



Thai Local Unions
Meet the Challenge
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GLOBAL UNITY
GLOBAL EQUALITY

Congress • 2007

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GlobalInfo is the official publication of ICEM, a Global Union Federation covering 20 million workers affiliated to over 409 industrial trade unions in 119 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, IMF Sign Global Accord with Umicore

Brussels Umicore, a Belgian metals group specialising in metal technology, chemicals, and catalysts systems, signed a Global Framework Agreement jointly with ICEM and the International Metalworkers' Federation (IMF) on 28 September 2007. The agreement, initiated by the Belgian union, Centrale Chrétienne du Métal de Belgique (CCMB), is for a 4-year period and contains language establishing a joint committee to review and monitor it.

"We are pleased to join with the IMF in establishing global standards with Umicore," said ICEM Gen. Sec. Manfred Warda. "Umicore is a company that crosses into a number of sectors, including those both in ICEM and IMF's range."

"The significance of the agreement for us is this is our first joint agreement with another global union federation," said IMF Gen. Sec. Marcello Malentacchi. "We are confident that both the IMF and ICEM, through our affiliates, will uphold the very best in social practices at Umicore."

The framework agreement was co-signed by Belgian unions/federations Metaal/FGTB-ABVV, CGSLP-ACLVB, and CSC-ACV, the federation which affiliates CCMB.

Brussels-based Umicore employs 14,000 staff in 35 countries. It began in 1906 as a Belgian mining company in the Congo, and in 2001 changed its name from Union Minière to Umicore. With significant divestment in the 1990s, the company since 2000 has focused on 4 businesses: advanced materials, precious metals services, precious metals products and catalysts, and zinc specialities and alloys.

The agreement contains 6 articles: Human Rights, Working Conditions, Environment, Implementation of Agreement, Monitoring, and Validity of Agreement. Under Human Rights, Umicore pledges to adhere to the UN Declaration of Human Rights, as well as adherence to ILO core labour standards.

The latter specifically includes ILO Conventions 87 and 98 on freedom of association and collective bargaining, and other Conventions regarding child labour, forced labour, and non-discrimination and equal opportunities practices.

Under Working Conditions, the company agrees to ILO Convention 100 on fair and adequate remuneration, and pledges not to compromise on safety and health conditions, as well as striving to post continuous improvements in all occupational health and safety performance. The Environmental principles include a 6-point plan centred on sustainable development issues.

Umicore is a growing specialty metals and materials producer that has significant stakes in automotive catalyst systems, optical technology, and precious metals servicing businesses, including collecting, recycling, refining, and re-processing precious metals. Its zinc businesses include products for paints, automotive parts, and those used in building industries. The company saw profits increase 37.6% in 2006 over 2005, with earnings of EUR195.8 million last year.

In 2003, Umicore acquired OM Group's precious metals business, as well as other companies in zinc and optical technology in the following years. In 2006, the public company spun off its copper business to a new company called Cumerio. More recently, in June 2007, Umicore paid US\$55.6 million to buy US firm Delphi's automotive catalyst business from bankruptcy proceedings. Umicore also has operations in China.

In initiating the Global Agreement, the Belgian union CCMB steered Umicore into discussions with the ICEM and IMF. Those negotiations started in earnest in January 2007 and were concluded in June.



ICEM Standing Together with Iraqi Trade Unions

The ICEM, together with the US Solidarity Center, ITUC, the International Transport Workers' Federation (ITF), and UK's Trade Union Congress (TUC), have strengthened cooperation to assist fledgling Iraqi trade unions battle many obstacles, not least of which is foreign occupation of their land and resources.

The ICEM and the ITF have both affiliated Iraqi trade unions and identified joint work with the unions as a priority for the worldwide Alliance between the two federations in the Oil & Gas Industry.

