



www.icem.org

ICEM



G
L

B
A
L
I
M
F
O

Congress Report

*ICEM Takes
Bold, New
Direction*

1 - 2008

GLOBALINFO

Number 1 • 2008

What's Inside

- 4 **Petro-Canada Lockout**
*energy workers resist
break-up of pattern bargaining*



- 5 **Victory at SIG Combibloc in Thailand**
*New Zealand unions deliver
justice at paper plant*



- 13 **ICEM Women**
7-point agenda adopted



- 14 **ICEM Battles HIV/AIDS Pandemic**
*grass-roots work in Africa
needed and necessary*



Cover Photo:Th.Lenoir

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: Manfred Warda, *General Secretary*
Editor: Dick Blin, *Information and Publications Officer*
Layout: Thierry Lenoir, *Publications and Design Assistant*

GlobalInfo is the official publication of ICEM, a Global Union Federation covering 20 million workers affiliated to over 467 industrial trade unions in 132 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.

New Era Dawns for ICEM In Global Labour Movement



The ICEM's 4th World Congress, held in Bangkok, 22-24 November 2007, produced pointed discussion and action on the future course for the Global Union Federation (GUF). It also set forth a blueprint for work, ranging from mine safety, to a clean and healthy environment, to decent work and decent jobs.

The Congress also highlighted the work by the ICEM in Thailand, and renewed the 20-million-member federation's commitment to educating, then eradicating HIV/AIDS, and continuing its lead on Contract and Agency Labour. Some 840 delegates gathered under the banner "Global Unity, Global Equality" at the Queen Sirikit National Convention Centre.

Delegates adopted specific goals for greater coordinated cooperation with other GUFs, with the first major initiative to move the Secretariat from Brussels to Geneva. They adopted motions regarding sustainable development, curbs on private equity firms, and a push for countries to adopt ILO Convention 176, the Safety and Health in Mines Convention.

And delegates reaffirmed ICEM policy to seek more Global Framework Agreements with companies, as well as move for stronger rights to organise, and language on contract labour and HIV/AIDS in all such agreements.

The Congress also heard about current struggles in nations such as Burma, Iraq, and Palestine.

Prior to the Congress, separate in-depth conferences were held on Woman and Gender, Contract and Agency Labour, and one for Pulp and Paper affiliates, in which an expedited agenda for trade unions in that sector was adopted.

Day 1 was opened by Kyoshi Ochiai of Japanese UI Zensen, chairman of ICEM's Asia-Pacific Region, and delegates heard from Ravi Pupaga, leader of ICEM's Thai umbrella of trade unions.

On Day 2 of the Congress, delegates elected Senzeni Zokwana, President of the National Union of Mineworkers, as President of ICEM, and Manfred Warda, former head of the International Department of German union IGBCE, and Acting ICEM General Secretary, as General Secretary.

Zokwana had opened the Congress by juxtaposing the ever-increasing number of mining accidents across the world with rising prices and high demand for minerals. "How many more deaths, anguish, and sorrow must be visited upon innocent mineworkers, their families, and communities before we can say enough is enough?" asked Zokwana.

Warda delivered a keynote address in which he said working with other GUFs, the ITUC, TUAC, and the newly-formed Council of Global Unions must be the way



ICEM Presidium members gather at the close of the Congress

of the future. He also cited several instances of trade union action that made a difference to change a political agenda or alter decisions by capital markets.

"We should never agree with government's arguments that they cannot control the invincible forces of globalisation when they draft their neoliberal programmes," Warda said. He warned delegates not to be dismissive of global standard-setting bodies, such as the ILO or OECD's Guidelines for Multinational Companies, "without first seeking out our chances to use and, in some cases, improve" these initiatives.

Verification of elections to ICEM's Presidium and Executive Committee also were held, accented by seating of the first Vice President from the Middle East/North Africa Region. Egypt's Mohamed El Sayed Mosi Al of the Public Utilities' Unions is that Vice President.

News of Affiliates

Petro-Canada Defies Itself in Montreal Refinery Lockout

Montreal, Canada An aggressive lockout here by Petro-Canada against 267 members of Communications, Energy, Paperworkers (CEP) Union likely will head into the warmer months of this North American country. Management of the energy company has refused to accept the union's national energy bargaining pattern that was, ironically, established by Petro-Canada itself at another refinery in 2007.

Instead, managers inside the locked-out Quebec refinery have resorted to law-breaking to keep the facility operating. A provincial Ministry of Labour study found that the company is using at least 26 replacement workers to complement bosses in maintaining output - a labour law violation in Quebec. This would indicate that the company is jeopardizing the safety and welfare of the community, since managers and scabs are working more than 70 hours per week.

The lockout began on 17 November 2007. The refinery is located in a residential area called Point-aux-Trembles, in the east end of Montreal.

And just one concession that Petro-Canada is seeking from CEP Local 175 is elimination of a health and safety prevention officer. The firm also seeks unwanted changes in scheduling, job assignments, and an accelerated training programme that will further jeopardize health and safety. Petro-Canada is attempting to break from the CEP's National Energy and Chemical Bargaining Programme for 2007-2008, by seeking a 6-year contract term instead of a 3-year term.

The bargaining pattern was set in May 2007 negotiations, when Petro-Canada and CEP agreed to 3-year wage increases of 5%, 4.5%, and 4.5% at a refinery in Edmonton, Alberta. Since, that pattern has been agreed to by CEP local unions and Petro-Canada at operations in Ontario province. Local 175 members are waging boycotts at Petro-Canada retail stations, as well as engaging in other activities to bring pressure on the company.



Local 175 members rally with CEP President Dave Coles in January

Swedish Professional Workers Unite Into One Big Union

Vasteras, Sweden A strong, new union for professional workers was created here in late 2007 called Unionen. Simultaneous, 3-day extraordinary congresses of ICEM affiliate SIF, the Swedish Union of Clerical and Textile Workers, and HTF, the Salaried Employees' Union, ratified the merger, which took effect 1 January 2008.

