



www.icem.org

ICEM



GLOBAL BALANCE

**Solidarity in Finland
Paper Unions Unite!**
pages 5 - 7

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

2 - 2 0 0 5

GLOBALINFO

Number 2 • 2005

What's Inside

5 New President at ICEM

Senzeni Zokwana chosen as mid-term replacement



8 Belgians Send Message in General Strike

will not work into the coffin!



10 ICEM Gender Issues

*introducing new feature
on women's work*



11 Trouble in Goodyear's Asia-Pacific Plants

contract labourers seek rights, unionisation



Anan Pol-ung of Thailand

International Federation of Chemical, Energy, Mine and General Workers' Unions

Website: www.icem.org E-mail: info@icem.org



Avenue Emile de Béco 109
B-1050 Brussels
BELGIUM
Tel. +32 2 626 2020
Fax +32 2 648 4316

Publisher: Fred Higgs, *General Secretary*
Editor: Dick Blin, *Information and Publications Officer*
Layout: Thierry Lenoir, *Publications and Design Assistant*

GlobalInfo is the official publications of ICEM, a Global Union Federation covering 20 million workers affiliated to over 389 industrial trade unions in 122 countries. GlobalInfo is published in English, French, German, Japanese, Russian, Spanish and Swedish. Reprint of articles is welcome, except credited photos and graphics may not be reproduced without the copyright holder's permission.

ICEM Signs First Global Framework Pact in Materials

In September, the ICEM signed its twelfth Global Framework Agreement and first in the Materials Sector. The agreement was inked in Paris with Lafarge, a global building materials producer.

The agreement was jointly signed with another global union federation—the Geneva-based International Federation of Building of Wood Workers (IFBWW)—and that GUF’s counterpart in the Christian labour federation, the World Federation of Building and Woodworkers Unions.

The Lafarge agreement marks the second time ICEM has jointly signed a corporate social responsibility accord with other global federations. In January 2005, ICEM signed one with power company Electricité de France, which included Public Services International and two other worldwide labour bodies.

The Lafarge agreement cites the ILO’s Declaration on Fundamental Principles and Rights at Work, the ILO’s Tripartite Declaration of Principles on Multinational Enterprises and Social Policy, the UN’s Global Compact, and the OECD’s Guidelines for Multinational Enterprises.

“We welcome Lafarge’s commitment to uphold high principles of social responsibility in all global operations, whether it’s on workers’ rights, union recognition, environment, health and safety, or other recognised international work standards,” said ICEM Gen. Sec. Fred Higgs.

The agreement states in its preamble: “Lafarge considers respect for workers’ rights to be a crucial element in sustainable development” and the company “will seek to use the services of those trading partners, subcontractors and suppliers which recognise and implement principles” contained in the agreement.

Such principles include: no forced labour or use of child labour; no dis-

crimination in employment; freedom of association and right of workers to bargain collectively; living wages that are paid at least at levels of national legislation or collective agreements; safe and healthy work environment per



ILO Convention 156 and ILO Guidelines for Occupational Health Management

System; and development of skills training for Lafarge workers in cooperation with trade unions.

Lafarge Human Resources Exec. Vice President Christian Herrault said the signing “goes beyond economic factors to embrace human, labour and environmental aspects” and the company “has consistently valued the central role played by its workforce and signature of this agreement represents a further step in our ongoing dialogue with staff.”

Lafarge employs 77,000 workers in 75 countries. The Paris-based firm is the worldwide leader in building materials; number two global producer of aggregates and concrete; and number three producer of gypsum.

ICEM Launches New Website

The ICEM launched a new and vastly improved website in October. It features a “live” homepage that will be regularly changed to share up-to-the minute information. It also has a convenient indexing system for documents and materials by sector, ICEM region, and even by country.

The new site, at www.icem.org, also highlights ICEM projects and campaigns, such as Contract and Agency Labour, HIV/AIDS work, as well as Global Framework Agreements and Global Union Networks. These issues are also part of the indexing system.

NUM's Zokwana Chosen As President of ICEM



Senzeni Zokwana

Senzeni Zokwana, president of South Africa's National Union of Mineworkers (NUM), was elected as interim president of ICEM, a post he will hold until at least the 2007 Congress.