The Solidarity Center, with ICEM involvement, has conducted a set of three recent workshops for leaders of Iraq's trade unions from the oil and gas sectors in Amman, Jordan. Leaders from the Oil and Gas Workers' Union of the General Federation of Iraqi Workers (GFIW) and the Iraqi Federation of Unions (IFOU) took part in detailed discussions in late June, while unions from the two federations in Iraqi Kurdistan met in early September.

The workshops were part of on-going activity aimed at assisting Iraqi workers to

build free and democratic trade unions in this crucial industry. The ICEM, with the other unions, is building solidarity and publicising the appalling circumstances that Iraqi unions are forced to endure, including government intervention and restrictions clearly aimed at reducing their effectiveness in mobilising against a deeply unpopular pro-

posed hydrocarbons law.

Iraq's unions are under attack by both the government and the occupation forces. While a draft Labour Code, in line with international standards, remains under discussion, the government has introduced draconian decrees such as No. 8750 that paralyzes union development because it grants the state control over all union finances and freezes bank accounts.

In Iraq, some 70% of all workers are considered public sector employees, including oil, gas, and electric power

workers, and both the Ministry of Oil & Gas and the Ministry of Industry have announced that Law 150, originally introduced by Saddam Hussein to ban union organisation in the public sector, remains in effect.

Oil Minister Hussein al-Sharistani, in July 2007, used the edict to block the GFIW and IFOU from having any legal standing or voice in opposing the oil law. Iraq's oil workers and their unions have become the most outspoken opponents of the measure, and they argue that passage would ignite already dangerous regional rivalries and enrich global oil companies at the expense of ordinary Iraqis.

Furthermore, the Ministers are demanding that employers remove any union facilities that may have been provided, and that they refuse to negotiate with the unions.

Iraqi People Own Resources

Throughout the workshops, the position was taken that Iraq's natural resources belong to all Iraqi people.

And in those workshops, key threats were identified that greatly concern the unions. They include: the occupation, absence of worksite security, Iraqi laws unfavourable to ordinary Iraqis, threat of privatisation, and outdated and inefficient equipment and technology.

Iraqi union leaders also cite an absence of health and safety standards, with instances of occupational cancer noticeably rising in oil and gas production. They also say an inability to collect union dues because of government control over union bank accounts has hindered their ability to act effectively.

The most inspirational presentation during the June workshops came from ICEM's Energy Sector chairman, Lars Myhre from Norwegian Industri Energi. He told Iraqi unionists of the struggles by Norway's oil workers in the early 1970s to form their union, and of efforts to keep the country's oil and gas reserves the property of the Norwegian state.

It is necessary, Myhre said, for unions to be on an equal footing with managers with open and productive social dialogue.

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***ICEM Energy Sector Chairman,
Lars Myhre***

Local Unions Learn: Power is Earned in Thai Labour Landscape



It is not hard to find examples of union repression in Thailand. Like in so many rapidly developing nations, to stand up for labour and human rights on the jobsite in Thailand is equal to standing against trade and enterprise. But the unions and shop-floor leaders of Thailand, who strive for fairness and justice, cannot be so easily defined.

The ICEM has worked extensively in Thailand over the past Congress period, and that is one reason why the 4th ICEM Congress is being held in Bangkok. Thai unions have faced countless difficulties from hard and unrelenting employers, but they have come away with valuable lessons. In some cases, justice is on hold; but in all cases, it is easy to see why the difficult task of building unions is so crucial in Thailand.

EGAT-LU Wins Status as a Full Social Partner

The union at Electricity Generating Authority of Thailand, EGAT-LU, recently held a candidates forum for prospective governors of the state-run utility. Called a "vision session," all six candidates attended and gave the proper respect to EGAT-LU and 18,000 workers.

Such respect to EGAT-LU was not always the case. Workers engaged in a 3-year fight to prevent privatisation of the utility by the government of Thaksin Sinawatra. The credit for resisting Thaksin's 25% stock float to investors goes to EGAT-LU and its leader, Chairman Sirichai Maingam. And mostly, to EGAT workers themselves. They took the fight to the streets repeatedly, and there is little doubt that this played a role in the removal of Thaksin in September 2006.