Unionen now comprises 530,000 Swedish workers employed in some 66,000 workplaces in the country's private sector. Mari-Ann Krantz, from SIF, is the new President, with Bengt Olsson, former president of HTF, Unionen's Vice President. Stefan Carlsson, Cecilia Fahlberg, and Peter Hellberg will serve as Deputy Vice Presidents.

The joint congresses adopted statutes for the new union, and passed an action plan based on democracy, respect, and solidarity. That action plan promotes solid environmental and safe climate practices, equality in labour markets, pledges a Unionen push for labour education in schools, and ensures that the new union protects the rights of the unemployed. Unionen will hold its first ordinary Congress in October 2008, and will return to 3-year Congress periods thereafter.

UNIONEN

PPFT Wins Reinstatement of Leader, Other Guarantees in Thailand

Rayong, Thailand When global unions take action against unjust work practices, positive results follow. That was the case after Auckland-based Rank Group purchased a paper packaging plant from a Swiss concern here.

Thaneth Jhanluechai, a branch-level leader of the Paper and Printing Federation of Thailand (PPFT), was sacked in May 2007 when SIG Combibloc was about to sell to Rank. His crime: he protested against work-rule changes, leading to speed-ups, and he encouraged 420 paperworkers to honour the Songkran holiday of Thailand by not working.

Following Rank's purchase in mid-2007, the ICEM, UNI Graphical and, most importantly, 2 ICEM affiliates in New Zealand representing Rank Group's workers there, began a campaign with the new owners to restore justice. The Engineering, Printing, and Manufacturing Union (EPMU) and the National Distribution Union (NDU) got the attention of senior executives of the private investment company.

In late 2007, those executives conducted fact-finding trips to Rayong, and learned first-hand of workers' rights abuses by a managing director who was zealously readying the plant for sale. That boss was sacked; Thaneth, a respected 10-year worker on the plant's Employment Committee, was reinstated, and Rank guaranteed that both the language and spirit consistent with a 2005 labour agreement.

That language - previously ignored by the dismissed boss - states the branch union will be consulted on all sub-contract work, or hiring of temporary workers. Rank also made real commitments to correct unfair work rules, restore certain levels of remuneration, and take immediate measures to reverse low morale among workers.



Thaneth Jhanluechai, center, with other leaders of the SIG Combibloc branch of the PPFT

Liberia Supreme Court Delivers Justice for Firestone Plantation Workers

Harbel, Liberia Even following a highly-watched union election in July 2007, in which Firestone rubber workers voted out one union, and voted in another, justice was denied. The losing union, after doing little or nothing for workers for decades, threw up legal barricades preventing the 5,000 plantation workers from joining the democratic and representative union.

That changed in late December 2007 when the Liberian Supreme Court - with the help of further global union attention - overturned a lower court, granting certification to ICEM affiliate Firestone Agriculture Workers' Union of Liberia (FAWUL). Managers at Firestone Rubber Plantation here will now have to bargain with FAWUL, something they have tried to avoid while maintaining a opaque relationship with the displaced union.

The peaceful and transparent election last July was monitored by global bodies. Liberia's Labour Ministry officially authorised the ballot and created a special elections committee, to guarantee a free and fair election. The futility of blocking such a collective right is an injustice in a civil society. The ICEM now calls on Firestone and its parent company, Bridgestone, to enter honest negotiations with the workers' legitimate representative, FAWUL.

The ICEM commends the United Steelworkers (USW) of the US for its long, tireless, and now, successful effort to correct the workplace wrongs that have occurred at the Firestone Rubber Plantation in Liberia for many years.



ICEM Gives Special Welcome to WFIW

The ICEM ceremonially welcomed the former World Federation of Industry Workers (WFIW) into its fold at the 4th Congress in Bangkok. Some 66 WFIW unions in 47 countries have now affiliated to the ICEM.

Italo Rodomonti, General Secretary of the former Christian federation, called the integration a "historic agreement between the two organizations that brings different trade union histories and cultures together in one effective and strengthened international." He said that a foundation of solidarity is now in place that will face the issues of economics, poverty, pollution, labour association, and trade union freedoms.

"We have shown our cooperation and our willingness to work on joint activities with the ICEM," stated Rodomonti. "The objective that we share, to strengthen a global network of trade unions in the wake of globalisation, means that we are better organised to represent and protect all our members."

In saluting the former WFIW unions for their decision for greater solidarity, ICEM General Secretary Manfred Warda stated, "We welcome our new sisters and brothers from the WFIW. We welcome their energy and their will to strengthen global trade unionism. The celebration of this integration must now be followed by action."

WFIW had been affiliated with the World Confederation of Labour (WCL), which itself fully merged into a newly created ITUC late in 2006. The WFIW held its Dissolution Congress in June 2007 in Dakar, Senegal, in preparation for full integration with the ICEM.

WFIW leaders actively took strong voice



Italo Rodomonti, centre, and ICEM President Senzeni Zokwana, at right, finalise the WFIW integration

inside ICEM statutory meetings throughout 2007. Rodomonti, from the Belgian trade union ACV-CSC, will serve as an ICEM Vice President, as will Achille Dutu from FSI in Romania. The former WFIW will be served on ICEM's Executive Committee by Wilson Viera, SINTEC-SP, Brazil; and Alphonse Tshimbu, CTPECCMM/DRC.

