, rotation seat
 Daniel Kayina Imananzim, FENAMICO/Congo
 Yao K. François, SYNASEG/Ivory Coast

Women's Titular Seat:

Vida Brewu, GMWU/Ghana

South and Central Africa Substitutes:

Vincent Ujambo, UMMAWU/Uganda
 Manene Samela, SACWU/South Africa
 (to be determined, NUPENG/Nigeria)
 (rotation, Emmanuel Tseleng, BPCWU/Botswana and
 Edmond T. Ruzive, AMWZ/Zimbabwe)

Women's Substitute:

Cecilia Gwamba, BPCWU/Botswana

L. America/Caribbean Titular Seats:

Errol McLeod, OWTU/Trinidad & Tobago
 Jaime Deluquez, SINTRACARBON/Colombia
 (to be determined)

Women's Titular Seat:

Erica Hidalgo, FENATRAPECH/Chile

Latin America/Caribbean Substitutes:

Gilbert Young Brown, SITRAPEQUIA/Costa Rico
 (to be determined)

Women's Substitute:

(to be determined)

Industry Sections Chairs/Exec. Members:

Chemical & Bio-Science: Michael Mersmann, IGBCE/Germany
DGOJP: Gijs Honing, FNV Bondgenoten/Netherlands
Energy: Lars Myhre, NOPEF/Norway
Environmental Services: No permanent Chair
Materials: Michel Decayeux, Fédéchimie CGT-FO/France
Mining: Senzeni Zokwana, NUM/South Africa
Pulp/Paper: Jarmo Lähteenmaki, Paperiliitto/Finland
Rubber: Leo Gerard, USWA/US & Canada
Service & Miscellaneous: No permanent Chair



Human Rights and Labour Rights...

Labour Welcomes World Bank's Labour Rights Extension

Socially responsible investment could take a big step forward if a World Bank institution follows through on making adherence to fundamental labour rights a condition for loan agreements. The International Finance Corporation (IFC), the World Bank's lending arm, made such a pledge to the ICFTU this fall.

By first quarter 2004 when the IFC implements a new safeguard policy, the private-sector lending arm for the Bank is expected to adopt all of the recognized core labour standards as conditions on all loans. Currently the IFC requires that borrowers abide by two of the four Core ILO Conventions, prohibitions on child labour and forced labour. The new policy means that workers' rights to trade union organisation and collective bargaining will also become lending conditions.

In 2003, the IFC approved US\$5.4 billion for new projects in developing countries.

Earlier this year, the IFC announced that project-financing banks would adhere to social and environment safeguards, the so-called "Equator Principles." ICFTU Gen. Sec. Guy Ryder called the decision to expand the agenda to basic labour rights "an important step forward in bringing workers' rights for loans to the center of international financing and economic policy. We are ready to work with the IFC to help make sure that this decision works in practice."

Guyana, Haiti Cited by ICFTU as Rights Violators

Reports issued by the ICFTU on the eve WTO trade reviews of both Guyana and Haiti indicate widespread violations to Core ILO Conventions of labour right in both countries. The report criticizes Guyana's government for exacerbating tensions among unions based on ethnicity, while in Haiti the ICFTU found that workers' rights are "essentially non-existent."

The reports were timed for release in early November when the WTO conducted Trade Policy Reviews of both countries. The ICFTU believes a nation's trading status should be directly linked to the guarantees given to upholding fundamental rights of workers.

In Guyana, the ICFTU states, there are few unionized workers in the private sector, women are concentrated in low-paid jobs and child labour exists in the informal economy. There are also instances of forced prostitution and human trafficking in the sex trade.

Although law protects collective bargaining, rampant abuse is common. In the public sector, the government often ignores labour agreements as working conditions are imposed by administrative mandates. The government of Guyana has ratified many of the core labour conventions.

In Haiti, the vast majority of workers toil in the informal economy. Workers who try to organize face threats, violence and even murder and there is no indication that the government investigates cases of violence against trade unionists. There are some 300,000 children who perform domestic labour, many of whom are sold into slavery. Haiti has ratified some core conventions, but the ICFTU calls on the government to apply these, as well as to ratify Conventions 138 and 182 on minimum wage and child labour.

Mexican Government Closes Human Rights Bureau

The Mexican government under the tenure of President Vicente Fox has backtracked on human rights by dissolving the country's human rights office. Luis Ernesto Derbez, Fox's foreign minister, announced the Undersecretariat of Human Rights and Democracy would be closed for "administrative reasons."