The ICEM was proud to lend a global voice to EGAT-LU's struggle then. The victory was won when Thailand's Supreme Administrative Court struck down the partial privatisation the state asset.

EGAT-LU had forged valuable ties with consumer groups and civil society organisations in resisting. Hundreds of thousands of workers and citizens demonstrated time and again, in Bangkok and throughout the country. Sit-ins and strikes occurred continually at EGAT's Nonthaburi headquarters.

Now, EGAT-LU is a full social partner in the operation of the utility. The union is having its say on a draft energy law currently in the National Legislative Assembly. And Sirichai Maingam and the EGAT-LU committee, headed by Deputy Sompol Virasak, is helping to choose the managing director of EGAT. The 6 candidates are touting their ability to lead, their social responsibility instincts, and their environmental ideas. "We have full confidence now in the selection committee and we are sure that there is no political intervention in the process," said Sirichai Maingam.



Sirichai Maingam

For Goodyear's Bangkok Workers, Unity Forged

For 3 years, 600 workers at a Goodyear tyre factory near Bangkok have struggled and fought for their rights. At present, they are in collective negotiations with factory managers, talks that have blemished by subtle threats and intimidation by the senior manager.

Workers have one major thing going for them: they are more united now than ever. For the first time, the plant-level committee, behind the banner of ICEM-affiliated Petroleum & Chemical Workers Union (PCFT), speaks in unison. Workers no longer have part of this committee dominated by management.

In early September, this unity was on display. When the company fired two women, for using their own funds to make bags and shirts emblazoned with Goodyear's logo for distribution to rural school children, the workers reacted: some 90% of the 600 showed up for work dressed in black.

Workers and the committee are unanimous about Anan Pol-ung. On 25 July 2007, they presented a formal letter to management demanding his reinstatement. The former president of PCFT's union at Goodyear was sacked in 2006, his second firing. He first drew management's wrath when - as shop-floor leader - he made a stand with 20 contract workers, all on fixed-term, yearly contracts. The ICEM intervened in 2005 to win his job back.

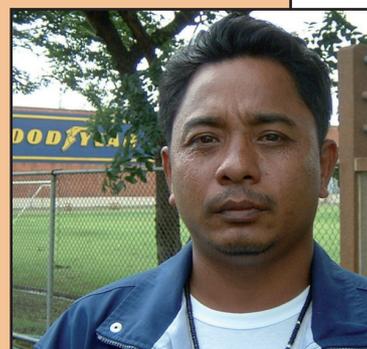
The ICEM's Goodyear Global Union Network is now demanding Anan's reinstatement on this second dismissal.

A fateful event in 2007, something also serving to tighten the ranks, was a major fire occurring on 2 March that closed the factory, and halted production of auto, truck, tractor, and aircraft tyres. Workers were bitter when the senior manager offered to pay only 50% of their salaries.

All workers were recalled by July 2007. But the fire left safety problems in its wake. In one example, Goodyear seeks to remand a union committeeman in industrial court. The incident involves a small fire that happened after workers returned to their jobs. He is charged with a formal safety warning because he informed the plant's safety chief that a fire alarm was not operating properly. That safety officer had left the company, and Goodyear failed to correct the problem.

But even before the bigger fire, managers eliminated a specialised fire team in order to save on overtime costs.

At a meeting in June, the union committee, together with the union representing 30 supervisors, agreed that they will not be bullied by any manager. They agreed also that they deserve fair and commensurate pay in this set of 3-year talks. And they also re-committed to make the best, and most reputable, aircraft and land tyres in the Asia-Pacific region.



Anan Pol-ung

The Fight for Justice Inside Thai Workplaces

The ICEM has been deeply involved with labour unions in Thailand. At times, it has been possible - through persistence - to convince leading executives of multinationals to correct certain problems in their Thai workplaces.