Zokwana replaces John Maitland of Australia who resigned the position earlier this year. In accord with ICEM statutes, Zokwana was elected by the Executive Committee to fulfill Maitland's term.

Zokwana has been president of the 300,000-member NUM since 2000. In that role, and even prior in his 17 years of NUM activism, Zokwana has achieved a leading reputation as a forceful advocate for strong health and safety techniques in mining. He also is an outspoken advocate for ending marginalization of Africa by using the continent's resources to end poverty and to create opportunity for African people.

"The challenge to the trade union movement is declining membership and unemployment," said Zokwana. "We need to look at partnerships and common programmes that will sustain global unions." He added another challenge for unions is to defeat the "scourge of HIV/AIDS," in common with governments and employers.

He joined the NUM in 1983 and became a shaft steward in a Free State gold mine. He was elected to the branch executive committee in 1985, chairperson of the branch in 1987, and then NUM vice regional chair for the Free State in 1992. In 1993, he was elected regional chair, and first elected NUM vice president in 1994. He was re-elected in that capacity in 1997, and elected president at the NUM's 10th Congress in 2000.

ICEM Opens Door to Dialogue At Tyre Plant in South Africa

When affiliate National Union of Metalworkers of South Africa (NUMSA) called on ICEM during a tense time last spring at a Continental Tire factory in Port Elizabeth,

the ICEM delivered. Within weeks, a meeting was set up with the company's Works Council delegates at company headquarters in Germany, and the message was firm: the global tyre company would cease its bullying,

and begin conducting honest dialogue with NUMSA at the 1,400-worker factory.

In early June, workers revolted inside the factory when management unilaterally ceased weekend shift work and mandated cuts in some departments. Workers were suddenly, without warning, looking at 200 redundancies. And Continental did it without NUMSA consultation, a violation of the tyre industry agreement.

A stop-work action immediately occurred. The matter then got a hearing and resolve when the ICEM facilitated a meeting in Hannover, home to Continental.

Production at the factory had been decreased due to weak exports brought on by the strong rand, but social dialogue between the two parties did preserve the vast majority of jobs at the tyre plant.



From left: Works Council member Michael Deister; Jim Irvin, NUMSA Eastern Cape region; Works Council Chairman Wilfried Hilverkus; Wayile Goodman Zanoxolo, Continental South Africa; Mtyeku Kevin; and ICEM's Michael Wolters.

Focused Solidarity Lends Finnish Paperworkers A Helping Hand

A year ago, Finnish paper companies set a course of confrontation to destroy the social standards of 25,000 paperworkers in Finland. Then, the employers' grouping, Forest Industries Federation (FIF), tipped its hand to the conflict ahead when it refused to join the national incomes policy agreement of Finland.

The defection was a sign of things to come. When FFI came to the bargaining table in February, FIF's agenda was clear--conflict with Paperiliitto by taking on one-half of the Finnish paper union's membership. Harsh cries for rampant outsourcing, 12-hour workdays, eliminating mandatory shutdown days, and erosion of other social terms came with the attitude that paper companies were ready for war.

"There is a growing desire among employers' federations to challenge the collective agreement system," understated one paper analyst on FIF, composed of UPM Kymmene, Stora Enso, M-real, Metsä Tissue, Myllykoski and Ahlström, companies that ultimately managed to taint Finland as a model in social harmony in this un-Nordic-like war.

Throughout spring 2005 and into early summer, FIF's war against paperworkers would play havoc on world paper markets. But had employers carried through with its threat to extend a lockout that began 18 May another two weeks into mid-July, paper market disruption for fourth quarter demand would have been devastating. But on 28 June, before Prime Minister Matti Vanhanen, a compromise was struck that ended FIF's six-week shutdown of 54 Finnish paper mills.

To be sure, the three-year compromise suited Paperiliitto, which had, in the weeks before, rejected weaker, mediated contract proposals. The union, with the help of FIF's harsh tactics, had built a unified and smart membership that saw the downside to FIF's proposals. And it benefited greatly from quick and effective global trade union solidarity inside these very same companies, solidarity that ICEM highlights here.

