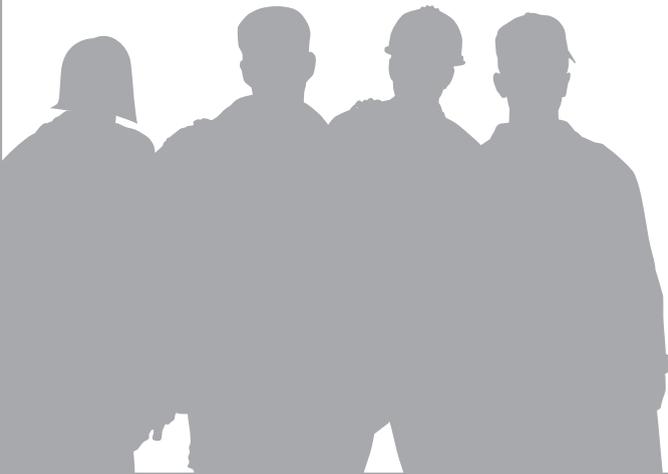




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SECRETARIAT REPORT



4th ICEM WORLD CONGRESS

Bangkok, Thailand
22-24 November 2007

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1. Introductory Overview

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Internal ICEM restructuring

The past Congress period saw major debates and decisions on internal restructuring of the ICEM. Because of budgetary considerations, but also due to dissatisfaction of Presidium members with the performance of some of them, the Executive Committee decided to close the five Regional Offices at the end of 2004. It reduced the ICEM staffing levels by 10. Whereas, this received, after an extensive and difficult debate, general support, there remained a controversy over a regional structure for replacing the regional offices in order to guarantee efficient regional representation and activities of ICEM.

Having explained his personal worries about the developments, John Maitland, President of the ICEM since 1999, in the meeting of the Presidium in May 2005, announced his resignation. Asked by the statutory bodies to stand as Acting President, Vice-President Senzeni Zokwana, President of the South African National Union of Mineworkers, accepted and was elected in October 2005.

At the same time, the Executive Committee agreed that the functions and activities of the Regional Secretaries should, in future, be performed by regional contact persons working from the head office in Brussels. Partly, this was assigned as an additional task for some of the industry officers. In addition, two more officers and a Campaign & Research Assistant were employed. What also needs to be taken into account is that there are now 20 coordinators who, in Africa, Latin America, Asia, Eastern and Central Europe, work on projects on behalf of the ICEM.

With the discussion on closure of the regional offices, it was also decided to change the payment of affiliation fees from Swiss Francs to Euros and to get clarification on the future of the building that houses ICEM in Brussels. The cooperateurs, affiliates of ICEM who are the owners of the building, after examining the state of the building and calculating the costs for future repairs and maintenance, decided to put it up for sale. Against the personal view of the General Secretary, the Executive Committee backed that decision, and resolved that the ICEM should look for other office space.

At the meeting of the Executive Committee in May 2006, Fred Higgs, ICEM General Secretary since 1999, announced that due to health problems, he would retire at the end of that year. Vested with this mandate by the Executive Committee, the Presidium, at its meeting in October 2006, elected Manfred Warda, former head of the International Department of IGBCE Germany, as Acting General Secretary. He started his function on 1 January 2007. At that time, 4 officers, all for different reasons, left the ICEM. (The major changes in the staff structure are documented in the appendix to this report.)

Another major internal debate during the past Congress period was on affiliation fees. Accepting that there are a number of affiliates who, due to present national conditions, are not easily able to fulfil statutory obligations on affiliation fees but do need solidarity, the Presidium raised the question why some 150 affiliates never gave proper explanation for not paying, and why some affiliates from threshold countries pay fees in full, whereas others pay on only a limited level. In conclusion of intensive discussions by a working group, the Executive Committee decided to impose stricter principles on payment of affiliation fees and exoneration. Affiliates that have not paid for two consecutive years and not given acceptable reason should be expelled from the ICEM in the third year.

Affiliates that are thus in not good standing will have no right to attend ICEM Meetings, or participate in project activities.

As to structural changes for affiliates to pay affiliation fees, Regional Vice-Presidents have taken the initiative. The list of affiliation fees from Latin America shows considerable improvement, and other regions show some progress as a result of initiatives.

Founding of the ITUC, a new global trade union confederation

The past Congress period also marked by initiatives to create more unity and better coordination of activities among the international trade union organisations.

At a founding Congress in Vienna, Austria, on 3 November 2006, a new global trade union confederation for national labour centres was born: the International Trade Union Confederation (ITUC).

The ITUC was formed by its two founding members, the International Confederation of Free Trade Unions (ICFTU) and the World Confederation of Labour (WCL). After decades of being apart, the merger will strengthen the international trade union family through the combining of forces.

Led by the former ICFTU General Secretary Guy Ryder, the new ITUC represents 168 million workers from 306 affiliates in 154 countries. In addition to affiliates from the former ICFTU and WCL, eight other national trade unions, who were not affiliated to a global union organisation prior, are now affiliated to the new organisation.

The ITUC's primary mission is the promotion and defence of workers' rights and interests, through international cooperation between trade unions, global campaigning and advocacy within the major global institutions. It wants to tackle the adverse consequences of economic globalisation and the devastating effect that globalisation has had on millions of workers. Specifically highlighted problems include off-shoring, abuse of workers' rights and increased levels of poverty.

Sharan Burrow of the Australian Council of Trade Unions won election as the ITUC's president. The new website of the organisation is: <http://www.ituc-csi.org>.

The ITUC maintains, as did its predecessor, the ICFTU, close relations with the Global Union Federations and the Trade Union Advisory Committee (TUAC) to the OECD, working together through the Global Unions Council.

Integration of the WFIW into the ICEM

Following the successful merger of ICFTU and WCL to form the new ITUC, the ICEM agreed with the World Federation of Industry Workers (WFIW) to integrate their activities into the ICEM. The WFIW is one of the International Trade Federations that belonged to the WCL.

The integration will allow affiliates of the WFIW to become ICEM members at the time of the 4th World Congress, and signals the end of an intense three year-long process, resulting in considerable strengthening of the ICEM as a Global Union Federation.

As a last preparatory step, the WFIW held its Dissolution World Congress, in Houffalize, Belgium, on 14 June 2007. At that Congress, a final resolution was endorsed unanimously by all 80 participants from some 25 countries, to integrate the WFIW structures into the ICEM. The integration process had started in 2004, at a WFIW meeting in Sofia, Bulgaria, with a further series of important decisions being taken at the WFIW World Congress in Dakar, Senegal, in May 2005, where the leading body of the WFIW approved the plan to integrate into the ICEM.

Most, but not all, of the former WFIW affiliated unions will join the ICEM. Up to 70 unions, around two-thirds of all WFIW affiliates, operate in one of the ICEM sectors, and it is the large majority of these unions that will become members of the ICEM.

A minority of the WFIW members indicated that they operate chiefly in the metal sector. These unions are likely to join the International Metalworkers' Federation (IMF).

Also mentioned in the 2005 ICEM-WFIW agreement, is that there will be no substantive alteration to the present ICEM statutes as a consequence of the integration, and that there will be no preferential or different arrangements for the payment of affiliation fees by former WFIW members after the ICEM Congress in 2007.

Founding of the Global Unions Council

At the annual meeting of the General Secretaries of the Global Union Federations, in Brussels, in January 2007, another major structural change in the international trade union structure was completed, this time by the members of the Global Unions family, setting up the Council of Global Unions.

Through the Council of Global Unions, the ITUC, TUAC (Trade Union Advisory Committee to the OECD) and the GUFs aim to achieve more cooperation between them, while, at the same time, allowing each of the organisations to remain autonomous, maintaining their own constituencies, statutes and governing structures.

The founding document of the council proclaims "a common determination to organise, defend human and trade union rights and labour standards everywhere, and promote the growth of trade unions for the benefit of all working women and men and their families."

Priority will be given to four initiatives: organising and union recognition, financialisation and private equity, the ILO's Decent Work concept, and a common public policy among all GUFs. The ongoing joint initiatives between GUFs, such as work to eradicate HIV/AIDS, and work to develop policies and programmes on Contract and Agency Labour, will be strengthened by the Council.

Fred van Leeuwen, General Secretary of Education International (EI), was elected chair of the Council, while Building Workers' International (BWI) General Secretary Anita Normark was elected vice-chair. Jim Baker, former director of the ILO's ACTRAV, will be heading the Council's Secretariat.

Besides the ICEM, the GUFs signatory to the Council of Global Unions include: BWI, EI, International Arts and Entertainment Alliance (IAEA), International Federation of Journalists (IFJ), International Transport Workers' Federation (ITF), International Textile, Garment and Leather Workers' Federation (ITGLWF), the International Union of Food

Workers' Association (IUF), Public Services International (PSI), and the Union Network International (UNI). ITUC and TUAC round out the membership on the Council.