ICEM Presidium Members: 2008-2011

Senzeni Zokwana, President

Western Europe:

Ben Roodhuizen, FNV Bondgenoten/Netherlands
Paul Lootens, CG/Belgium
(the above is a rotating seat)
Augusto Pascussi, UILCEM/Italy
Hubertus Schmoltdt, IGBCE/Germany
Phil McNulty, Unite/UK
Italo Rodomonti, ACV-CSC-Energie Chimie/Belgium
(former WFIW)

Nordic:

Anders Ferbe, IF Metall/Sweden
Liv Undheim, Industri Energi/Norway

Central Europe:

Juraj Blahak, OZ Chemia/Slovak Republic
Achille Dutu, FSI/Romania (former WFIW)

Eastern Europe:

Ivan Mokhnachuk, ROSUGLEPROF/Russia

Manfred Warda, General Secretary

North American:

Ken Neumann, United Steelworkers/Canada
Dave Coles, Communications Energy Paperworkers/Canada

Asia-Pacific:

Kiyoshi Ochiai, UI Zensen/Japan
Chueh-an Chuang, Taiwan Petroleum Workers' Union

Middle East/North Africa:

Mohamed El Sayed Morsi Al, Public Syndicate of Public Utilities/Egypt.

Sub-Saharan Africa:

Rayford Mbulu, Mineworkers Union of Zambia

Latin America/Caribbean:

Sergio Novais, CNQ-CUT/Brazil

Women's Vice Presidents:

Evgenia Esenina, ROGWU/Russia
Angeline Chitambo, Zimbabwe Electricity, Energy Workers' Union

ICEM Executive Committee Representation

Western Europe Titulars:

Michael Vassiliadis, IGBCE/Germany
to be determined, UK
(the above is a rotating seat)
Isidor Boix, FITEQA-CC.OO/Spain
Montserrat de la Torre, FIA-UGT/Spain
(the above is a rotating seat)
Marc Blanc, FCE-CFDT/France
Mustafa Kumlu, TES-Is/Turkey
Edeltraud Glanzer, IGBCE/Germany (Women's Titular)

Western Europe Substitutes:

Peter Schissler, GdC/Austria
Roland Conus, UNIA/Switzerland
Isidor Boix, FITEQA-CC.OO/Spain
Montserrat de la Torre, FIA-UGT/Spain
(the above is a rotating seat)
Jean-Pierre Damm, FO/France
Sergio Gigli, FEMCA-CISL/Italy
Huseyin Kayabasi, Maden-Is/Turkey
Ramona Para, FITEQU-CC.OO/Spain (Women's Substitute)
Justin Daerden, ACV-CSC/Belgium (former WFIW)
Alphonse De Potter, ACV-CSC-Energie Chimie/Belgium
(former WFIW)

Nordic Titulars:

Per Sørensen, CO-Industri/Denmark
Markku Palokangas, Toimihenkilöunioni TU/Finland
Rita Pfeifere, Latvia Industrial Workers' Trade Union
Lars Carlsson, Unionen/Sweden
Tove Møller Pedersen, CO-Industri/Denmark (Women's Titular)

Nordic Substitutes:

Mads Andersen, CO-Industri/Denmark
Valentina Ozola, Latvia Industrial Workers' Trade Union
Jan-Henrik Sandberg, Svenska Pappers/Sweden
David Seligson, Kemanliitto/Finland
Tina Christensen, CO-Industri/Denmark (Women's Substitute)

Central Europe Titulars:

György Paszternák, VDSZ/ Hungary
Milorad Panovic, GS HNER Nezavisnost/Serbia
Kazimierz Grajcarek, Solidarnosc Miners' and Energy Workers Secretariat/Poland
Elena Petrovici, PETROM/Romania (Women's Titular)

Central Europe Substitutes:

Toma Kumer, KNG/Slovenia
Ivan Tomac, EKN/Croatia
One Substitute to be determined
Kata Iveljic, Ind. TU of Chemistry Non-Metal Workers in FBiH/Bosnia-Herzegovina (Women's Substitute)

Eastern Europe Titulars:

Lev Mironov, ROGWU/Russia
Valeriy Matoc, ATOM/Ukraine
Muvjuda Khalilova, Union of Fuel, Energy, Chemical, Geology Workers/Uzbekistan (Women's Titular)

Eastern Europe Substitutes:

Valery Vakhushkin, Electroprovsoyuz/Russia
Alexander Sitnov, RCWU/Russia
(the above is a rotating seat)
Jahangir Aliyev, Oil and Gas Workers' Union/Azerbaijan
Nicolas Stratila, FSCRE/Moldova

(the above is a rotating seat)
Lyudmila Grushetskaya, Belhimprofsoyuz/Belarus (Women's Substitute)

Asia-Pacific Titulars:

Hiroyuki Nagumo, Denryokusoren/Japan
Masaharu Koyanagi, JEC Rengo/Japan
B.K. Das, India National Mineworkers' Federation
One Titular seat from Malaysia
One Titular seat from Australia
Araya Kaewpradap, Government Pharmaceutical Organisation TU/Thailand (Women's Titular)

Asia-Pacific Substitutes:

Ju-young Kim, Korean National Electrical Workers' Union
Roberto Padilla, National Mines and Allied Workers' Union/Philippines
G. Rajendran, Chemical Industries Employees' Union/Singapore
Graeme Clark, Manufacturing and Construction Workers' Union/New Zealand
One Substitute from Sri Lanka/Nepal
(the above is a rotating seat)
Fusako Urano, Denryokusoren/Japan (Women's Substitute)

North America Titulars:

Dan Kane, United Mine Workers of America/US
Newton Jones, Boilermakers/US
Gary Beevers, United Steelworkers/US
Jon Geenen, United Steelworkers/US
Carol Fraser, Communications Energy Paperworkers/Canada
(Women's Seat)

North America Substitutes:

(Four Substitute seats to be determined)
Leeann Anderson, United Steelworkers/US

North Africa/Middle East Titulars:

Mansour Abdeslam, UMT/Morocco
Hashimia Muhsin, GUEWT/Iraq (Women's Titular)

North Africa/Middle East Substitutes:

One Substitute seat from Jordan
One Substitute seat from Palestine
(the above is a rotating seat)

see page 8



ICEM staff worked overtime making the Congress a success. Above, Opal Brown and Dalila El Barhmi in Bangkok.