UPM Kymmene in Canada

That solidarity manifested itself with a simple act at the outset of Paperiliitto-FIF negotiations in February, an act that became symbolic for global paper unions who came behind Paperiliitto and proved unflinching against the companies plan to shift production.

Through the ICEM, the Communications, Energy and Paperworkers (CEP) contacted Paperiliitto about their strike at a UPM Kymmene mill in Canada. The strike was over the Finnish firm's intent to undercut the pattern agreement already set for eastern Canada's paper sector. Paperiliitto was responsive in several ways, but the act that signaled quick action on behalf of works councils, trade unions, ICEM and others was a 5,000 donation made "as an expression of solidarity" to the CEP branch union. Paperiliitto, at this time in early March, was considering industrial action of its own.

FIF's unrelenting claim to work-life concessions at the bargaining table did bring industrial action. On 30 March, Paperiliitto ordered a ban on all overtime. The companies responded by shutting down paper machines, and sending scheduled workers home without pay, unprecedented Nordic industrial behaviour



***See Finnish Paper Lockout
Pages 6-7***

Solidarity with Paperiliitto ...

from Page 5

that typified the hard line being taken by employers. Immediately, ICEM called on paper union affiliates, particularly in Europe, for vigilance, asking them not to accept production or paper-converting work originating from Finland. In early April, Svenska Pappers issued its own overtime ban at 16 Swedish paper mills and workers there blockaded work from Finland. In Norway, Fellersforbundet issued a call to its shop stewards, and Finnish paper products destined there for packaging or conversion were halted.

In late April, the 12-nation works council of Stora Enso issued a strong statement giving full support to Finnish workers, and pledging workers' readiness "to show our support according to the national legislation in each country." In early May, the UPM Kymmene works council of Austria, Germany, France, Finland, Netherlands and UK did the same.

Bargaining, meanwhile, was going nowhere. FIF remained intent on doing away with Christmas and mid-summer holidays, imposing 12-hour work shifts without overtime pay, and—now becoming the thorniest issue in talks—outsourcing all maintenance, security and cleaning jobs to non-union contractors, which could force the loss of up to 8,000 union jobs. The union was also being asked for changes in sick leave policy and a weakening of worker protections in the event of layoffs.

On 21 April, Paperiliitto issued a three-day strike notice to begin 15 May. Letters of support from paper unions globally came pouring in to Paperiliitto. Amicus in the UK, representing thousand of workers employed by Finnish companies, issued a strong letter of support, and began monitoring all work inside UK jobsites of the companies. German paperworkers, themselves fending off a two-hour increase in their work-week, took the lead from IGBCE and monitored all Finnish-owned paper plants for production shifts.

On the eve of the 15 May strike, FIF announced any strike would result in a two-week lockout starting 18 May. The strike occurred, and workers were immediately locked out upon trying to return to work. In fact, on 17 May, employers announced the lockout would extend four weeks.

Escalated Union Action

Global paper sector unions began taking even more direct action. Svenska Papers issued a call for sympathy actions at operations of four companies. In the US, ICEM affiliate PACE-USW organised in-plant actions at multiple Stora Enso and UPM Kymmene mills in which thousands of workers of the two companies received specifics of the dispute, and wore stickers in support of Paperiliitto. CEP did the same, and the Canadian's union executive board issued a solid resolution of support.

Brazilian paperworkers' union SINAP carried out actions at Stora Enso's joint venture pulp mill called Veracel Florestal in Eunápolis. ICEM affiliate CUOPYC in Uruguay contacted Paperiliitto to say the dispute had generated interest there. In all, scores of unions everywhere heeded ICEM's call to give visible and meaningful support to Finnish workers.

EMCEF, which together with ICEM had been urging blockades on work moved from Finnish mills, appealed for a total overtime ban in European mills, and called the lockout a conspiracy to keep paper prices high at a time of low demand. The European union federation said it would push for an investigation before the European Commission. The European works council of M-real gave its full support to Finnish workers, "who are now the object of the employers' attack."