In a follow-up to the Global Union Council's meetings in January, Guy Ryder of the ITUC and Fred van Leeuwen of EI, on behalf of the GUC, asked ICEM General Secretary Manfred Warda to continue ICEM's leadership on the UN's Global Compact. Those responsibilities previously had been conferred by the GUFs to the ICEM and former General Secretary Fred Higgs.

Founding of the PERC

Another important new organisation at the international trade union level is the Pan-European Regional Council (PERC) of the ITUC, through which the European Trade Union Confederation (ETUC) and the ITUC will co-operate with in the Central and Eastern European Regions and beyond.

More information on this organisation can be found in the section on Central Europe.

Cooperation with other GUFs

ICEM has continued and further developed its fruitful cooperation with the International Transport Workers' Federation (ITF), the Building Workers' International (BWI), and the International Union of Food Workers' Association (IUF). (More details are given in respective industry, regional and project reports.)

By the end of 2006, the General Secretary started discussions with the General Secretaries of the International Metalworkers' Federation (IMF), the International Textile, Garment and Leather Workers' Federation (ITGLWF) and BWI about closer and more formalised cooperation between these organisations and the ICEM. A working group, established by the ICEM Executive Committee in May 2007, will come up with recommendations on the perspectives of such cooperation, and the proposal to move the ICEM office to Geneva, which will be discussed and decided on at the ICEM's 4th Congress.

Special attention was again given to cooperation with EMCEF. Here again, there is still much opportunity to expand coordination of activities, especially in regards to Central Europe, the Euro-Mediterranean Unions' dialogue, the dialogue between Western, Central and Eastern Europe, Turkey, as well as gender and women's issues.

Global Agreements

Following discussions and decisions by former Congresses, the ICEM continues to seek agreements with multinational companies with respect to trade union and social rights. Since last Congress, new Global Framework Agreements were concluded with EDF, Lafarge, Lukoil, Rhodia and SCA. ICEM has now 12 agreements, with signing of another due with the Belgian company Umicore SA in the weeks before the Congress.

While some of the discussions are still ongoing, the ICEM has introduced and hopes to achieve, in review processes with signatory companies, stronger commitments on union rights, gender policy, HIV/AIDS and Contract and Agency Labour. (More details in the industry and regional reports)

Networks

Thanks to a number of affiliates, especially from North America, Japan, Germany and Switzerland, a number of company networks of workers and their unions have been established. In some cases, these networks have provided a forum for social dialogue with the respective company. (Again, more details in the industry and regional reports.)

Projects

For a major part of its activities, ICEM has received much support from Solidarity Support Organisations (SSO). This is reported in detail in the Projects Report, as well as in the industry and regional reports. ICEM has to thank especially the following organisations for their meaningful contributions:

- FES
- FNV Mondiaal
- LO Norway
- LOTCO
- SASK

2. Cross-sectoral Reports

a) Women's Activities

1. ICEM Women's Committee

At the women's committee meeting just before the 2003 Congress it was decided to start by focusing on women's health and safety, especially in connection with working time. This was based on the conclusions of the women's conference which had been held in April 2003 and had had as the major theme work-life balance. The rationale behind working on women's health is that there are very clear gender-related differences in the approach to health and safety. Congress also reaffirmed the point.

Affiliates were asked about their work and concerns in the area. Some replies were received, but they were insufficient. There are different health and safety needs in different regions. Some regions focus on health and safety from the point of view of maternity; others focus on it from the point of view of stress. Still others, such as Brazil, have major concerns in connection with repetitive strain injury (RSI). For many years the approach was to protect women in their capacity as child bearers. In the meantime, however, in many areas we are seeing that men are die much younger than women, and therefore the approach should be revisited. Ideally men should be protected more. The women's committee primarily worked on women's health at the meeting in 2004.

At the women's committee meeting in 2005 it was decided to focus on equal pay issues and to improve women's communication and the women's network. Initially the pharmaceuticals industry was targeted for equal pay work, but at two industrial world conferences since then, the paper and the materials conference, the issue of equal pay for work of equal value was also included in their action programmes. In the meantime the work has focused on explaining the concept and doing preliminary work at regional level.

An electronic news bulletin is sent out to the women's network at the beginning of every month. It focuses on women's health in the broadest sense, equal pay issues, women's achievements in legislation and government and other interests of concern to women worldwide. Some contributions come in regularly to the bulletin from affiliates, but there is room for improvement.

In May 2006 the women's committee met to prepare for upcoming events and to review the work involving communications, gender aspects in global framework agreements, equal pay work and improving gender balance in the offshore oil industry.

Regarding gender aspects in Global Agreements, most such agreements signed by ICEM with multinational companies contain only a one-line reference to ILO Conventions on women workers. This needs to be broadened and should include aspects such as increasing women's employment, training, skills upgrading, making work compatible with family responsibilities, also for men, the elimination of discrimination and positive action.

The Women's Committee had a long debate on gender-related provisions in collective agreements, most of which have to do with improved work-life balance. The conclusion of the debate was that involving men more in children's upbringing changes the atmosphere greatly. This has been seen most of all in the Nordic countries.

Equal pay continues to be a problem. In spite of 30 years of legislation in most countries, women's pay still lags behind in nearly every country. Careers continue to be different for women and men, and this is where the issue should best be approached.

In connection with bans on women working in certain sectors, in Russia, for example, there is a list of some 430 jobs which are prohibited to women. The idea was to improve women's reproductive capability. Trade unions claimed they wanted to protect women's health. But women want to be able to choose any job. In the meantime, men live 15 years less than women in Russia. ICEM wrote to the ILO to question the ban, and the reply was that such a ban does in fact violate ILO rules. A similar situation exists in the Ukraine. Recently at the Petrom (Romania) congress in 2007, the proposal was made to open up offshore work for women, which up to now is in fact not allowed.

A presentation on women working in the offshore oil industry in Norway focused on the fact that about 10% of the workers offshore are women. Statoil has an equal opportunities policy and pursues the goal of having 30% women offshore. Nevertheless, women are not interested in working offshore in spite of the good terms and conditions. The company would welcome more women offshore because with more women around the working environment improves.

Working groups defined what they wanted to see at the ICEM Women's Conference as well as at the industrial conferences and at the ICEM Congress. The theme of the women's conference would be Women – Work – 21st Century. Theme blocks were identified, which will include peace, fighting poverty, job security and employment. The women asked for the theme Work-Life Balance to be presented at the Congress. Women should also talk about their experiences in a male-dominated environment. As far as the industrial conferences and the Congress are concerned, the demand is for women's participation to be boosted considerably.

Proposals are for women to be represented in delegations proportionate to the membership. In case of delegations with more than one person, the second person must be a woman. The practice of electing chairs of industrial sectors must be reviewed to allow for more sections to be chaired by women. At conferences and Congress, sessions should be chaired by women as well as men.

In a presentation on women in mining it was a question of women's development, both as workers and trade unionists. It is up to the structures to see to it that women develop. The goal should be to get women as shop stewards and leaders. Women must be able to participate in the industry on an equal footing with men, and harassment must not be tolerated. Gender-sensitive environment means that women must be welcomed in the industry.

The committee decided to adopt a dispute involving mainly women every year to commemorate 8th of March, as happened in 2007 with the Turkish Novamed dispute. The dispute continued unsolved. It was decided to send a delegation from the ICEM women's committee to express solidarity with the strikers. The ICEM Executive passed a resolution condemning the anti-trade union and anti-women tactics of Novamed management.

2. Regional Women's Committees

The ICEM A/P women's committee was held in Bangkok in October 2004. The meeting produced a paper which called for, among other things, 50% parity between women and men at all ICEM training and industrial events.

Research was done to prepare basic data on the pharmaceuticals industry in Asia/Pacific. The work was supported by the Friedrich Ebert Foundation FES and covers India, Korea, Pakistan, Nepal and Japan. This was necessary to establish contacts to enable work to be done on the equal pay issues because over time many changes take place in unions, and the necessary information was not available. The study was reviewed at the A/P women's committee in 2006.

A meeting was held on 2 June 2005 in Johannesburg before the ICEM Africa Regional Committee meeting to formally establish the Africa Regional Women's Committee and to review activities in the region. Information was provided on ICEM global programmes such as HIV/AIDS and contract and agency labour. It was agreed that in both issues women are disproportionately affected, and special attention needs to be paid to impacts on them. The Shop Steward Development Programme in Africa has a potential for developing teams of women at national level, and ICEM is asked to increase the scope and level of activity targeted at women within this project.

FES sponsored a meeting of ICEM's African women's committee to develop strategy on 4 and 5 November 2005 in Johannesburg. The meeting linked up with women from the Shop Steward Development Project. This project has women facilitators who are building up women's leadership on the shop floor. This work can be linked to the broader work of the women's committee. The group also worked on equal pay criteria and decided to investigate the pay situation in 14 different jobs done by women and men.

The ICEM's African HIV/AIDS coordinator presented ICEM's fight against HIV/AIDS. The gender-related challenges to the fight are particularly crucial. The women at the seminar discovered how they could become more involved in ICEM's HIV/AIDS project.