ICEM Hears Burma Plea

ICEM delegates at the 4th Congress saw a glaring videotape of the September 2007 atrocities to monks and Burmese people by the iron-fisted military regime, a crackdown in which hundreds of people were murdered by the state. That presentation was given by the leader of the exiled Federation of Trade Unions of Burma (FTUB), who also gave an impassioned reminder that sanctions and trade embargoes do work against the military generals.

FTUB General Secretary Maung Maung promised that Burmese people will carry their struggle for liberation and national democracy to fulfillment, and urged global trade unions to help that cause. "Economic sanctions and international pressure do hurt this regime," said Maung, adding, "the regime is cracking."

Maung said evidence of this is the generals bending to demands to meet, albeit conditionally, with Nobel Peace Laureate Aung San Suu Kyi, who has been under house arrest inside Burma for over a decade.

ICEM General Secretary Manfred Warda gave prominence to the Burmese restlessness in his opening remarks to

Congress, pledging ICEM's staunch support to ITUC's campaign against the repressive military regime. He also praised Japanese colleagues for making Burma a focal point at the Congress.

Toshikazu Honda of UI Zensen, speaking on behalf of a Japanese-introduced motion, said his union would conduct a rally and demonstration in Tokyo for Burmese people. He also said it was time that multinational companies now operating in Burma remove their investments.

Gary Beevers, a Vice President for the United Steelworkers, rose to say his American union was taking action against US-based Chevron in its gas dealings in Burma. And Marc Blanc, of French trade union FCE-CFDT, announced his union and other French trade unions would host Maung Maung at a December Executive Committee meeting of Total's European Works Council.

The Congress motion on Burma referenced the April 2007 Global Trade Union Conference in Katmandu, Nepal, in which delegates called for democracy and peace in Burma, as well as an immediate end to forced labour and unjust prosecution of those opposing the regime.



Maung Maung: 'Trade with Burma means weapons for the military regime'

ICEM Executive Committee Representation Continued from page 7

Sub-Saharan Africa Titulars:

Frans Baleni, NUM/South Africa
Welile Noling, CEPPWAWU/South Africa
Prince William Ankrh, Ghana Mine Workers Union
François Yao, SYNASEG/Cote d'Ivoire
Ngeleka Mulumba, FNTMM/Democratic Republic of Congo
(the above is a rotating seat)
Baru Gaaithoboge, BDSVU/Botswana (Women's Titular)
Alphonse Tshimbu, CTPECMM/Democratic Republic of Congo (former WFIW)

Sub-Saharan Africa Substitutes:

One seat to be determined/Mine Workers' Union of Namibia
Angeline Chitambo, Zimbabwe Electricity, Energy Workers' Union
Yamodou Touré, ONSLG/Guinea
Mohamad Reez Chuttoo, CMCTEU/Mauritius
Oluchi U. Okorie, NUPENG/Nigeria (Women's Substitute)

Latin America/Caribbean Titulars:

One seat to be determined/FASPyGP/Argentina
Jaime Deluquez, Sintracarbon/Colombia

to be determined, Oilfields Workers' Trade Union/Trinidad and Tobago
(the above is a rotating seat)
Elena Gutierrez, SITRAPEQUIA/Costa Rico (Women's Seat)
Wilson Viera, SINTEC-SP/Brazil (former WFIW)

Latin America/Caribbean Substitutes:

Marcus da Silva Bernucio, SNQ/Brazil
Maria Auxiliadora dos Santos, FEQUIMFAR/Brazil
Clay del Pilar Velasco, Sintralecol/Colombia
(the above is a rotating Women's Substitute seat)

Industry Sector Chairs/Executive Committee Members:

Tomas Nieber, IGBCE/Germany, Chemicals and Bio-Science
Senzeni Zokwana, NUM/South Africa and V.R. Jaganathan, INDOWF/India Mining DGOJP
Lars Myhre, Industri Energi/Norway, Energy
Newton Jones, Boilermakers/US, chair, Materials
Michael Decayeux, Fedechimie CGT-FO/France, vice chair
Jouko Ahonen, Paperiliitto/Finland, Pulp and Paper
Leo Gerard, United Steelworkers/US-Canada, Rubber

Iraqi Trade Union Leaders Speak for Freedom, Recognition

The ICEM was privileged to have at its Congress visitors and affiliates from the rising labour unions of Iraq. They gave detailed accounts of the detriments that the US-drafted Hydrocarbons Law would bring to the Iraqi people if passed.

They also urged trade unions globally help them for pass the Labour and Social Security Law inside Iraq, a measure that would finally bring recognition to free and developing trade unions in Iraq. Disturbingly, the American occupation forces clung to a decades-long decree by Saddam Hussein, forbidding trade unions in the public sector. The energy industries are in the public sector.

Attending the Congress were Hassan Juma'a Awad Assadi, Iraqi Federation of Oil Unions (IFOU); Sadeeq Ramadan Hassan, Kurdistan General Workers' Syndicate of Unions (KGWSU); Mohamed M. Mahmoud, Iraqi Kurdistan Workers' Syndicate of Unions (IKWSU); Mohamed Zaki Khalid Ibrahim and Raad Mahmoud Khadhem, both of the Federation of Workers' Councils and Unions in Iraq (FWCUI); and Jabbar Hachem Jassam and Hashmeya Muhsin Hussein, both of the General Federation of Iraqi Workers (GFIW).

Hassan Juma'a Awad spoke in favour of a Congress motion giving the ICEM "a duty and an obligation" to be forefront in assisting emerging Iraqi trade unions. He also spoke against the Hydrocarbons Law, a law also opposed by the ICEM.

"The Iraqi people are the only ones who should decide and control their oil wealth," said Hassan Juma'a Awad of the IFOU, a collection of some 10 oil unions in southern Iraq with 30,000 workers. He called on the current Iraqi government and the ILO to expedite legislation securing legitimate labour rights for all Iraqi workers.

"Iraqis will not be deceived by promises of democracy when the practical pressure is on gaining access to our oil," said Hassan Juma'a Awad.