The office had been established under Fox and represented Mexico's first high-level human rights office. The move was criticized by labour and human rights groups and came on the same day in late summer that a rights group released a scathing report of the government's handling of an investigation into the deaths of 300 women in the maquiladora city of Ciudad Juarez.



Ukrainian Youth Conference Surges Energy

Youth involvement in trade unions is a major plank to ICEM's new four-year programme. And an ICEM affiliate in Ukraine is out front. The Third Youth Section forum of the Nuclear Power & Industry Workers (ATOM) brought 370 youth, ages 20-30, together near Kiev. The Youth Section of ATOM, a vibrant and key part of the union, sponsored the in-depth



event along with the parent union and nuclear power firm Energoatom. Eager trade unionists from Ukraine, Azerbaijan, Belarus, Lithuania, Moldova, Russia, Slovakia and Uzbekistan took part.

The goal of the conference was to foster greater ties between young unionists and to further develop and strengthen the youth movement within nuclear power and nuclear science enterprises. A series of workshops trained young workers as activists, to build youth sections in local

communities and to develop nuclear specialists and scientists.

ICEM President John Maitland, in addressing the conference, said unions have far to go in recruiting young workers as union leaders. "In order to preserve the position of unions in the world, our power in society, it is necessary to recruit young workers. We must improve our work in this area and that's why such efforts by ATOM are a step ahead" of most.

ICEM Gen. Sec. Fred Higgs took on the issue of corruption. "From my experience, through training and education, young workers can better address this problem. The mission of unions is to oppose corruption and that's why it is important to have the correct orientation such as what's occurring."

ATOM President Alexander Yurkin opened the event and also chaired a joint meeting between the top council of the Youth Section and the union's Presidium that adopted an ambitious development strategy for the period 2004-07.

Also at the conference were Genia Esenina of Russia's Sodrejstv and Juraj Blahak, Slovak Republic's Trade Union of Chemistry president, who said: "In order to raise the banner of the trade union movement even higher, it is necessary to develop youth solidarity!"

New Coordinator for Latin America/Caribbean

Sao Paulo Wilson Campos has been appointed the new coordinator for ICEM's Latin America/Caribbean Region and the regional office will move here from Rio de Janeiro. The region's affiliates endorsed the appointment at a regional meeting in late September.



Campos, 32, has worked almost exclusively over the past two years on ICEM projects. He is a graduate of Sao Paulo University with studies emphasis in psychology and public health. Since 1997, he has done project work for Brazilian unions—as well as ICEM—in health and safety and environment in the chemical, paper, oil and glass industries.

He served as coordinator in these sectors for DIESAT, a consortium of Brazilian unions in the oil, chemical, metals and financial industries.

"My goal is to grow and develop the unions in Latin America and the Caribbean and to better connect ICEM affiliates," said Campos. "International solidarity must help solve the big and complex problems in such places as Colombia and Bolivia."

Campos also stated he intends to organize more workers' networks by company within the region, continue the work of the BASF Network and he hopes to get regional affiliates in oil and petrochemical fully involved in the ICEM's, ExxonMobil Global Network.

News of Affiliates

Unions in Congo Rebuilding War-torn Country

Rebuilding the Democratic Republic of Congo after five years of destructive civil war is an enormous task. And ensuring that unions play a role is more difficult considering neighboring intrusions, bloodletting over Congo's rich natural resources and even prior, a dictator that marginalized and decentralized unions.

But that is now changing due in large part to ICEM's Shop Steward Development Project, efforts of two ICEM affiliates in DRC and the Mineworkers Union of Zambia (MUZ), another ICEM affiliate. From 24-26 October, ICEM South/Central Africa Regional Coordinator Fabian Nkomo and 18 Congolese unions held another in a series of workshops in Kinshasa to build a unified labour movement.

Not surprisingly, with mining and natural resource assets key to workers digging out of poverty—mining wages have not been paid in nearly three years and tens of thousands have not received pensions from mine work dating to 1993, ICEM and mining affiliate FENAMICO and FNTPEC, the petrol, energy and chemical affiliate, will play pivotal roles. From October's workshop came a committee of six led by FENAMICO President Daniel Kayina that will shape a democratic and accountable labour movement in Congo that will be responsive to workers' needs.

The barriers are immense: lack of legitimate outside investment, industry retrenchments due to multiple and conflicting claims on rich deposits of precious minerals, historic autocratic management styles and not the least of concerns, sparse monies for union-building efforts. But ICEM and affiliates have begun the difficult work, and in the long term DRC workers will be better off because of it.