FES sponsored a women's strategy meeting on 1 and 2 December 2005 in Moscow for Eastern Europe and Central Asia. The participants at the seminar came from countries with different levels of development, with the women from Uzbekistan still under the impression that they live in communism. New gender roles were explained at length, and the young women confirmed that men were actually assuming new roles at home. One striking element of the seminar was the fear on the part of everyone of fundamentalism and terrorism. More work was asked to be done in this area. Already case studies of women who have successfully fought against terrorism have been passed on. The women had equal pay concepts explained, although in the region the pay differences may not be the problem because most people do not earn much. What is a persistent problem, however, was still non-payment or late payment of wages. In that region many women work in construction, energy, nuclear power and the oil industry.

In 2006 the ICEM African Women's Committee met in Botswana. The women reported that the general secretaries in Namibia and Zimbabwe were still resistant to forming joint ICEM women's structures. In Nigeria, the affiliated unions held a women's meeting in 2005 and are planning to hold another one in 2006. Ghana has embarked upon community development by training mineworkers' wives.

The project coordinator for the shop steward development programme in Africa reported on the project in Namibia, Zimbabwe, Zambia, Botswana and Tanzania. He said the project was supposed to increase the level of activity targeted toward women. Thus women would be enlisted to strengthen unions.

ICEM-JAF sponsored a women's working group meeting on 27 and 28 July 2006 in Bangkok. The meeting focused on work-life balance, the pharmaceuticals industry, maternity protection, and preparations for ICEM's Women's World Conference.

Five women from different ICEM affiliates spearheaded the work-life balance issue. Work-life balance has turned into a vital issue in Japan because of a desire to combat the country's long hours culture. Depression and poor mental health, lifestyle disease, and unhealthy family relationships all result from the long hours culture. In Japan, generally, both spouses work, but it is mainly women who bear responsibility for all aspects of child rearing. The 30's are the age when childcare is the most important. But men in their 30's often work more than 60 hours a week. In Japan, one out of four men works more than 60 hours a week. Women who look after children have a heavy burden. This is one of the reasons why Japan has a declining birth rate. People have started to realize that society must create an environment for women to continue to work during childrearing. Women must begin to demand that men, and their partners, participate in childcare. And the working hours issue must be reviewed both for women and men. Laws do exist, but the pressure is increasing, which means that women cannot even take advantage of existing laws. Some Japanese companies such as Takeda, Tanabe Pharmaceuticals, and the Tokyo Electric Power Company have set up labor-management committees to make proposals on work-life balance. Takeda and Meiji Seika are both recruiting more women than men. Younger men have different ideas from older men. But still, younger men need to build awareness on work-life balance. Tanabe has created a manual to create awareness and understanding.

The group worked on a text that will be presented to Women's World Conference on maternity protection, including protection against hazardous substances as well as material to campaign for the ratification of ILO Convention 183 on Maternity Protection.

The ICEM held a meeting of the women's committee in Central Europe for the first time on 5 June 2007.

The problems of employed women have worsened in the region in the last few years, but we must not neglect this potential of educated women. Women are generally the first to be dismissed, and that affects family budgets.

Priority Number One in the region was to join the EU. Laws had to be changed to harmonise legislation. Unions had an interest in not forgetting about the social dimension of the changes. New laws were passed on anti-discrimination, primarily concerning women, but also minorities.

The region does have differences among countries which makes it difficult to define common points. Some are EU members, and some are striving to join the EU. Now the contest is to see who will be the first to introduce the EURO. Social budgets may have to be cut in order to meet the criteria, and this affects family budgets and thus women.

Apart from Romania, the women felt that women's rights and women's participation were regressing in the region. One way forward was seen to be cooperation between EMCEF and ICEM and to link the Central European and Eastern European regions.

3. Projects

An interesting seminar was held in Serbia in early 2004 with two affiliates who generally do not work together. The women were particularly concerned about privatization, and the point was mainly to provide them with a positive outlook.

The ICEM/FNV/SASK equal opportunities project in Latin America was evaluated from 24 to 26 May, 2005 in Sao Paulo. The project had gone on in different stages from 1996. The evaluation found the following conclusions:

- Significant rise in women's participation in trade unions, including in leadership. Five women were elected presidents of unions as a direct result of the project.
- Progress in collective bargaining proposals, especially in Chile and Brazil. 70% of the unions involved presented new gender-related proposals in their demands. In Nicaragua the sisters realized it was a great achievement already having women involved in negotiations.
- A special highlight was the creation of a permanent parity commission in Sao Paulo to discuss equal opportunities in the pharmaceuticals industry. It is important to stress the fact that the experiences in the different countries in Latin America differ greatly due to the political, social and economic contexts. In many countries negotiations have not even taken place for some time. Of all countries Brazil has the most advanced process of collective bargaining. Work will continue on health, contract work and violence.

Further training was held in connection with the project in Chile, Colombia and Costa Rica.

A workshop on women and work was held in the framework of the ICEM-IUF Southeast Europe project in Crikvenica, Croatia, from 10 to 12 October 2005. The workshop focused on bullying, sexual harassment and equal pay. The women agreed to do research on pay issues in their jobs and to find out what women and men earn in eight specific occupations. This meeting was one more in the series to build a women's network in Bosnia-Herzegovina, Croatia, Macedonia, Serbia and Slovenia.

From 10-12 June 2006, the ICEM organised training for women workers members of the General Union of Petroleum, Mining and Chemical Workers' Union of Palestine in Amman, Jordan. The course provided training on women's health as well as collective bargaining. The aim is to develop women's leadership in the union. The point was mostly to understand how gender affects men and women differently in all areas of life, from privatization to health issues. The women concluded that they needed more self-confidence and self-esteem. As a next step, the women seek to create more awareness among men on the role they are capable of fulfilling.

A planning workshop was held on HIV/AIDS and women workers on 30 and 31 May 2007 in Sao Paulo. The women presented powerpoints on their gender work and on the situation of HIV/AIDS in their countries, especially in connection with women. One good practice is the FEQUIMFAR Summer Without Aids Program which has been going on successfully since 1995. Two representatives from the Brazilian health workers' union made a presentation on HIV/AIDS in Brazil and the feminization of the epidemic. A presentation was made on the correct use of the condom and especially the female condom. The suggestion was made that ICEM should campaign with governments to make the female condom cheaper.

The conclusions for the work to be carried forward varied from starting work on the issue, to developing clauses on testing and guaranteeing medicines and including HIV/AIDS in training, launching a campaign on HIV prevention in the media and working together with NGO's and governments. Overall, in the region for the time being the unions should make the most of friendly governments and seek partnerships.

4. Conferences

Highlights from 2004 include ICEM's participation at a rally to support national health care in Canada. At that meeting it was also decided to make the most of women's activities organized already in North America and to invite other affiliates and to give the events a more international flavour, since it was felt that not all organizations would organise their own activities. USW was seen to be the one most likely to do so and invite others. A joint PACE/USWA women's conference was held just before the 2004 elections where ICEM made a presentation.

ICEM is generally invited to affiliates' conferences and also women's conferences organized by other GUF's. ICEM participated in an all GUF training for equal pay organized by PSI with the support of FNV Netherlands in October 2005 in Montevideo, Uruguay. The International Transport Workers' Federation ITF held a women's conference in London on 22 and 23 September 2005. ICEM sat on the women's committee of the ICFTU and will continue to participate in the gender work of the ITUC.

The Communications, Energy and Paperworkers CEP Union of Canada held its 6th Women's Conference from 16 to 18 October 2005 with the theme "Our Time, Our Terms, Women March on." The conference had workshop sessions on equity, pay equity and women in solidarity in Canada and abroad. The conference was held against the backdrop of the women's world march and the women's global charter for humanity.

On 11 August 2006 SITRAPEQUIA held its largest ever women's conference to debate women's work and health conditions in light of the pending CAFTA agreement. The concern is that the country will be handed over to US multinationals, with an increasing demand for privatization.

The ICEM Nepal Committee conducted a join workshop of ICEM affiliates with 70 participants from the four unions. The themes were gender policy and ICEM programmes. The women decided to insist on gender balance in the ICEM committee, with two men and two women to be nominated from each affiliate.

On 2 December 2006 the CUT state organisation Curitiba, Brazil, held a conference on fighting violence and the changing world of work. The conference was held to commemorate the International Day of Violence against Women as well as AIDS Day on 1 December.

The National Union of Mineworkers NUM, South Africa, held its 3rd national Women's Conference in February in Johannesburg. The theme was mobilise, organise and lead against the chains of domination, exploitation and oppression of women. In 2004, when the Mining Charter was adopted, there were 1.5% of women in the mining workforce. Now it is 6%. Growing numbers of women are also engine drivers. NUM's structures should be an engine to develop women activists.

3. Industry Reports

a) Chemical and process industries/ rubber industries

This industry is covered, within the ICEM, by two sectoral committees.

Within the chemical sector, the following sub-sectors are covered: petrochemicals, basic chemicals, paints and lacquers, industrial gases, body and household care products, fine chemicals, plant protection products, aromas and fragrances, chemical fibres and pharmaceuticals.