Members of the Iraqi delegation at Congress

Jabbar Hachem Jassam of GFIW, who gave delegates an excellent overview of oil in Iraq dating back to nationalization in 1976, told the 4th Congress that the proposed Hydrocarbons Law "will never serve the interests of the Iraqi people."

Sadeeq Ramadan of the KGWSU said that Kurdistan is a "devoted part of Iraq" with a desire to live in peace with all of the country's neighbours.

The Labour and Social Security Law, if passed, would guarantee trade union rights, such as election of shop-floor representatives and full freedom of association, and it would protect against discriminatory actions, such as death, threat of death, or intimidation due to trade union activity.

Iraq currently operates under Decree No. 8750, which prohibits a trade union voice and prohibits unions from operating with funds, or collecting membership dues.

ICEM Inside Auditors

Werner Bischoff
IGBCE
Germany

Yoshio Sato
JAF
Japan

Svend Erik Jensen
3F
Denmark

Derrick Elbrecht
NUM
South Africa

Gerald Fernandez
USW
United States

Motions Adopted by the 4th ICEM World Congress

Move of Venue: the ICEM executes its statutory obligations to move the headquarters from Brussels to Geneva, and that continued discussions occur with Global Union Federations about meaningful and progressive cooperation for the future.

Global Framework Agreements: that work on global agreements is continued and further intensified, and that special attention is given to the attitude of MNCs on union organising, Contract and Agency Labour, HIV-AIDS and training.

Contract and Agency Labour: the ICEM continue the campaign to show the detrimental effects of replacing full-time, permanent workers with limited-term workers.

HIV/AIDS: that the ICEM, in coordination with affiliates, continue the appeal to pharmaceutical firms to join the ICEM in developing and implementing intervention and drug-treatment programmes; that the ICEM expand relationships with donors, drug firms, and MNCs to assist in ICEM programmes; and that the ICEM use the model set in sub-Saharan Africa in other developing regions of the world.



Social Dialogue/Corporate Campaigns: that while social dialogue with companies still is the priority for ICEM, in such cases when that is not possible, the ICEM will assist affiliates in solving conflicts by giving them support such as awareness and publicity cam-

paigns, as well as mobilising other global affiliates on their behalf; and that ICEM establish procedures for engaging, in coordination with affiliates.

GUF Cooperation: ongoing discussion on future cooperation between the ICEM and IMF and ITGLWF should be continued, with BWI invited to join the discussion, and that discussion on coordinating administrative tasks, on a framework for joint activities and initiatives, including joint action in certain specific sectoral and/or corporate activities, as well as on the general challenges that our unions face.

Sustainable Development: that ICEM encourages affiliates to promote greater awareness on the behaviour of MNCs concerning global warming and sustainable energy policies, thereby promoting greater corporate responsibility, and that a working group be established to develop an ICEM policy on sustainable development.

Meeting Social Challenges of Globalisation: the ICEM lend support for and implementation of unified rules on world trade, including respect for core ILO Conventions and basic human rights; that strengthening the ILO, establishing fair ground rules on private equity/hedge funds and to prevent them from stripping assets, and that setting parameters of globalisation should be a central task of the Council of Global Unions.

Strengthening Influence against Private Equity, Hedge Funds: that the ICEM and member unions have the obligation to strengthen the position of workers as a stakeholder in takeovers by private equity or hedge funds.

Electrical Energy: that the ICEM support a balanced electrical energy production policy, which will include coal, oil, natural gas, diesel, etc. fired power plants, hydroelectric generating plants, nuclear power plants, and renewables, such as wind, biomass, solar, etc. in order to improve the access to electrical energy and create a sustainable livelihood for people of the world.

Women in the ICEM: that the ICEM adhere to its policy of gender balance in all bodies, structures, working groups; that ICEM provide support for women's regional activities



Industri Energi's Liv Undheim of Norway kept precise track of amendments to motions as chairperson of that committee

and encourage regions to organise the funding; that all language in statutes be gender neutral; and that the gender dimension in Contract and Agency Work, Global Framework Agreements, and ICEM projects be strengthened.

Women in Africa: promote decent work for women workers and a living wage, continue mass education on HIV/AIDS aimed at empowering women to deal with dynamics surrounding the disease, unpack the physiological challenges that limit the progression of women in mining, condemn the subjection of women to poverty, and campaign within the continent to eradicate abuse of women and children, with emphasis on condemning child labour.

Zimbabwe: the ICEM and affiliates use forums such as the ILO to push for real tripartite engagement in Zimbabwe, as well as applying pressure and support for the SADC initiative on the country; also, that the trade union movement and donor organisations not leave Zimbabwe during these challenging times.

Côte D'Ivoire: Condemn anti-union behaviour of Compagnie Ivoirienne de l'Electricité (CIE/Bouygues) on ICEM affiliate SYNASEG; congratulate the government toward resolving conflict, and call on it to persevere in this matter; and congratulate the union on waging this just struggle to defend its independence.

Trade Union Rights: declares solidarity with Colombian trade unionists, denounces the

impunity enjoyed by murderers of trade unionists in Colombia, and charges the country's authorities with neglecting their duties by not taking necessary measures; also, welcomes ILO permanent presence in Colombia.

Solidarity without Frontiers: the ICEM gives absolute priority to direct cooperation between trade unions; carries out information, awareness-raising, training and mobilisation work.

Colombia: demand basic labour rights of association and assembly for labour agency and temporary workers; also, truth, justice, reparation for crimes against trade unions and trade unionists.

Cuba: demand immediate end to unilaterally decreed trade embargo against Cuba by the US.

Workers' Struggles in Thailand: cites several cases of worker and trade union abuse in Thailand; calls for end to martial law in parts of country; addresses labour law reform efforts; and pledges full support to Thai affiliates in building strong and democratic unions.

Burma: reaffirms ICEM support and that of affiliates behind exiled union FTUB; and urges MNCs in ICEM sectors not to trade or invest in Burma, noting any form of such in Burma without democracy only benefits the military regime, not the Burmese people.