On 31 May, just prior to a second mediated proposal by a Finnish conciliator, FIF announced that unless the proposal was accepted, another two weeks would be added to the lockout, or until 29 June. Global press attention now centered on the dispute after economic forecasts said the lockout had cost a full one-point drop in Finland's GNP growth rate, and continuation would threaten Europe's supply of magazine papers—60% of which come from Finland's mills.



Willing to Work Locked out Paperiliitto families at Lappeenranta, UPM Kymmene

On 5 June, Paperiliitto rejected the mediated proposal, saying it was too one-sided, particularly the demand for outsourcing. Sympathy action occurred at non-paper operations in Finland and Sweden. On 23 June, Paperiliitto rejected another mediated proposal, partly because it failed to consider the union's own compromised position on continuous operations in paper mills.

Paper Industry Headed for Rocks?

By now, Finland's total trade losses are 1.5 billion and mounting at a rate of 40 million each day. Prime Minister Vanhanen enters the dispute before Finnish paper companies can do irreparable harm by extending the lockout too far into the summer months, which would cause a supply and pricing crisis for paper used in magazines, circulars, catalogues and advertising for the fourth quarter.

Movement toward Paperiliitto's position was finally achieved in talks from 27-29 June, and on 1 July the union's Executive Committee accepted the three-year deal that gave the 25,000 workers pay gains equal to the national incomes agreement.

Paperiliitto successfully resisted the worst of the industry's concessionary proposals, including unpaid sick leave, splitting of holidays, and 12-hour workdays without overtime pay. Christmas and mid-summer shutdown days were eliminated, but workers will be compensated by reduced work time throughout the year.

On the important contract labour issue, trade union acceptance must occur on all outsourcing. The two sides agreed to let individual plant negotiating teams reach accord on the issue locally, but if that fails the issue goes to an arbitration panel composed of the national union, FIF and an impartial chairman. Introduction of contract labour can then only occur with a unanimous decision.

In Paperiliitto's 1 July official statement of acceptance, it paid tribute to the effective global union solidarity calling it "a great source of power for us" and directed strong language at one Finnish multinational, UPM Kymmene. The statement called on the company to settle the then seven-month-old Canadian paper strike in Miramichi, New Brunswick, the dispute that generated the symbolic 5,000 contribution.

Calling it a "distinguished spot of shame" on Finland's largest paper concern, Paperiliitto's Delegate Council demanded UPM "implement negotiations on an equal basis for a fair and quick solution" and that it "take into account the local bargaining praxis, the needs of the small local society and the feelings of workers." The circle of solidarity had come complete.

News of Affiliates

Belgian Union Strikes to Protect Social Security

Brussels, Belgium Belgian affiliate FGTB-ABVV effectively shut down the European country on 7 October with a general strike that sent a strong message to the governing coalition led by Prime Minister Guy Verhofstadt. Workers of the Socialist Union struck to protect their retirement system and Belgium's current social security plan.

Although the Christian Union CSC-ACV and Liberals CGSLB-ACLVB decided not to endorse the strike, hundreds of thousands of Belgium's workers honoured the strike due to the aggressive stand made by FGTB-ABVV in defending Belgian social security. Transport and communication sectors were shut, and the strike affected significant portions of both private and public sectors. The ICEM lent its support to the strike in the days prior to it occurring.



*Work until you die?
No thank you!!!*

FGTB-ABVV is fighting to keep the current voluntary retirement provisions, and it is resisting proposed penalties placed on workers who fall victim to redundancies and restructurings. While Verhofstadt presented his 2006 budget to the Belgian Parliament on 10 October, FGTB-ABVV presented in negotiations with the government and employers groups a plan to implement more jobs programmes for young workers and new methods for refinancing social security, including placing greater burden on the wealthy with no additions to Belgium's value added tax.

JAF Holds 30th Anniversary of ICEM Association

Tokyo, Japan The Japanese Affiliates Federation of ICEM (ICEM-JAF) held its 30th anniversary congress 27-28 October. At a seminar on the opening day, delegates focused on the growing menace of HIV/AIDS in the Asia-Pacific Region and also addressed REACH, the European Union's proposed directive on the regulation of chemicals.