The rubber sector covers tyre manufacture as well as the rubber industry.

Both sectors are characterised by very high integration on the world market. Scarcely any other industry shows a comparable degree of globalisation. Of course, this also means that production sites and their respective cost structures and social standards are subjected to global comparison.

Globalised firms, worldwide strategies and appropriate international solidarity responses

It has become almost standard practice to put worker representatives and their unions in individual countries under pressure to provide cost savings in the form of pay concessions, longer working weeks and/or wide-ranging give-backs on bonuses and benefits, including cuts in leave entitlements.

The only way to counter this growing neo-liberal trend in company policy, as manifested in systematic demands for the surrender of rights obtained through trade union struggle, is internationally coordinated resistance by all the trade unions concerned. What we are experiencing today in, for example, North America could come to pass in Europe tomorrow, or start to be applied in Asia.

The joint political drive to achieve the signing of more and more Global Framework Agreements (GFAs) with transnational concerns is simply an attempt to underpin worldwide social standards and develop international solidarity into directly experienced daily practice.

At least as important is rapid information provision about company restructuring, acquisitions and full-scale takeovers. Providing this information, as well as contacts with the appropriate ICEM affiliates in a corporation's headquarters country, is a key part of the Industry Officer's work.

In recent years, information requests have markedly increased, particularly regarding mergers and acquisitions (M&A). In this connection, it should be noted that cross-sectoral activities are taking place more frequently, thus creating a need for closer coordination between different Global Union Federations (GUF). This applies in particular to cooperation with the IMF (metalworkers) and the ITGLWF (textiles and leather).

1. Chemical industry

The latest ILO estimates put the number of people working in the chemical and pharmaceutical industry worldwide at 14 million, so making this sector by far the biggest within the ICEM. In 2004, the industry had a turnover of around €1776bn.

The main developments in recent years were described in detail in the report to the World Conference for the Chemical Industries. It is available on the ICEM site at <http://www.icem.org/index.php?id=165&la=EN>.

To single out just a few of the most important trends:

- Mergers and acquisitions will continue. There are no signs that the shift towards concentration in this industry has ended.
- While the big pharmaceutical concerns are striving, through mergers, to secure sufficiently large research budgets at a time of price restrictions in state-regulated health systems, the chemical industry is streamlining its portfolios. In other words, more and more chemical companies are concentrating on just a few product lines. “Generalists” like DuPont, Dow Chemical or BASF are becoming more of a rarity.
- Increasingly, new global players are emerging, notably in China, India and the Middle East. The big Arab oil-producing countries, in particular, are building more and more petrochemical plants and can produce more cheaply than many other countries, due to low feedstock costs.

1.1. World Conference for the Chemical Industries

On 29 November-1 December 2006, 120 delegates from 43 ICEM affiliates in 33 countries met in Port of Spain, Trinidad and Tobago.

In addition to reports on the specific economic situation of the industry’s various sub-sectors, the conference featured a number of important industrial policy topics:

- Responsible Care / Sustainable Development
- Strategic Approach to International Chemicals Management (SAICM)
- REACH
- Energy and raw material costs
- Biotechnology.

Tomas Nieber (IG BCE, Germany) was elected as the new Chair of the ICEM Chemical Section.

At the end of the conference, the delegates adopted the action plan for the next four years. It is on the ICEM website at:

<http://www.icem.org/index.php?id=165&doc=2058&la=EN>.

Particularly important aspects of the discussions were:

- Active participation in the worldwide implementation of the SAICM process, as this offers good opportunities for expanding the dialogue with the international

employer organisations but also with transnational corporations that are otherwise less approachable.

- Experiences with mergers and acquisitions should be exchanged between affiliated unions and, where possible and appropriate, guidelines for action should be drawn up.
- In addition, efforts should be stepped up to launch a “social dialogue” with international employer and/or industry organisations.

1.2. ILO Conference on “Best Practices in Work-Flexibility Schemes and their Impact on the Quality of Working Life in the Chemical Industries”

As part of the ILO’s sectoral activities, the conference for the chemical industry was held in October 2003. Traditionally held every four years, these meetings of government, employer and trade union representatives from various countries passed a number of resolutions as a result of which all three parties are committed to progressing a worldwide social dialogue under the working title cited.

Unfortunately, in the ensuing years, it was once again the ICEM’s experience that the ILO developed few initiatives between the conferences in order to push this process continuously forward.

At the end of 2007, instead of the conference, there will be an experts’ meeting. The central issue at this meeting will be how to breathe life into the SAICM declaration, which has been signed by virtually all governments, and how it can be used to promote the development of a social dialogue worthy of the name within this industry.

1.2.1. UNITAR Workshop on SAICM

In February 2006, the signing of the Declaration of Dubai took place. This was the successful culmination of a quite lengthy discussion process, within the United Nations Environment Programme (UNEP), between national governments, a range of environmental and civil society NGOs and the trade unions.

SAICM will now be the designation under which all international initiatives on environmental protection and occupational health and safety will be brought together under one roof. The declared aim of the agreement, signed by all governments, is to set, within national agreements to be reached between governments, industry, trade unions and NGOs, binding rules for chemicals use, including substitution.

In June 2006, a first workshop of the United Nations Institute for Training and Research (UNITAR) was held on the implementation of the Dubai Declaration, and ICEM representatives took part.

1.2.2. EU-JUSSCANZ meeting on SAICM

Within the SAICM strategy, securing the participation of the various stakeholders is highly important. To achieve this aim, regional meetings are now to be held. The intention is that they will monitor progress on the implementation of the SAICM process.

EU-JUSSCANZ is the SAICM regional group composed of the EU countries, the United States, Canada, Japan, Australia and New Zealand. An EU-JUSSCANZ meeting at this level was held in Paris, France, in June 2007, and the ICEM was invited to take part as the representative of the workers' group.

1.3. Pharmaceuticals Network

On 22-23 April 2004, the ICEM Pharmaceuticals Network was founded in Japan. With special support from the Japanese affiliates, this meeting discussed developments in the pharmaceuticals industry.

A major discussion topic was how to ensure that developing countries receive adequate supplies of affordable medication. Pharmaceuticals firms have a particular responsibility here, notably in the fight against the worst infectious diseases, such as malaria, tuberculosis and HIV/AIDS.

The ICEM's global HIV/AIDS project has tackled this aspect by reaching agreements with multinational companies in the poorest countries of Africa, ensuring prevention and non-discrimination in the case of HIV-positive employees, together with adequate medical care through workplace-based health facilities.

All participants also expressed the wish to establish further global framework agreements and/or global union networks, in addition to the existing Novartis Global Union Network. It was agreed that the support of the trade unions organising within the headquarters of each pharmaceutical concern will be vital if this is to be achieved.

1.4. Global Framework Agreement with Rhodia

In February 2005, the corporate management of this French chemical concern and the ICEM signed the first Global Framework Agreement in this industry.

Since then, there have been a number of meetings between ICEM and management representatives, featuring quite intensive discussions on the further development of the agreement and additional joint initiatives.

However, it would be desirable for even more affiliates than have so far done so to nominate contacts for the various Rhodia sites in the different countries, so as to ensure rapid, efficient worldwide communication.

1.5. BASF regional networks

Agreement was reached with the BASF concern on two regional networks – one in South America and one in Asia.

In the process, a social dialogue has been established with regional management in South America which, in practice, is wholly comparable to the European Works Councils. The aim remains to achieve the same in Asia. There too, the network has created a framework for open dialogue and problem-solving.

Within the current Congress period, two central meetings of the networks also took place, in Buenos Aires in 2004 and Hong Kong in 2006. Taking part, together with the ICEM, the German IG BCE and the works councils of the German parent company, were

the Vice-Chair of the corporate Board, the Head of Personnel and the regional managements concerned.

1.6. Bayer network in Brazil

A network has also been built up for the Bayer sites in Brazil. It meets regularly with representatives of local management, the ICEM and IG BCE. As already described in the case of the BASF networks, the aim for this network, too, is to extend it throughout the region.

1.7. DuPont Global Union Network

In March 2006, on the initiative of ICEM American affiliate the USW, a Global Union Network was established for the chemical concern DuPont. The ICEM played an active part in the founding event and subsequently published a regular newsletter about DuPont activities worldwide. The USW is now continuing the publication of this bulletin.

Another development following on from the founding event has been the emergence of close bilateral cooperation between the USW and the Brazilian unions.

1.8. Novartis Global Union Network

The Novartis Network is one of the oldest in the ICEM. It is coordinated by Swiss affiliate UNIA. The discussions in connection with the pharmaceuticals network have led to the strengthening of efforts to expand the group of trade unions that communicate with each other by e-mail.

Immediately after the last world chemical conference, the ICEM together with UNIA invited interested trade unionists to a discussion about reviving these activities. As a result, Spanish and Brazilian affiliates were drawn into the circle of those interested in this initiative.

In general, it should be noted that networking via e-mail contacts can become an active, living working method only if as many participants as possible communicate through them.