Palestine: to intensify work with affiliate PGFTU; promote dialogue between Palestinian and Israeli trade unions; and seek to achieve a lasting and secure peace.

Iraq: a strong statement of Solidarity with the emerging trade union movement of Iraq, and pledging intensified work with the brave Iraqi workers and their trade unions.

Mine Health and Safety: continue to campaign toward ratifications of ILO Convention 176; engage employers and employers' group on health, safety, land, environment, and community betterment, with common recognition that trade unions are needed partners in reducing health/safety risks.

Decent Work: strongly support the October 2008 World Day for Decent Work and its Call to Action, since Decent Work is central to eradicating poverty, improving the lives of women and men, and enabling people to live in peace and dignity.



Ryder Extends Assurances on Global Trade Union Cooperation

A featured speaker on the opening day of Congress, 22 November, was Guy Ryder, General Secretary of the 168-million-member ITUC. Ryder centered his comments on the shifting and real sentiment inside global trade unions

for consolidation and closer cooperation.

He spoke on the founding, in January 2007, of the Council of Global Unions, an action-oriented structure to link the work of the world's 11 Global Union Federations, and the ITUC and the Trade Union Advisory Committee of the OECD.

"This will not be a dead piece of administration bureaucracy," Ryder promised. "We now have the opportunity to work together to identify common priorities, and to design and fund work plans which will benefit from our combined talents, expertise, and strength."

He also spoke on the repression that gripped Burma in the weeks before Congress, and said work must continue to get all MNCs to divest. On Iraq, he praised ICEM's responsibility toward building trade unions, "because oil and oil workers will be key in re-building Iraq."

We all have a responsibility, he said, to extend the hand of solidarity "to working people of Iraq who have been the victims successively of cruel dictatorship and then of military adventurism."



Guy Ryder

Anita Normark Addresses Congress

A special guest speaker to the 4th ICEM World Congress was Anita Normark, General Secretary of the Building and Wood Workers' International (BWI).

She called for banning of dangerous substances, such as asbestos, that cause occupational cancers, and said global unions in the wood products and pulp and paper industries must come together to stop the trade of illegally harvested timber.

"We are much more united today than we ever have been," stated Normark, referring to Global Union Federations. "And we are starting to better understand the labour divisions between forestry and pulp and paper, which will create more cooperation between us."



Anita Normark

Women's Committee Leaders

Russia's Evgenia Esenina of ROGWU, and Zimbabwe's Angeline Chitambo of ZEEWU will lead ICEM women for 4-year period



Women's Conference in Bangkok Covers Wide-ranging Gender Issues



The ICEM Women's World Conference was held on 17-18 November 2007 in Bangkok, Thailand. Some 150 women from all continents listened to presentations, and asserted their priorities in work groups.

Women from Burma, Colombia, Iraq, Nepal, Palestine, Uzbekistan, and Zimbabwe presented their work in the crisis situations in those countries, and their overwhelming commonality is their fight for peace. One special highlight was the presence of Hashimia Muhsin Hussein, President of the Electricity Workers' Union in the Basra region, Iraq. She spoke on the dangers that women face in daily life in Iraq. Hashimia was elected to the ICEM Executive Committee and to the Women's Committee.

A major focus for the conference was work-life balance. The topic was introduced by Japanese women, representing ICEM affiliates.

Maternity protection is one priority that was decided on for continuing work. An example of work with hazardous substances, and dangers this represents regarding maternity and baby-proofing the workplace, was presented by Margreet Pasman of FNV Bondgenoten in The Netherlands.

Gender perspectives on women's health were presented by Edeltraud Glänzer of IG BCE in Germany. Sisters from Brazil took on the issue of bullying, violence, HIV/AIDS, and abortion. A publication on maternity protection with different case studies from all continents is available in English, French, German, Japanese, Russian, Spanish, and Swedish on the ICEM website.

A session was held and facilitated by Ramona Parra, FITEQA-CCOO, Spain, to begin conducting an exchange with women within Europe. The conclusion was that more work has to be done in cooperation between EMCEF and ICEM.

A seven-point agenda was adopted for future work:

1. Research and exchange of information on best practices of maternity protection. Information on paternity leave is of particular interest.
2. Provide information and guides on how to bargain for paternity leave and work-life balance.
3. General work must continue on maternity protection and work-life balance.
4. Strengthen ICEM's work to informal workers, migrant workers, and contract and agency workers, especially since a majority are women.
5. Build alliances with NGOs and civil society in order to change mentalities and expand gender equality.
6. Expand women's leadership training and broaden women's leadership.
7. Work to continue on Burma, Colombia, Iraq, Nepal, Palestine, Zimbabwe, and other countries in which fights occur for human and trade union rights.

The Women's Conference confirmed Evgenia Esenina, ROGWU of Russia, as chair of the Women's Committee, and elected Angeline Chitambo, ZEEWU of Zimbabwe, as vice-chair. Both are ICEM vice presidents.

ICEM's HIV/AIDS Coordinators Do Indispensable Work

By Hans Schwass

Charlotte Nguessan has an appointment with the country coordinator of UNAIDS for Côte d'Ivoire; Thommy Kaereho is on his long drive back from Oranjemund to Windhoek in Namibia; Afolabi Olawale speaks to refinery workers and truck drivers in Warri, Nigeria; Paula Ndossomin sorts out year-end reporting and accounting from



programmes in 12 sub-Saharan African countries in her office at the National Union of Mineworkers in Johannesburg.

What do these unionists have in common? They - and many others like them - work with the ICEM and Global HIV/AIDS Coordinator Hans Schwass on a number of activities.

For the past 3 years, ICEM has been engaged in the fight against HIV/AIDS at the workplace and in the wider communities. The project receives support from the LO/TCO in Sweden and FNV Mondiaal in The Netherlands.