Delegates addressed the urgent workplace actions and education needed to control the deadly virus. On REACH (Registration, Evaluation, Authorisation of Chemicals), participants studied the proposed directive in terms of the future development of chemical industries and effect on workers.

The general congress session commemorating the 30-year association with ICEM/ICEF was held on 28 October. ICEM-JAF made special invitation to the historic two-day seminar to many Asia-Pacific trade unions. ICEM-JAF chairman is Kiyoshi Ochiai and Yoshio Sato is general secretary.

AngloGold, AngloAmerican Brazilian Unions Form Network

São Paulo, Brazil Several unions in Brazil 8-9 August were brought under the ICEM banner by SCUT and mining workers' union CNTSM, an ICEM affiliate. The event was formation of a Anglo-Brazil Workers' Network aimed at strengthening the commitments between unions at AngloGold Ashanti and AngloAmerican, the parent company controlled by the Oppenheimer family and its trusts.

The network's initial meeting discussed the Global Agreement between ICEM and AngloGold, and also committed to expand to reach unions and workers at company worksites in the Caribbean and Africa. Unions from Catalao, Niquelandia and Crixás, state of Goiás, attended, as did unions from Nova Lima and Sao Bento, state of Minas Gerais. The project is funded by FNV Bondgenoten of The Netherlands.

Korean Chemical Workers' Leader Killed on Picket Line

Chungju, South Korea A branch leader of the ICEM affiliate Chemical Workers' Union of the Federation of Korean Trade Unions (FKTU) was run over and killed on the picket line by a cement truck in June. Kim Tae-hwan, chairman of the FKTU's North Chungcheong office, was killed when police ordered a replacement driver through the picket line at cement company Sajo Remicon.

Drivers at three cement companies are seeking to unionise with FKTU-Chemical Workers Union and drop their classification as self-employed contract employees. They also were striking to qualify for full rights under South Korea's Labor Standards Act. They had walked out at all three companies as part of recognition strikes. According to accounts, a group of ten policemen ordered the replacement driver through picket lines, killing Kim Tae-hwan.

Four days after the 14 June incident, some 6,000 workers together with other activists rallied at city hall here mourning the killing, a well as demanding accountability of police. They also demanded the resignation of Labor Minister Kim Dae-Hwan over the government's adverse labour policies that led to the murder.

"Companies are using illegal means to prevent workers from defending their rights, and have even resorted to using thugs to prevent strikes," FKTU said in a statement. "The death of martyr Kim Tae-hwan was an obvious murder by the government labour policy which is outdated."



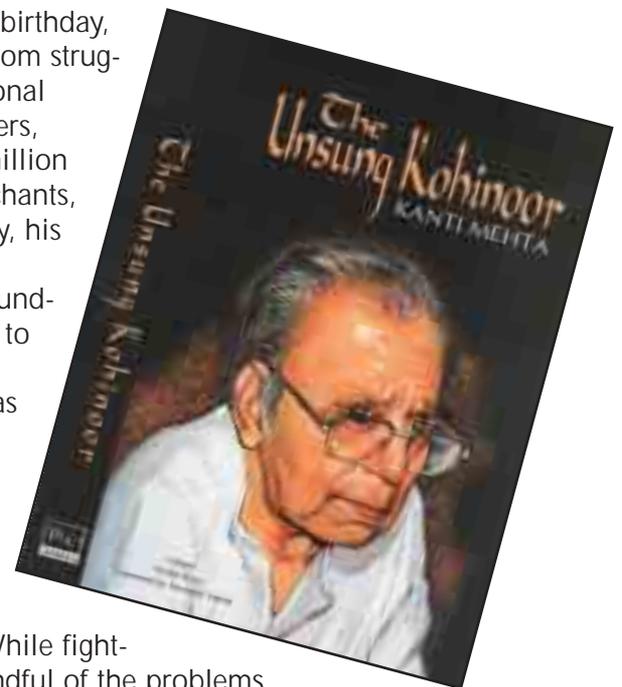
The body of Kim Tae-hwan lay where he was struck and killed.