1.9. IUF/ICEM Unilever project

As part of a broader project, the IUF has for some time now held annual meetings with Unilever trade unions worldwide. Since this corporation is also active in chemicals (detergents and cosmetics), an ICEM representative regularly takes part in these meetings and supports solidarity campaigns, such as the 2005 Europe-wide protests by worker representatives over the hiving off of one business sector or in May 2007, when the ICEM's Dutch affiliate FNV-Bondgenoten organised protest action prior to the company's AGM.

2. Rubber industries

The whole of the rubber industry is dominated by the tyre companies. They buy 70% of the world's natural rubber production, and the same goes, to a lesser extent, for synthetic rubber.

Moreover, the biggest firms in the rubber sector are suppliers to the auto industry and in some cases they are also divisions of individual tyre companies, such as Bridgestone or ContiTech.

In the period covered by this report, the ICEM supported the Turkish affiliates when, during the 2004 bargaining round, the government banned them from holding a strike in the tyre industry, allegedly because it would have put national security at risk. Finally, the union won its case before Turkey's highest court, which ruled that the State must not interfere with trade union rights.

2.1. World Conference for the Rubber Industries

On 6-7 April 2006, the ICEM World Conference for this sector was held in Istanbul. More than 100 delegates from 16 affiliates in 14 countries discussed the report on activities and adopted the Action Plan for the coming four years, as well as two resolutions.

The reports, resolutions and presentations are on the ICEM website at <http://www.icem.org/en/?id=164>

Leo Gerard, President of the USW (USA), was elected as the Chair of the ICEM Rubber Section.

2.2. Global Framework Agreement with Freudenberg

Since July 2000, a Global Framework Agreement has existed with the German transnational corporation Freudenberg.

Over the past four years, increased efforts have been made to develop contacts between the European Works Council and the worker representatives outside Europe. Initial progress has been made on this, particularly in the US, and at the same time, via a Turkish ICEM affiliate, contact has been established with worker representatives at some Freudenberg sites in Turkey.

2.3. Bridgestone Firestone Global Union Network

When the Bridgestone Firestone Network was established in April 2001 in Tokyo, a Steering Committee was set up at the same time, with representatives from Asia, Latin America, North America, Europe and Japan. It meets annually. Every other year, the meeting is held in Japan. The rest of the time, it rotates between the other countries with Bridgestone sites.

Up to now, it has often focussed on occupational safety issues in the individual countries, but more and more committee members have been pressing for the range of topics to be expanded, up to and including consideration of a meeting with central corporate management in Tokyo, in order to develop social dialogue.

The most recent session was held in Tokyo, Japan, in June 2007. The discussions centred on occupational health and safety issues. The network also expressed its solidarity with the workers on the company's rubber plantation in Liberia.

The ICEM also supported its Argentinean affiliate in its struggle against the unlawful lock-out of Firestone workers at the Argentinean plant in 2004.

2.4. Goodyear Global Union Network

With the active support of the USW, 100 trade union representatives from 16 countries founded this Global Union Network in March 1999.

After several years of rather sparse activity, the ICEM-affiliated USW issued invitations to a renewed worldwide meeting in Akron, Ohio, in March 2007. Among the steps agreed at this conference was the development of a web blog in a number of languages.

Independently of this network, the ICEM organises a meeting of all Goodyear trade unionists in the Asia-Pacific region every two years. The most recent of these meetings was held in Manila in August 2005. Among the topics discussed there was the release of the Thai trade unionist Anan Pol-ung, who was later reinstated following initiatives by the ICEM.

2.5. FUTINAL Conference

South America has long had a grouping of all trade unions organising rubber workers. Called FUTINAL, this group is currently led by the Brazilian ICEM affiliate FUB/FS.

In December 2006, the latest FUTINAL Conference was held in Praia Grande/SP, Brazil. Colleagues from the USW were also invited to attend.

On the fringes of the conference, consultations were held on a proposed economic competence-building project for the trade unions in the region.

2.6. Meeting on Continental

On 18-22 October 2006, at the invitation of the independent Mexican union SNTGTM, a meeting was held of North and South American trade unions representing Continental workers. The Chair of Continental AG's European Works Council also took part.

At this meeting, it was agreed that cooperation between the participating organisations would be strengthened, and the desire for the establishment of a Global Union Network for the Continental concern was emphasised.

b) Energy Industries (Oil, Gas, Electricity)

1. Introduction

There are major challenges ahead for the energy industries. At the moment, 1 in 3 citizens worldwide have no access to electricity. By 2025, oil demand is forecast to be 45% higher and gas demand up to 65% higher. By that time China will be the world's second largest economy and there will be between 1 and 2 billion people added to the world's population.

At the same time, environmental challenges are ranking higher and higher on the agenda. We are told that carbon emissions are 16% higher than in 1997 when the Kyoto protocol was signed and that according to current trends they should be 33% higher by 2010 and at least 45% higher by 2025. If nothing is done, there are scenarios where global temperatures might rise by up to 5.8° Celsius in this century. The next two decades will be the crunch time for dealing with climate change.

At the time of writing the price of a barrel of oil is approaching record price levels with benchmark Brent Crude at more than 76 USD. There is strong indication that this trend is here to stay and that we have seen the end of 'cheap oil'. This poses tremendous challenges in all regions of the world as some emerging economies continue to strive to get access to an increasing share of the world energy in order to fuel their rapid growth and while working people struggle to pay their energy bills. At the same time, all sectors of the industry continue to put pressure on working conditions and wages, trying to introduce so-called flexibility and outsource many activities including some that were until recently accepted as core ones. Security of supply and sustainable development remain at the heart of the political debate around energy. All importing countries are seeking to diversify their sources while looking for long-term stable agreements with their major suppliers. Renewable energy sources are being more and more seriously considered and developed and there is a marked trend to reconsider investing in the nuclear industry to both secure electricity supplies and cope with immediate CO² reduction targets.

2. General Industry Overview

World primary energy consumption increased by 2.4% in 2006, down from 3.2% in 2005 and just above the 10-year average. Growth slowed for every fuel except nuclear power. The Asia Pacific region once again recorded the most rapid growth, rising by 4.9%, while consumption in North America fell by 0.5%. Chinese energy consumption rose by 8.4% and China continued to account for the majority of global energy consumption growth. The impact of continued high energy prices was seen in slowing consumption among energy importers and continued strong consumption growth among energy exporters.

Oil

Global oil consumption grew by 0.7% in 2006 to reach 83.7 million b/d. Chinese consumption growth of 6.7% was close to the 10-year average and consumption growth was above average among oil exporters in the Middle East and the Former Soviet Union. OECD consumption declined by about 400,000b/d, the largest decline since 1983. OPEC producers implemented a new round of production cuts late in 2006, the first in nearly two years. For the year, OPEC output rose by just 130,000b/d, with gains in the United Arab Emirates and Iraq offset by reductions in Saudi Arabia, Venezuela and

Nigeria. Oil production outside OPEC rose by just under 300,000b/d in 2006. OECD output fell by 430,000b/d, the fourth consecutive annual decline. Meanwhile, Russian production reached another post-Soviet peak, rising by 220,000b/d. Azerbaijan, Angola (which joined OPEC on 1 January 2007) and Canada each increased production by at least 100,000b/d.

Gas

World natural gas consumption grew by 2.5% in 2006 with declining US and EU consumption offset by strong growth in Russia and China. Russian gas consumption increased strongly, accounting for nearly 40% of the global increase. Chinese consumption grew by more than 20%. In the US, gas consumption declined for the second year in a row, despite an increase in gas used for power generation. Gas production rose by 3% in 2006. Russia accounted for the largest incremental growth in production, led by rapid growth among independent producers. International trade in natural gas increased by 3.1% in 2006.

Liquefied natural gas (LNG) shipments rose by a strong 11.8% in 2006. LNG receipts in Asia, the world's largest regional market, rose by 10%, while European imports rose by 20% and US imports declined slightly. Egypt, Nigeria, Qatar and Australia saw the largest increases in LNG exports.

Coal

Dominated by China, coal was once again the world's fastest growing hydrocarbon. For the eighth year in a row China's demand grew, but at 8.7 per cent was well down on the double digit growth of recent years. China still accounted for 70 per cent of global growth in coal consumption in 2006. Even excluding China, global coal consumption is increasing. While US consumption was down for the second year in a row, consumption in the UK and elsewhere in the OECD was up for the third consecutive year.

Nuclear

World consumption of nuclear energy increased 1.4% in 2006, with nuclear plants producing a highest-ever estimated output of 2808 TWh. OECD countries accounted for two thirds of the increase, through increased capacity utilization and capacity upgrades. Nuclear energy contributed 23.1% of the 17 OECD countries' electricity in 2006, slightly up from 22.8% in 2005. Ten nuclear units are under construction in the OECD, with firm plans for 15 more, but six units were permanently closed in 2006 and another ten are expected to follow by 2011. Whereas all but one of the new build are planned in the OECD Pacific region, nine out of ten planned closures will be in Europe. Clearly with 30 reactors being built around the world today, another 35 or more planned to come online during the next 10 years, and over two hundred further back in the pipeline, the global nuclear industry is undergoing a "renaissance".