UK Affiliates Beat Back Rhodia's Pension Threat

In a dispute considered a benchmark for the UK labour movement's resistance to pension cuts, two affiliates used industrial actions and ICEM pressure on French-based Rhodia to preserve existing pension schemes. The chemical producer had sought to drop new employees from a defined benefit pension scheme and put them instead in a money-purchase plan.

Amicus and GMB resisted the proposal by using sporadic and rolling walkouts throughout July and August at two UK chemical sites. Late in August, Gen. Sec. Fred Higgs wrote the firm stating ICEM was prepared to take the dispute to Rhodia workers worldwide, "as well as our many affiliated unions in the chemical industry throughout the world." Those actions gained a contractual guarantee from the firm that the original pension scheme would stay in place until 2012.

On 4 September, a day before some 600 union workers at plants in Widnes, Cheshire, and Oldbury, West Midlands, were to stage another 24-hour walkout, UK managers of Rhodia contacted the unions and offered to rescind the concessionary proposal. Workers at the two plants, stated GMB National Secretary Gerry Veart, "have shown that by taking action they have won a guarantee for their pensions for the next nine years and that is something no one else in the UK has."

"This is a victory for our members who are 100% committed to defending their pensions and protecting their families' future financial well-being," said Amicus National Secretary Gordon Hopwood.

Turkey's Mine Workers Union Elects Officers

The Seventh General Congress of Maden-Is Sendikasi, the Mineworkers Union of Turkey, was held in September and the newly elected executive committee consists of: Hasan Huseyin Kayabasi, president; Murat Bekem, vice president; Nayim Sezer, general secretary; Ismail Aslan, secretary-treasurer; Ibrahim Ayaz, organizing secretary; Ekrem Fedai, bargaining secretary; and Nurettin Ince, educational secretary.

The union, with 27,000 members in the mining sector, is affiliated to ICEM and the European Mine, Chemical and Energy Workers' Federation (EMCEF).



Sit-down strike by Kristal-Is members at Pasabahce's Eskisehir plant

Turkish Glass Union Won't Break

Efforts by the Turkish glass industry to bust ICEM and EMCEF affiliate Kristal-Is have been met with fierce resistance.

Pasabahce, the leading glassware firm and part of Sisecam Group, has used cover from the Turkish Glass Industry Employers' Association to avoid collective bargaining by relying on the 10% threshold rule of labour code in which 10% of workers in a specific industry must be union members before a trade union is recognized.

Kristal-Is has 5,000 glass members in 13 of 15 factories, 90% of all glass workers in Turkey. In July 2002, the industry challenged the 10% rule in a labour court but a higher court ruled in May 2003 that the union has bargaining rights. The industry since has filed a further legal challenge to the 10% rule and even initiated a legal roadblock shortly before the May decision.

The flashpoint came in early September when 700 workers including contractors at a 1999-built Pasabahce factory in Eskisehir became Kristal-Is members. Pasabahce countered by trying to force union members to resign. When workers would not, the company sacked 300 trade unionists on 27 September and another 50 in October.

The firings caused a mass sit-down by those discharged and their families in front of the factory, while 400 workers inside staged a sit-down strike. Glass workers at other plants in Turkey condemned Pasabahce's unfair act with sit-down strikes

and demonstrations of their own.

On 16 October, the sacked workers took their protest to Sisecam offices in Istanbul and a mass strike throughout the industry was scheduled for November.

Kristal-Is has sought support from ICEM and EMCEF. The two labour federations are working jointly on behalf of Kristal-Is. Gen. Sec. Fred Higgs wrote Pasabahce on 2 October that such labour practices violate ILO Conventions 87, 98 and 158, all of which have been ratified by Turkey. "Further," Higgs wrote, "such infringement of workers' legitimate rights ... does not bode well for either you or the Republic of Turkey as your country makes preparations for entry into the EU."

Azeri responded with a terse letter claiming the ICEM's facts were wrong, stating that workers dismissed were employed by a subcontractor whose contract had come to an end. Higgs responded, citing the legal maneuvers, the firm's rampant use of subcontractors to prevent majority status, and the fact that even subcontractors are choosing Kristal-Is to represent them.

Throughout, said Kristal-Is International Director Aziz Celik, "the tactics are retaliatory, first in blocking our activities inside plants, then in attempting to remove our union by the legal system and now terminations. Our union is democratic. We allow members to elect officers, and that is what they dislike most about Kristal-Is."