India's Mining Union Proud of Kanti Mehta Book

Calcutta, India The Indian National Mineworkers' Federation (INMF) takes great pride in the publication of *The Unsung Kohinoor: Kanti Mehta*, a collection of essays reflecting on the quiet dignity in which Shri Kantibhai Mehta built the Mineworkers' Union of India. He also founded the Institute for Miners and Metalworkers Education, now known as the Gandhi Labour Foundation (GLF) in Puri, India, which he still heads.

Released early this year on the occasion of Kanti's 85th birthday, the book traces his political involvement through the freedom struggle at the side of Gandhi to his leadership in the Indian National Trade Union Congress to his selfless service for rural workers, particularly his six-decades-long devotion to India's one million mineworkers. Born into a wealthy family of diamond merchants, Kanti's life was diametric to his upbringing. In quiet dignity, his work reflects his life-long belief that "organised workers through trade union forums get their demands met." He founded the Rural Workers' Trust in the 1980s, and his devotion to the mineworkers brought India's miners many gains.

His global trade union work, which included 15 years as a workers' representative on the ILO Governing Board, as well as the Miners' International Federation and the ICEM also reflected his quiet steadfastness to workers' issues. Former ILO Deputy Director General S.K. Jain wrote Kanti "was among the few in the workers' group who had first hand knowledge of the needs and problems of workers in villages, small townships and in urban areas. While fighting for the organised workers' interests, he was always mindful of the problems of the unorganized workers ... never forgetting the needs of rural workers." The book is available through the GLF by e-mailing glf@satyam.net.in, or at the centre's website, www.gandhilabourfoundation.org.





ICEM GENDER ISSUES

ICEM's Women's Committee decided in May 2005 to meet goals by the 2007 Congress. Goals defined are to improve networking and communication, to work on equal pay for equal work in the pharmaceuticals industry, and to explore the issue of women in the oil and gas industry, especially offshore.

Work has started on these goals—a new women's bulletin is up and running and five issues have been published.

Pay Equity in Brazil

ICEM has begun research on women in pharmaceuticals in the Asia-Pacific Region. The industry is strategic there, and women's concerns in connection with equal pay need to be determined. In Brazil, ICEM affiliates in chemicals have set permanent social dialogue with employers, and equal pay issues will be on the agenda. FNV Netherlands is sponsoring multi-GUF training on pay equity, and ICEM is involved.

Women's concerns also play a role in the ICEM/ITF alliance for the offshore and onshore oil and gas industry. One area



More women need to be trained for collective bargaining, all agreed at a recent CNQ/CUT Formaquinmulher forum.

with rising membership is logistics, where more and more women are employed.

FNV's Latin America Project

FNV Netherlands sponsored an equal opportunities project in Latin America from 2002 to 2005, which was evaluated last spring. It found:

- A significant increase in the numbers of women in trade unions, including leadership. Latin America now has six women as

union presidents in Nicaragua, Chile, Brazil and Colombia;

- Gender-related demands have been achieved in bargaining, especially in Brazil and Chile. In São Paulo, a bipartite commission discussed gender and bullying at work at an event attended by 120 employees. FETIESC, the Santa Catarina Federation, organized a public hearing on repetitive strain injury (RSI), which was attended by 600 people;

- Regional demands were formulated for collective bargaining, in particular in connection with maternity.

ICEM affiliates in Colombia have developed women's committees as a result of the project. ICEM Colombia organizes women's congresses every year.

ICEM's Brazilian affiliate CNQ/CUT trains women one weekend each month in São Paulo in the Formaquinmulher series, or women chemical workers' training. At a recent forum, women elaborated strategies for 2005 collective bargaining. One object for negotiation is RSI, which is epidemic in Brazil because of the work intensity. And as always, the priority is to get more women into the union.

Repsol in Spain

Last May, Spanish energy company Repsol YPF concluded an agreement on equal opportunities with Spanish trade unions FIA-UGT and FITEQA-CCOO. The main objective is to improve women's positions on the job by increasing the number of women working in each of Repsol's divisions, by diversifying jobs and functions, by promoting women's participation in job training, re-evaluating skills to guarantee equal pay for equal work, and making work more compatible with family responsibilities.