Countries with established programmes are seeking to replace old reactors as well as expand capacity, and an additional 25 countries are either considering or have already decided to make nuclear energy part of their power generation capacity. All parts of the world are involved in this development.

Renewables

Renewable energy still accounted for only a small share of world primary energy supply despite high growth rates. Although hydropower contributed about 16% of the world's electricity generation, only 1% came from geothermal, wind and solar combined. The use of wind and solar continues to grow rapidly but from a low base. Installed wind power

capacity was up by some 25 per cent in 2006 but still accounts for less than 1 per cent of worldwide electricity production. Solar power was also up sharply but its contribution, like wind and other renewables relying heavily on government subsidies, is still an even smaller contributor to global power. Ethanol use rose by 22%. Production of biofuels is set to reach 1.75m barrels per day by 2012 - more than double last year's levels, but this will leave its contribution at just 2 per cent of global supplies, and the economics of producing the fuel is likely to hinder further growth.

3. ICEM Framework Agreements

The negotiation of Global Framework Agreements continues to be a major priority for ICEM.

The following agreements in the Energy Sector have been negotiated since the last Congress:

Lukoil

The ICEM and OAO Lukoil signed a Global Agreement in May 2004 making the global oil company the first Eastern European headquartered company to sign such agreement.

EdF

In January 2005, the ICEM became signatory to its tenth Global Framework Agreement with Electricité de France (EDF Group) Also involved in negotiating the agreement were trade union and worker representatives from throughout EDF Group operations worldwide and other international trade union organisations including PSI, IEMO and the WFIW.

Existing Global Framework Agreements in the energy sector

Statoil

In June 2005, Statoil met ICEM to renew the Global Framework Agreement. Discussions focussed on two topics that the ICEM Executive Committee had decided should be addressed in further reviews: HIV/AIDS and contract labour. On the question of HIV/AIDS, Statoil had no problem in accepting a reference to the ILO guidelines. On the question of contract labour, Statoil did not object in principle, but further discussion will be needed.

Endesa

The Global Framework Agreement with power multinational Endesa was signed in January 2002 in Madrid. It was the first Global Agreement reached by ICEM in the power sector. During the last period, contacts forged through the agreement have made it possible to include the multinational in ground-breaking social dialogue initiative in Colombia that involved another 7 multinationals.

ENI

The signing ceremony of the ENI Global Agreement took place on 29th November 2002 before three hundred delegates gathered at the ICEM World Energy Conference in Rome. The agreement arises from a Protocol on Industrial Relations entered into between ENI management and Italian trade unions FILCEA, FEMCA and IULCEM in June 2001. This protocol established procedures for dialogue on the socio-economic impact of the company's activities across the globe and respect for human and trade union rights as contained in the ILO Core Conventions.

4. ICEM Energy Networks

Asia-Pacific Electric Power network

The Asia-Pacific Electric Power Network is actively supported by Denryoku Soren and JAF. It regularly gathers unions from Fiji, India, Malaysia, Korea, Mongolia, Nepal, Thailand and Japan. China's and India's rapid economic expansion and growing net energy imports affect markets globally and regionally. There is a clear need to cooperate in Asia for stable energy supply as access to affordable electricity in the region remains a problem. The network has expressed its concern that basic union rights are threatened in some countries.

Balkans and South East Mediterranean Network

In the Balkans and South East Mediterranean Network, a key area of work has been at the level of providing physical and moral support for members against unilateral restructuring and privatisation of their energy utilities. Governments, particularly in Romania, Bosnia-Herzegovina and Serbia, in their quest to appease the EU, have been rushing to liberalise the markets and in the process have no coherent restructuring policy and programme in place. Our affiliates have been actively involved in campaigns and have kept the secretariat abreast of industrial restructuring initiatives taking place in their countries. The network has demanded a dialog be established between the unions of the region and the European authorities. ICEM and EMCEF will be cooperating in an effort to bring about such dialog.

Caspian Sea Energy Network

With the help of the FES, ICEM was able to set up an ICEM Caspian Sea Energy Network in November 2005 in Baku, Azerbaijan. The Oil and Gas Workers' Union of Azerbaijan was instrumental in setting up this structure in a key region of development for the industry. The network has benefited from the historic interest and support for the region by our influential Norwegian affiliate NOPEF (which recently merged with the Chemical Workers Union to form IE). The members identified multinationals as key actors in the development of the industry. Contract and agency labour is a big challenge here as elsewhere as well as the hostility of most of foreign operators to trade unions in general. While the November meeting was taking place the Azeri Oil and Gas Union was precisely in negotiation at McDermott, a major contract operator, and used this international presence to put pressure on the company. The union then obtained a milestone recognition and signed an historic agreement. During a further meeting in February 2006 hosted in Istanbul, Turkey by Petrol-is the network decided to take part in the 2006 Caspian Oil Conference and Exhibition in Baku. At this occasion, the ICEM unions of the region have joined efforts to present a showcase of unions' values and initiatives to the industry in the region. In a first stage, the network is based on oil and gas unions, but electricity unions are and will be included where it's natural. There is a clear need to involve in the future those countries which are not yet active in this network and a relevant union in Kazakhstan has been approached to become a member.

ExxonMobil Workers Network

At the Stavanger Congress, a meeting of affiliates organising in ExxonMobil was held during which PACE (now part of the new USW), the home country affiliate offered to host, support and administer an ICEM Global Network. With the assistance of the Secretariat a database of affiliates has been set up. In November 2004 the Network has been launched at a gathering of union delegates in Houston, Texas. Thereafter, a dedicated website has been developed by our US colleagues. Several actions of members within ExxonMobil were supported by the ICEM during the last period. They

included strikes and/or other actions in France, Belgium, UK, Australia, Thailand and the Netherlands. The ExxonMobil Workers Network held a meeting during the global research conference that took place in New York City, 9-11 February, sponsored by US trade unions, including ICEM affiliate United Steelworkers (USW), and the New York State School of Industrial and Labor Relations at Cornell University.

International Nuclear Workers' Union Network

The International Nuclear Workers' Union Network was formally a structure independent from the ICEM. After discussions it has been relaunched as a formal ICEM Network and held its annual meeting on 13-14 June, 2007 with some 26 nuclear workers' union leaders from ten countries attending. David Shier of the Power Workers Union of Canada was elected as chairman of the network, and delegates adopted detailed "Terms of Reference" for the network, which will stand as guidelines

ICEM-ITF Global Oil and Gas Trade Union Alliance

To coordinate activities, the Alliance has established a Strategy and Organising Standing Committee (SOSC). The aims are to discuss, evaluate and strengthen cooperation between the two Global Union Federations across the entire Oil & Gas Industries, and their logistical supply chain. This alliance between the two Global Union Federations covering oil and gas workers became stronger in August 2006 when delegates to the International Transport Workers' Federation (ITF) Congress in Durban, South Africa, gave their full support to the ICEM/ITF initiative. The ITF and the ICEM have been jointly operating workers' rights efforts in various parts of the world over the past two years.

Besides cooperating effectively on strategic issues that have arisen in such places as the Timor Sea, the Caspian Region, and Nigeria and West Africa, the alliance has mapped trade unions that exist across several oil companies and their major service contractors. The alliance will utilize ICEM's existing Global Framework Agreements to include transport services, and it will place a special emphasis on extending job protections to the massive number of contract workers employed throughout the oil and gas sectors. The trade union situation in the oil industry of Iraq has been identified by both organisations as a key priority for future work of the Alliance.

Themes of Recent Major Disputes

During the last period many ICEM unions on all continents have been confronted with the question of outsourcing and contracting out. In some cases, this has the aggravating effect of statutorily preventing unions from organizing these workers. The ICEM has set up a specific campaign to address this particularly alarming trend and has discussed these issues across its industries.

As a first concrete step, we have been approaching the companies with which we have Global Agreements. Numerous disputes have been triggered by salary issues. Globalization keeps putting pressure on working people, with companies following a continued trend to compress costs and amongst them, salary cost is often the first target. Through exchange of information, analysis and comparison, ICEM unions have been able to fight back and to organize international solidarity.

There have also been many disputes concerning deregulation and privatization in the electric power sector especially in Asia, former Soviet countries and Africa. In Latin America and Africa particularly, unions are regularly being faced to the absence of freedom of association and to widespread violence.

European unions have been largely confronted to attempts to introduce further flexibility in labor markets. Deregulation in the electricity sector keeps taking its toll and major mergers and acquisitions might further threaten employment and conditions.

Privatization / deregulation

The theme of deregulation is a permanent and important question, very present in collective bargaining. It brought about massive loss of jobs in the sector and severe changes in processes. Also, we see in Western Europe is a phenomenon of concentration of electric utilities. But in Austria, in May 2006, the proposed merger between OMW (oil company) and Verbund (power company) failed because of political pressure in view of the risk involved for further privatization and the then probable loss of public control on the energy sector.

In countries of the former Soviet Union, unions are still very much going through the process and are still seeking advice and solidarity from their colleagues from all over the world who have already gone through privatization and deregulation and who can share their experience in the matter.