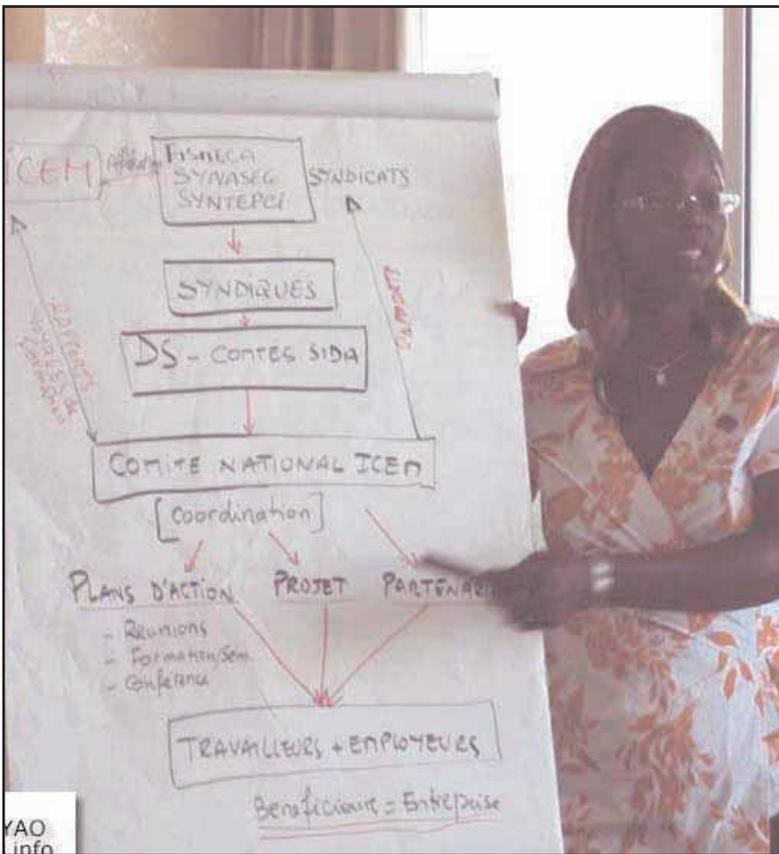
It encompasses training in awareness and prevention through peer educators, upgrading voluntary counselling and testing (VCT), work with companies to extend the services of their medical facilities to the wider community, and provides anti-retroviral treatment to workers and their families. The project also includes fundraising at national and international levels.

Afolabi, who coordinates HIV/AIDS work in Nigeria for ICEM oil and gas affiliates NUPENG and PENGASSAN, gives impassioned talks convincing workers to know their status. In 3 days, 2,785 workers agreed to be tested at a mobile VCT clinic. Seed money for this was provided by the ICEM project.

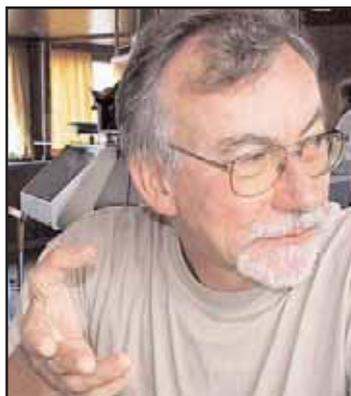
But Afolabi is frustrated. For those who test positive, facilities at referral hospitals are almost non-existent. "Patients are left to die in installments," Afolabi says. "The only way out is suicide or further spread of the disease."

Thommy is used to the long drives. He does not have a choice in reaching remote mining areas. He works for the Mine Workers' Union of Namibia. In Oranjemund, he has been working with Namdeb, a joint venture between De Beers and the government of Namibia which extracts diamonds from the Namib desert.

VCT counsellors from the union have been trained with start-up funds from the



Charlotte Nguessan: on-site training and writing proposals



Hans Schwass



Paula Ndossomin

ICEM. Thommy is now discussing with Namdeb, as well as with area churches, the need to extend the programme to the wider community.

Charlotte coordinates the HIV/AIDS work of ICEM's three affiliates in Côte d'Ivoire. She has built up a network of contacts in companies, and in national and international organisations. She has organised a large number of meetings to raise awareness for behaviour change and prevention.

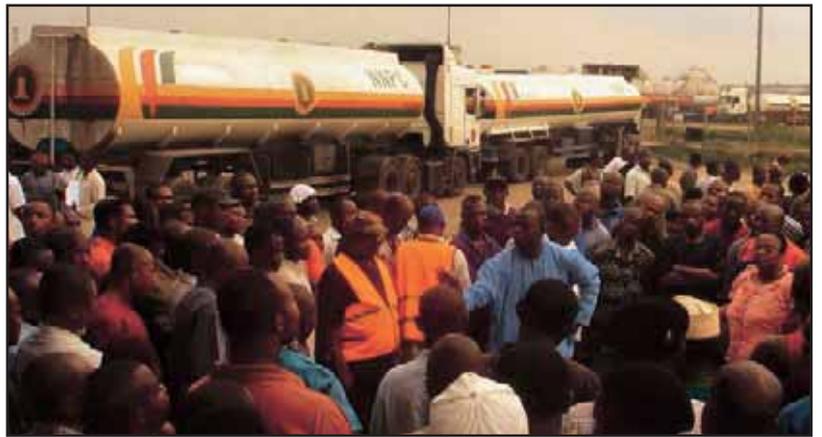
With the help of a consultant, Charlotte has worked on an HIV/AIDS workplace project, and has collaborated in a Round 7 proposal to the Global Fund.

Paula has to meet deadlines. Narrative reports on national programmes and affiliates accounts are not always on time. Too few unions have dedicated HIV/AIDS staff. Resources are limited and other tasks take priority. Unions are not single-issue NGOs.