Goodyear AP Forum Takes Up Organising Contract Workers

Manila The ICEM's Asia-Pacific Union Network of Goodyear tyre workers met here in the Philippines 8-9 August, and attention centered on the American company's fierce resistance to unionisation drives of contract workers in Malaysia and Thailand.

Some 21 trade union leaders from Goodyear plants or joint ventures in Japan, India, Indonesia and Thailand took part. High on the agenda was the company's disinvestment of rubber plantations at a time when natural rubber demand is increasing and shortages are occurring.

But the focal point was contract and agency labour, and Goodyear's tendency to keep long-term contract workers non-union with few benefits and less pay. In Malaysia at a tyre plant in Selangor, eight

leaders of ICEM affiliate NUECMRP were sacked some 18 months ago for calling attention to deplorable conditions for agency workers recruited from India, Pakistan and Bangladesh. The Malaysian Human Resource minister has refused to initiate proceedings for the eight in an industrial court.

At a Goodyear plant outside Bangkok, the president of the plant union of PCWFT was fired late last winter for aiding long-term contract workers for their full rights. Anan Pol-ung was reinstated in September due to pressure brought forth by the ICEM and the matter of whether or not Goodyear contract workers have a right to unionise in—a precedent-setting—is being heard in a Labour Court of Pathumthani province, Thailand.

Wolters, Duhin New ICEM Officers

The ICEM has named two new officers in industrial sectors, Michael Wolters from Germany and Thierry Duhin from Belgium.

Michael Wolters, 39, a 15-year trade unionist, is the new Chemicals and Rubber Sectors Officer. He began in May and replaces Marc Welters, who returned to Germany for personal reasons.

"I'm looking forward to learning and dealing with the many cultures inside the ICEM's organisation," said the native of Hamburg. "My goal is to improve affiliates' influence on work life, and besides creating the analysis and reports, I hope to discuss with union leaders ideas to further trade union influence."

Wolters began union work in Hamburg's chemicals industry in 1990. He had two offers then: attend university or accept a job with IG Chemie doing youth work in eastern Germany.

He worked in IG Chemie's Youth Department both in Halle in the east and in Hannover. He served the predecessor union to IGBCE first as an organizer and then in the International Department. In

2001, he was elected to head the IGBCE's Dresden regional office. He comes to ICEM after four years there

Thierry Duhin, 45, is no stranger to the ICEM, having served in an admin position since the days of the ICEF in 1986. In July, he took up the post of Energy Sectors Officer from Gino Govender, who returned to South Africa.

"I feel I have formed relationships and have the experience with affiliates in 19 years with ICEM and ICEF," Duhin said. "I now intend to build the expertise in the different areas of Energy to better service the needs of our affiliated trade unions."

Duhin is recognized as having a solid trade union background. His father was general secretary of the Metal Section of Belgian trade federation FGTB and his brother is a retired staffer of FGTB. Duhin will also continue in his roll as a French translator and interpreter for the ICEM.

"We welcome Michael and Thierry to the ICEM team of officers," said Gen. Sec. Fred Higgs. "Both are diligent and enthusiastic individuals who will serve our affiliated trade unions well."



Michael Wolters



Thierry Duhin

Employers will not sign any contracts with a third party that could affect the employment status of their direct employees, prior to consulting with such employees' union representatives.

Campaign on Contract And Agency Labour



The substitution or limiting of permanent direct employment by the use of contract & agency labour has clearly become a priority issue for countless workers and their trade unions, in every region of the world and every sector.

Each year, more and more directly employed jobs are lost to sub-contracting companies or agencies, which usually employ workers with little or no job security, inferior benefits, and with substandard working conditions. This is leading to a two-tier workforce with less and less directly employed workers, and increasing numbers employed through contracts or agencies.

One of the main objectives of the ICEM's Campaign on Contract and Agency Labour is to achieve the acceptance of language posted on this page. Learn more about the ICEM's Campaign on Contract and Agency Labour by visiting our website, www.icem.org.