French Unions Assist Saint-Gobain Sekurit

At a Saint-Gobain Sekurit glass plant near Rayong, the ICEM intervened successfully with the help of French unions on behalf of 700 workers. In February 2006, after a month-long lockout, Saint-Gobain in Paris realised they were getting better information on the dispute from the ICEM and French unions involved - FÈdÈration Chimie Energie CFDT, CGT Verre CÈramique, and FÈdÈchimie CGT-FO - than they were from local plant managers.

They resolved the dispute in favour of workers and the union, the Federation of Thailand Automobile Workers' Unions. Rayong management had initiated court action aimed at firing 4 trade unionists who led a plant-gate protest over plans to limit the 2005 bonus and a plan to cut overtime pay on Sunday by half.

The result of the intervention was full recognition of the branch union. Saint-Gobain also agreed to drop the court case, and issued a fair bonus. Since then, the union has convinced managers that better productivity and growth will result with fewer contract workers. Some 100 contract workers are now permanent Saint-Gobain Sekurit employees.



Rehired at TIG: Chatree Paiyasen, Chatreewere Jarusuanwong

Justice at TIG

In August 2006, the ICEM achieved justice for 2 workers at Thai Industrial Gases (TIG) in Saraburi province. They had been fired for starting a union at TIG, a subsidiary then of UK-based BOC (now Linde). The ICEM utilised the relevant person at UK union Transport & General Workers (now Unite), and he was relentless in persuading BOC to re-hire the 2, and recognise the union.

This victory for the 50 industrial gas workers in Saraburi inspired them, through their union, the Petroleum & Chemical Workers' Federation (PCWF), to go on and organise 10 other TIG/BOC plants in Thailand. But now, the company is pushing back. They exert themselves by restricting certain work rights already won. But the organisers of TIG-LU in Talan, Saraburi province, as well as at other PCWF worksites of TIG, are up to the challenge. They have already proven the merits of unity.

Paper Industry Injustice

The ICEM is also aware of a gross injustice occurring in the paper industry in the Rayong area. It involves a branch vice president of the Paper and Printing Federation of Thailand (PPFT), who was unfairly fired for leading workers' demands to have Thai holidays as non-work days.

The company was Swiss-based SIG Combibloc, a packaging company that in June 2007 was bought by New Zealand's Graeme Hart Rank Group Holdings Ltd. The incident occurred while SIG Combibloc was eliminating the 8-hour work day for 12-hour shifts, which effectively reduced workers' fixed pay and cut their shift differential pay. SIG was readying the business for Rank Group.

The victim is Thaneth Jhanluechai, a 10-year employee and a trusted lab technician. He is also member of the Employment Committee at the 420-worker paper plant. The case is before a Thai labour court. The company is accusing Thaneth of damaging its business by encouraging workers to honour the Songkran holiday.

The ICEM demands that Rank Group now reverse this injustice by reinstating him. New Zealand unions, representing workers of Rank Group's Carter Holt Harvey workplaces, also support Thaneth's return to work.



Thaneth Jhanluechai

News of Affiliates

Sintravidricol in Colombia Meticulous in Organising Peldar Glass Plant

Zipaquira, Colombia A local branch of Sindicato Nacional de Trabajadores de la Industria del Vidrio y Afines of Colombia (Sintravidricol) has used ICEM's Social Dialogue project as a springboard to gain near full union membership at a 900-worker glass plant near this Colombia city. The branch union, in years past, has had a rocky relationship with employer Peldar, a subsidiary of Owens Illinois.



At Zipaquira plant, ICEM Project Coordinator Carlos Bustos and Luis Humberto Robiano of Sintravidricol

But since ICEM's project began in late 2004, workers have engaged managers at the plant, and management has reciprocated by conducting meaningful social dialogue that has built morale. The result is 98% of Peldar's Zipaquira workers are Sintravidricol members, and the branch union has been successful in reducing the number of contract workers in talks with the company.