In South Africa, the NUM together with other unions is confronting government not to privatize and deregulate any of the operations in the energy sector. There are serious attempts from the government to break Eskom into separate competing entities which would open the possibility for private investment and ownership in the future. In Congo, government tried to privatize the electricity utility SNEL, but this was successfully resisted by unions.

In Japan, electric power companies have always been in the private sector, but they were granted a regional monopoly. However, the liberalization/deregulation of the Japanese electric energy market started in 1995, and as of April 2004, the market for the users more than 50kW has been liberalized. In addition, the government commission on energy liberalization is now scheduled to start, in 2007, to consider the total liberalization of the electricity market.

5. ICEM World Conference of the Energy Industries Section Port of Spain, Trinidad & Tobago 27-29 November 2006

The ICEM World Conference for the Energy Industries in Port of Spain, Trinidad and Tobago. brought together 200 representatives from 64 ICEM affiliated trade unions from 47 countries to discuss and exchange information on global, regional, and national developments and challenges in their sectors . The conference unanimously re-elected ICEM Energy Sector Chairman Lars Myhre of Norway's IndustriEnergi. The main topics discussed included a general outlook for the global energy sector, climatic challenges, clean coal technologies, alternative sources, LNG, the challenge of renewable energies, the nuclear renaissance and the ICEM-ITF Global Oil and Gas alliance. The conference adopted the following action plan.

Action Plan - ICEM World Conference for the Energy Industries

- Sustainability / Acceptability policy to be submitted to the next ICEM congress
- Education / Training / Skill development
- Workers' voice for democratic energy policies
- Solidarity and dialog between unions of exporting and importing countries

- Endorsement of the ICEM Nuclear Workers Unions Network (INWUN) with a clear reference to the ICEM Congress policy decisions
- Expanding contacts between coal miners and the energy section
- Adding value locally for development
- ICEM-ITF Working Group on HS in the oil and gas transportation sector with particular attention to remote and hostile environments
- Global Framework Agreements
- Support for Contract & Agency Labor expanded campaign

c) Mining, Diamonds, Gems, Ornaments and Jewellery Production Section

The **ICEM World Conferences for both sections** were held back-to-back in November 2004 in Boksburg, South Africa and the Boksburg declaration served as a guide for the work to be done.

Merging the DGOJP and Mining Sections

The merger was a natural step forward in building greater global unity and co-operation amongst workers in the mineral value-adding chain under the banner of “from mine to fashion”.

Promoting Beneficiation

The conference discussed the importance of beneficiation of locally extracted minerals in promoting jobs and economic development through diversification. The affiliates need to explore strategies to engage workers, employers, governments and communities in promoting, developing and implementing local beneficiation policies.

Trade unions in Southern African countries, such as Botswana, Namibia and South Africa, are at the forefront to promote near their governments and companies, the importance of increasing beneficiation of the country's own natural resources.

Promoting a Decent Work Agenda

Seek to ensure that multinational corporations (MNCs) observe and adhere to the principles outlined in the ILO Fundamental Rights and Principles at Work and the United Nation's Global Compact initiative. An effective mechanism for achieving this is through meaningful, inclusive and regular social dialogue. One way is to engage employers at the highest level possible, through the International Council for Mining and Metals (ICMM), to set up a joint consultative structure to monitor global compliance of these instruments.

As first engagement with the ICMM, the ICEM, in close cooperation with the ILO, developed a 5-year programme for Health and Safety Training in Mining in China. This programme is aiming at reaching workers and their employers in mining areas and to engage them in regular social dialogue, to achieve full compliance with the principles of the ILO and the UN-GCI.

Participate as a multi-stakeholder in the Communities and Artisanal and Small Scale Mining (CASM) project that has as its central objects the upliftment of workers and communities that depend on small scale mining for their livelihoods. ICEM's participation seeks to promote good social and environmental standards in this very important sector.

The ICEM participated in two learning events. One in Sri Lanka in October 2004 and one in Madagascar in November 2006. The number of projects and programmes that have been developed between both events is enormous, but what is most of importance to us, is the success they have in their fight against child labour, women exploitation and increasing health and safety standards for the miners and surrounding communities. There where trade unions and trade union rights were not seen as fundamental to changes (to improve) of the working and living conditions of the small scale and artisanal miners in the past, there are now more voices (NGOs) calling upon trade unions to help them in their cause.
A good example of how trade unions have more capacity in organising small scale

miners into an organisation, has been given by our member in Sierra Leone, the United Mine Workers. This union succeeded to negotiate salaries and benefits for the miners in the gold and diamond areas, and this in a country that only just recuperates from many years of civil war and distress.

Also the unions in Zambia and Ghana are very active in this field, most of the time in gem mining areas.

Set up of a partnership and develop alliances with progressive Global Civil Society organisations that support our campaign to promote the Decent Work Agenda.

The ICEM agreed to participate in the Initiative for Responsible Mining Assurance (IRMA), which is a voluntary, multi-sector effort to create a verification system in the mining sector to assure compliance with environmental, human rights and social standards. IRMA brings together mining companies, industry/commodity associations, retailers, NGOs, community groups, labour and other sectors.

The ICEM achieved to get the following wording into the labour standards guidelines: *“IRMA recognizes the inextricable link between standards and verification as well as the critical role of workers and freedom of association in any verification system. Workers having first-hand knowledge of environmental, human rights and labor practices must have the right to participate in the verification process as needed by the independent auditor.”* More information on: www.responsiblemining.net

Strengthen the efforts in promoting the ILO campaign and conventions against child and forced labour.

The ICEM, the ICMM and the ILO/IPEC (International Programme for the Elimination of Child Labour) signed in June 2005, at the occasion of the World Day Against Child Labour, a partnership agreement to enhance their efforts in the combat against one of the worst forms of child labour, e.g. children in mining.

This programme, entitled “Minors out of Mining”, aims to eliminate child labour in small-scale mining completely within ten years, starting with countries where the problem is most serious. First target countries are Ghana and Peru because these countries have signed the Call to Action, in which both the workers and employers have significant activities and the governments are ready to move ahead.

Child labour in small-scale mining appears to be high and increasing. Both have ratified ILO Conventions No. 138 and 182. Target number of children to be removed over 10 years: 1 million.

Vigorously pursue those companies that sign up to the Global Compact and yet fail to comply with its principles.

BHP/Billiton is a company that was accused of having signed the principles under the Global Compact but has never – and still isn’t – lived up to them properly. On several occasions the ICEM appealed onto the Secretary General, Koffi Anan, to call this company to order but so far the Global Compact has proven to be powerless in making signatories to abide by the rules.

The Mining Growth Scenario

An analysis of the current investment, supply and demand trends in the minerals and mining sectors confidently concludes that global mining is a sunrise industry. Such growth must be accompanied with increased union density. The ICEM will seek to identify recruitment and organising possibilities in such growth areas under the theme of “organising the unorganised”.

The sponsored project “Shop Steward Development Programme” has been proven to be an excellent tool to develop and enforce trade union leaders and shop stewards.

A need to develop the capacity to monitor local and global consolidation, ownership and control trends through mergers and acquisitions in the industry. Such data will increase the ability to monitor the movement of multinational companies across the globe.

Several company profiles have been written on request by affiliates. The major ones were requested by the United Steel Workers – USA, were the acquisition of Inco by CVRD (Brazil) was a major concern.

Some mining nations are not encouraging the development and recruitment of new young skills and talent, particularly amongst women, that is needed to accompany this growth. Developed mining nations are recruiting these skills from developing countries thus competing for the same global pool of mineworkers.

The mining industry is (now) aware of their compromised future development.

The ICEM’s point of view is that if mining companies still refuse to recognise trade unions and negotiate proper and decent working conditions for their workers, it will remain difficult to sustain the industry in all its facets.

Convene a conference to further examine the opportunities and even the threats provided by the growth scenario in order to respond effectively to this scenario.

The ICEM is organising an International Coal Conference in December 2007 in India with the purpose of highlighting the issue of health and safety in Coal Mining whereas workers are casualties to growth.

Undertake work to examine the role of uranium and coal mining in future energy scenarios. Urgent attention must be paid to the development and transfer of clean coal technologies to reduce carbon dioxide emissions in line with the Kyoto Protocol. In this context affiliates in the coal industry agree to collaborate, through networking, in the exchange of ideas and experiences on how to improve health safety and environmental standards in the coal sector.

Since the Nuclear Network has been approved to be an ICEM Network, the unions having membership in uranium mining have been invited to participate in the Network. A first meeting of the Network took place in Brussels on 13 to 15 June 2007.
(More on this in the Energy Sector report)

Global Agreements and Networks

Pursue global agreements and networks as part of a global strategy to unite and organise workers; to promote social dialogue with employers and employer’s organisation in the implementation of human, trade union rights, health and safety and decent work.