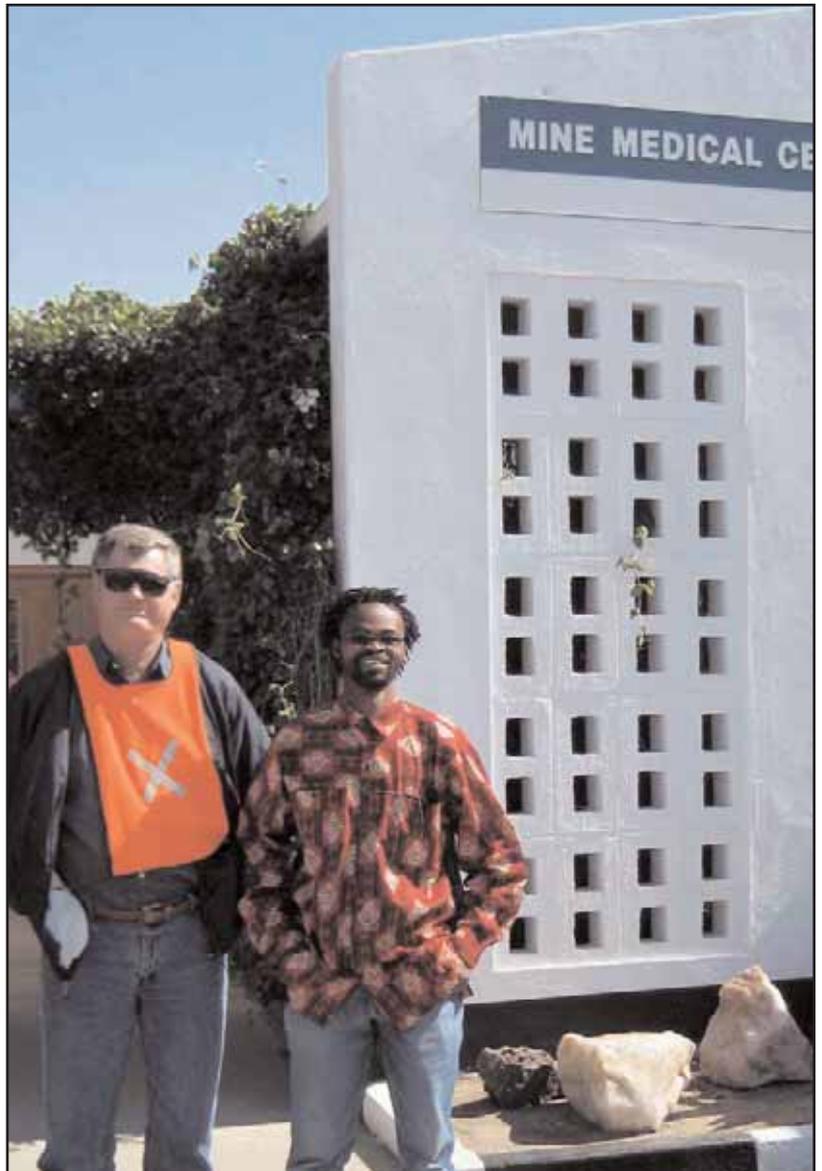
But in the end, all four dedicated trade unionists can look back at 2007 as a year of achievements. Their contributions to the fight against the deadly disease are noteworthy, considering the modest means provided from the ICEM HIV/AIDS project.

The year 2008 is a crucial year. The LO/TCO-FNV project will come to an end. The many hundreds of union leaders who signed the pledge, "Stop AIDS - Keep the Promise" during the World Congress in Bangkok have confirmed our commitment to make HIV/AIDS work at national and international levels more sustainable by working with new partners and innovative means.

(Hans Schwass is ICEM's Global HIV/AIDS Coordinator. He can be reached at hiv.aids@icem.org)



NUPENG has worked extensively with truck drivers. Above, Afolabi Olawale in Port Harcourt, Nigeria.



In Namibia, Thommy Kaereho (right) with Alwyn Lubbe, official of Rössing Uranium, majority owned by Rio Tinto.

Victory at Novamed!



Women March First Union into Turkish Free Trade Zone

ICEM Turkish affiliate Petrol-İs and a group of dedicated trade union women made history in December 2007 when they brought the first trade union into the big Antalya Free Trade Zone of Turkey. They did it with a 447-day strike that saw ICEM focus global attention on a right and just cause.

Petrol-İs and 84 brave strikers won a 3-year labour agreement with Novamed, a unit of Fresenius Medical Care, which makes of bloodline and kidney dialysis devices in Mersin, Antalya. The strike stood as a test of courage in the delivery of fairness and dignity to Novamed's 300-worker plant.

Eighty-two of the 84 strikers were women.

They won recognition of their new union, Petrol-İs, and a first collective agreement which grants a first-year, 5% wage increase, and 4% in both the second and third years. They also won social benefits, including payment for two religious holidays in Turkey, as well as productivity and production bonuses.

The strike drew worldwide interest following action by the ICEM, which launched a campaign on International Women's Day, 8 March 2007. The ICEM Executive Committee, two months later, made the strike an action priority, and a delegation from the Women's Committee travelled to Turkey to meet with strikers.

ICEM energy union affiliates from Russia, Azerbaijan, Kazakhstan, Moldova, and Belarus also visited in mid-2007, causing Petrol-İs President Mustafa Oztaskin to comment that such presence is a reminder that "this is a struggle backed by the whole trade union movement throughout the world."

Inside Turkey, civil society - women's groups, NGOs, and countless trade unions - rose up to champion the strike. A petition drive to the nation's National Parliament started in the name of the Novamed strikers. It demanded a mandate for better work conditions for all women in Turkey.

Finally, in September 2007, a meeting was held between leaders of the parent company, and ICEM, EMCEF, and IGBCE of Germany. That produced a commitment for meaningful negotiations on the local level, and within 2 months, a framework was in place for Antalya's first labour agreement.

"The ICEM is extremely proud to have played a major role in bringing a negotiated settlement," said General Secretary Manfred Warda. "We commend the courageous workers of Novamed, the union leaders at Petrol-İs, and management at both Fresenius and Novamed in Turkey for bringing a resolve to this dispute. We now extend our sincere wishes for a long and mutually beneficial relationship between the union and Novamed management."