"We have done hard work to organise our plant," said Sintravidricol leader Luis Humberto Robiano. "We now must reach out to other Owens Illinois workers in Colombia, so we can organise together."

The American company operates 4 Peldar plants in Colombia, and Sintravidricol members at Zipaquira seek to bring them under a unified collective agreement.

In 2004, the threat of a strike together with international attention on Peldar's bargaining tactics, brought sizeable two-year wage gains. Sintravidricol also negotiated bonuses for education and health in those talks. Management of Peldar, the leading glassmaker in Colombia, Peru, and Brazil, began charting a course of serious social dialogue with ICEM's Colombian affiliate following those negotiations.

New Staff Joins ICEM from Affiliated Unions

Brussels, Belgium In spring and summer 2007, the ICEM welcomed 3 new staffers to its headquarters. All hail from affiliated trade unions of the ICEM, and Gen. Sec. Manfred Warda said the global union federation has gained "dedicated, intelligent, and committed trade unionists to the ICEM team."

All three of the new staffers bring experience and past involvement in the affairs both ICEM and EMCEF, the European Mine, Chemical, and Energy Workers' Federation. They also bring varied experiences from their own unions.

Kemal Ozkan of Turkey's Petroleum, Chemical and Rubber Industry Workers' Union (LASTIK-Is) was appointed as Chemicals and Rubber Sector Industry Officer effective 1 March. Jeannette Van Dongen of FNV Bondgenoten in The Netherlands was appointed as Projects Officer on 1 May. And on 1 August, Joe Drexler of the United Steelworkers in the US was appointed as ICEM's Director of Industry and Corporate Affairs.



Ozkan



Van Dongen



Drexler

SUTNA in Argentina Concludes Successful Rubber Talks

Buenos Aires, Argentina Sindicato Unico Trabajadores del Neumático of Argentina (SUTNA) achieved a national accord this year in the nation's rubber sector, but it did not come easy. After establishing a pattern in the spring with Pirelli and Bridgestone-Firestone, the union met resistance at Argentina's largest tyre maker, FATE S.A.I.C.I, which employs 1,200 rubber workers.

Workers at FATE did not take industrial action, but through vote rejections and open meetings they produced the necessary dissent against the company's inferior proposals, SUTNA members carved out an agreement equal to the conflict-free ones produced with Pirelli and Bridgestone, which together employ 1,400 rubber workers. FATE, an Argentine-based rubber maker, had been attempting, through several proposals, to weaken the standards set by the other two companies.

The series of pay gains leading into mid-2008 will total roughly 23%. SUTNA Gen. Sec. Pedro Wasiejko pledged earlier that no worker would earn less than 2,741 pesos (EUR 600) per month in this set of two-year negotiations. That was accomplished, said Wasiejko, "through transparent and democratic negotiations."



Peru Ratifies ILO Convention 176, the Mine Safety and Health Convention

Lima, Peru ICEM affiliate, FNTMMSP, together with strong support from Peru's unions, made the difference when Peru's government earlier this year ratified ILO Convention 176, the Safety and Health in Mines Convention. Twenty-two countries have now ratified Convention 176, which became effective only in 1996.

Ratification by Peru means miners there get unprecedented rights on safety and health matters. It also means the Peruvian government will now implement a national policy and national agency to deal with mine health and safety, which inevitably will draw safety technologies and techniques to one of the world's major mining countries.

Peru's miners, thanks to the mining and metals trade union FNTMMSP and other unions, can now freely and without prejudice notify managers and authorities about unsafe conditions. They have the right to call for expedited inspections or investigations, and they will have full access to all information and data concerning mine safety and health. They will also have the right to leave a mining operation in the event of serious risk. And legitimate worker representation backing these rights is guaranteed.

The ICEM played a small role in this accomplishment - it provided information and documentation to Peru's unions on Convention 176. "The real credit goes to FNTMMSP and all the trade unions of Peru," stated ICEM Gen. Sec. Manfred Warda. "They convinced those that needed convincing that with enactment of this global standard, Peru is on course to be a modern and sustainable mining country."



Azeri McDermott Workers Bring Unionisation To Caspian Sea Oil and Gas Industry

Baku, Azerbaijan The historic strikes that brought work to a halt near here in 2005-2006 started when bosses of US oil rig builder McDermott did not address a written set of grievances by workers. "We did not plant to strike," said leader Rahimov Zakariyya, "but when it happened, supervisors began trying to pull

ideas of his own on the role OGWU could play to help workers of major oil and gas contractors.

When the spontaneous strike and occupation began in late November, workers turned to the OGWU, which, not coincidentally, was hosting the ICEM's Caspian Sea Energy Unions' Alliance. The fact that Russian and Turkish oil and gas workers' unions, as well as Azeri and Georgian power workers' unions, were involved in the conference only helped Aliyev and the OGWU in recruitment.

"We did not consider management an enemy," said Zakariyya, "but they just would not listen." At first, McDermott bosses were reluctant to bring Aliyev and OGWU into talks. But when it became apparent that workers would have it no other way, they agreed. The result: recognition of OGWU, an immediate 30% pay hike that offset Azerbaijan's escalating inflation rate, and equality on health care.

Some 3 weeks after the strike, 1,600 contract workers at BosShelf went on strike for OGWU representation. Since early 2006, OGWU has recruited 10,000 workers at over 15 other oil and gas energy providers in the western Caspian.

"Before the strike, we were writing and speaking among ourselves, but we did not think in terms of forming a trade union," said Tabriz. "But after it was created, and we won our rights, we realized this was a victory for all Azeri workers, and we are proud of that."

As the last of the 4 rigs was towed to its offshore home in late summer 2007, managers at McDermott and a score of other contractors working the profit-laden shores of the western Caspian are diligently engaged in talks with OGWU. At McDermott and several of the other contractors, success can be measured in just one of many dividends gained by Azeri contract workers: the companies now recognise Azerbaijan's national celebratory days as official holidays.



From left, Qorchiyev Tofiq, Shukurov Tabriz, OGWU's Jahangir Aliyev, and Rahimov Zakariyya

their people away and even moving them to Dubai for other work."

In November 2005, 2,000 McDermott workers were in the middle of constructing 4 offshore rigs for BP and Azeri state company, Socar. They issued a grievance stating an obvious double standard: foreign workers were getting paid more and had better health insurance than Azeri workers. Workers had been promised production bonuses, but even though rig construction was 3-to-4 months ahead of schedule, no bonus was forthcoming. An existing union at the Heydar Aliyev Fabrication Yard and Marine Base was doing nothing.

Strike leaders, including Zakariyya, Qorchiyev Tofiq, and Shukurov Tabriz, contacted ICEM affiliate Oil & Gas Workers' Union (OGWU) of Azerbaijan. It happened that President Jahangir Aliyev had his eye on the brewing dispute and had

ICEM Welcomes WFIW Union Affiliates

The ICEM's 4th World Congress in Bangkok marks the finalisation of the integration process between the global federation and the World Federation of Industry Workers (WFIW). The successful integration will be highlighted by the ICEM at a formal function following conclusion of business on the opening day, 22 November 2007.

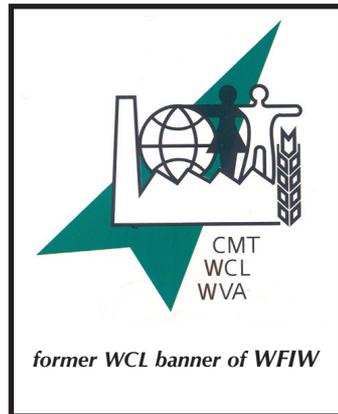
WFIW had formerly been affiliated with the World Confederation of Labour, which itself, fully merged as a partner in the new International Trade Union Confederation (ITUC). The WFIW held its Dissolution Congress in June, which included a post-Congress discussion on immigration issues.

The ICEM-WFIW integration agreement calls for WFIW voice into ICEM functions in 2007, and full membership beginning at this Congress. WFIW affiliates are now able to seek ICEM membership. About two-thirds of some 80 WFIW affiliates

worldwide are aligned in ICEM sectors, and many are expected to join the ICEM at or following the Bangkok Congress.

At the WFIW Dissolution Congress, delegates elected Italo Rodomonti, Belgium, and Achille Dutu, Romania, as ICEM Presidium members. They also elected Wilson Wanderlei Viera, Brazil, and Alphonse Beya Tshimbu, Democratic Republic of Congo, as members of the ICEM Executive Committee. In endorsing the last step in the 3-year ICEM integration process, Italo Rodomonti told WFIW delegates, "Pluralism within the international trade union confederations will form a firm basis for a stronger international trade union movement."

ICEM Gen. Sec. Manfred Warda concurs. "We know that the WFIW unions will give us strength in many parts of the world, and we appreciate that," he said. "We welcome their energy, and will to strengthen global trade unionism."



Iraq's Unions Face Many Obstacles ... from page four

Worker demands for beneficial laws, better pay and benefits, and higher industrial standards are essential for a socially responsible company, said Myhre, who pledged ICEM and Industri Energi help in bringing this to Iraq's energy sector.

In the weeks following the June workshops, Industri Energi joined with Norway's national labour centre, LO, to call on Statoil not to open operations in Iraq because of Oil Minister al-Shahristani's July letter. Statoil was planning to open an office in the northern Iraq city of Erbil, and Industri Energi and LO have officially called on Norway's government to stop that move at this time.

For the ICEM, union building in Iraq is dependant on aiding Iraqi unions to tear down the restrictions on their legitimacy, and defeating a one-sided oil law. Energy Sector Officer Jim Catterson said foreign investment may be needed in Iraq to gain access to modern technology, but the terms and form of that are a matter for the Iraqi people to determine.

He said the ICEM has reached Global Framework Agreements with several oil and gas companies that may be seeking to operate in Iraq, including Statoil and the Russian company Lukoil. Such agreements will be used on behalf of Iraqi oil and gas workers in a fundamental test of their effectiveness, said Catterson.



Fraternal Greetings to the ICEM's 4th Statutory Congress!

Dear Colleagues,

It is a pleasure to welcome you to the 4th World Congress of the ICEM. It is with a great deal of pride that we hold this Congress in Thailand, a country in which the ICEM has played a role in a number of labour and social causes.

There has been discussion on why the ICEM would hold a Congress in a country that only a year ago experienced a military coup. We consulted with our Thai affiliates on this matter, and they assured us that our presence would be a symbol of hope and expectation that free and democratic elections will occur soon in Thailand. We take this as proof of both the quality of work that ICEM has done in Thailand, and the work that still must be done in this great nation.

This Congress marks a historic moment for the ICEM. With forces of globalisation rapidly impacting the lives of workers in today's world, the global trade union movement has come together and made the commitment that it will unite to protect workers' interests. The ICEM's 4th World Congress will engage several major issues, including enhancing cooperation with the family of Global Union Federations and other world trade union organisations. We will begin a process to establish a strong sustainable development policy across all ICEM sectors, and we will reaffirm our commitment to challenge the growing threat of Contract and Agency Labour and the scourge of HIV/AIDS in our workplaces and in workers' lives.

This Congress also marks the full integration into the ICEM of trade unions from the World Federation of Industry Workers. We welcome those unions and we know that your participation and involvement in our structures will make us stronger.

Let us have great success at this Congress, and let us come away fully invigorated with the energy of Unity and Solidarity in order to fulfill the necessary work that we face!

Fraternally,

A red ink signature of Senzeni Zokwana, the President of ICEM, is written over a light grey rectangular background.

Senzeni Zokwana
President

A blue ink signature of Manfred Warda, the General Secretary of ICEM, is written in a cursive style.

Manfred Warda
General Secretary