GFA AngloGold – signed in 2002 – revision started in April 2007

With active involvement of the NUM – South Africa, the ICEM met several times with senior management of AngloGold and discussed a number of issues to be included into the 2002 agreement. Discussions are still on at the drafting of this report. After consultation with all our affiliates present in an AG operation, we proposed the following (major) additions/changes:

- *Application of the GFA to operations in all countries, including subsidiaries;*
- *Facilitation (financially and logistically) of meetings between shop stewards from all operations;*
- *Promotion and Adherence to the G3 version of the Global Reporting Initiative (GRI);*
- *Annual reporting by management and TU per operation providing details concerning the implementation and operation of the GFA at their particular sites and any problems arising;*
- *Committing to a socially responsible approach to the restructuring of its units and activities, including adequate notification of changes likely to affect the workforce, surrounding communities and the environment;*
- Discussing during the review (additionally) to the general industrial relations issues and health and safety and the environment, the following topics:
 - General corporate policy on employment, occupational health, safety and environmental issues and challenges affecting those within the company and, as appropriate, between the company and its related companies including suppliers and subcontractors;
 - The economic and financial position of the company and the development of its business and related activities;
 - Training and education matters;
 - Issues affecting the exercise of trade union rights;
 - Any other issues mutually agreed upon.

GFA GoldFields – first step is a “Memorandum of Understanding”

Again with the involvement of the NUM – South Africa, the ICEM had an introductory meeting with senior management in Brussels in February 2007 and a follow-up meeting in Johannesburg in May 2007. The proposed MoU is seen as an opening for social dialogue on issues affecting workers globally. The ICEM will continue to pursue negotiations of a GFA in the future.

The existing ICEM Rio Tinto Global Union Network will be expanded to now include workers in the diamond and gems cutting and polishing industries.

RTGUN was formed in 1997 after Rio Tinto became very aggressive at its operations in Australia, and the CFMEU spearheaded organizing it. The first meeting was held in South Africa, the second in Australia, the third in Paracatu (Brazil).

In 2003 the USW (USA) organised a 4th meeting in Salt Lake City. At that meeting the Chairperson position passed from John Maitland (CFMEU - Australia) to Terry Bonds (USW - USA).

We support efforts by the NUM to focus on building closer cooperation and links with AngloGold workers across the globe. This must also be accompanied by a review on the scope and applicability of the current agreement.

The NUM – South Africa, had a union delegation sent to Mali in 2005, sponsored by the company. The shop stewards were able to link up with an existing mining union in Mali and through continuing bilateral contacts the SYNACOME (Mining and Energy Union) affiliated to the ICEM in 2006.

An ICEM international delegation was received by the Brazilian management of AngloGold, to discuss the application of the GFA at the Brazilian operation. The outcome of the meeting was to ensure that the local management starts to abide by the GFA and thus recognises the union(s) as their partner for CBA negotiations.

Further, there was another NUM delegation visiting the Ghana operation in May 2007.

The priority target for an ICEM Global Workers Network is BHP-Billiton, the largest diversified global resources company.

A first Network Meeting for BHP/Billiton is organised by the International Metal Workers Federation (IMF) in October 2007. The ICEM and its affiliates dealing with the company in their respective countries, have been invited to attend this meeting.

Promoting a People-Centred Developmental Mining

Pursue both nationally, regionally and globally, mining policies which have as their main objective of safe, humane and productive industries that meet basic human needs, promote economic development, create decent work, promote human and trade union rights, peace and security.

The Guinean trade union movement brought change in their political structures (and leadership) by having massive strikes and demonstrations, all supported by the whole of civil society, e.g. student and women organisations and religious groups. The crisis peaked at the end of 2006 to the first months of 2007, where people were killed for standing up for their rights.

The ICEM, together with the ITUC and the ILO gave them all the support that was within its reach. The ICEM was represented at an international conference organised by the ITUC to give the necessary support to our member, the SYNAMIC/ONSLG.

The unions in Guinea need urgent assistance with the review of the country's mining codes, because they have no clue at what is usual (or not usual) being described into them. Southern African trade unions are sharing information and are sharing all their knowledge as to make sure the Guinean unions succeed in developing proper mining legislation to the benefit of the country and its people.

A pilot project was approved by the ILO/ACTRAV to give the necessary financial support to the three unions in Guinea, having membership in the mining industry, to be able to attend the SSARO conference and get the ICEM Regional support for its activities and actions.

We fully endorse the struggles of our affiliates in Nigeria, Columbia, the DRC and Botswana to force governments to recognise fundamental trade union rights to organize, represent members, bargain collectively and to be fully consulted on workplace changes. And we assure them of our full support until they have achieved their demands.

Though during the conferences these countries were named, it happened that in many other countries trade unions rights became restricted by companies and/or government actions. E.g. Australia, struggling with the issue of individual contracts,

which is only meant to weaken the trade unions position. E.g. Guinea where trade unions leaders were shot, intimidated, harassed and tortured, just as in Colombia already happens for so many years, in Chad since the middle of 2007, in Mexico, in Chile, in South Africa.

1. The dispute with the most impact was at the Minera Escondida (57.50% BHP Billiton) copper mine in Chile. All eyes were turned to focus on this dispute seen this case was considered being a pilot for the rest of the mining industry. After the union won this fight after a 26-day strike, other unions in Peru, Colombia, South Africa, etc were inspired by it and fought too for worker's share in company's huge profits.

2. Almond Jewellery company in Bangkok (Thailand). Again the company (local) management refused to have proper collective bargaining with the elected leadership. A new CBA was to be negotiated for 2007 to 2009 but the management found was to disrupt this worker's right. The leadership of the union already was undergoing "targeted" harassment by management because of not abiding by the working rules, which were amended without consultation (even information) to the workers. Two leaders were fired.

The ICEM called upon the management of the company, located in New York – USA – to reinstate those workers and to appeal on them to introduce proper CBA negotiations.

The DGOJP Section is having its Centenary Celebrations in India in 2005 and the conference congratulated them for their tireless efforts and commitment to building international workers solidarity.

The 100-year anniversary took place in Surat (India) in October 2005 with full sponsoring by the FNV (Mondiaal and Bondgenoten – Netherlands). A programme still needs to be developed for capacity building of the trade union leaders and shop stewards in the diamond industry in India, having over 1 million of diamond polishers.

The ILO Tripartite Meeting on H&S in Coal Mining in May 2006

The ILO Governing Body endorsed the Recommendations for ILO follow-up action on the Code of Practice for Health and Safety in Coal Mining. The ILO convened this tripartite meeting of experts to develop a revised code of practice on safety and health in underground coal mines. The existing code was adopted in 1986 and much has changed in the coalmining industry, its workforce and in the ILO's approach to OSH since then.

The ILO resolution on full eradication of the use of asbestos in June 2006

Though the ICEM still needs to set up a discussion amongst relevant affiliates to agree a way forward on ILO C162, the ICEM agreed on participating in the Global Unions' Campaign against the use of Asbestos, after the ILO Resolution had been endorsed by the ILO General Conference in June 2006. Amongst the global unions involved in the campaign are the ITUC, IMF, IUF, IFJ, BIW and UNI. Global unions are calling for an immediate global ban, the transition to safe and sustainable jobs and justice for the victims of asbestos.

d) Pulp and Paper Industries

1. General Overview of the Sector

The main factors, outside of the global economy cycle, that determined development trends of the globalised pulp and paper sector for the past four years included constantly climbing energy prices resulting from unprecedentedly high price of oil, hard currency fluctuations, particularly, the weakening of the US Dollar, and the emerging markets.

After the boom of 2000 the global paper industry slipped into decline and the 2001 growth rate dropped into the negative. The year 2003 marked a turning point when prices in the sector started to climb – a trend that is largely continuing – and the 2004 growth rate showed some visible year-on-year improvement (5.5%) which was expected to continue through 2005. But the momentum of 2004 never quite culminated in another cyclic peak, and the sector's growth already slowed down slightly in 2005 and 2006 and is estimated to be on the downward scale through 2007 and 2008.

The sluggish demand for majority of grades in mature markets result in companies' taking drastic measures to reduce capacity and cut costs. North America has been hit particularly hard. Production and consumption have been declining in recent years. In 2005 paper and paperboard output in North America dropped by 1.5%. Production decreases in Canada were much greater than in the USA because the strong Canadian dollar negatively affects Canadian exports to the US. Newsprint capacity shrank from 14,400,000 tons in 2004 to 12,600,000 tons in 2006, and another 525,000 tons are expected to go in 2007. More than 100 mills were shut down in North America between 2003 and 2006 and the closures continue.

In Europe the situation is more stable and the markets are firm although demand grows at a very moderate rate. Driven by the need to show greater profitability, companies have been trying to drive an ever harder bargain, chipping away at hard-won achievements of European pulp and paper workers.

Emerging markets of Asia, Central and Eastern Europe, and Latin America are the main growth drivers in the sector. Between 2001 and 2006 Asia accounted for 54% of global investment and 63% of new capacity commissioned in the pulp and paper industries.

In response to these trends, the leading companies in the sector announced vast programmes of restructuring aimed at essentially one thing: a healthier bottom line. So, the sector sees the closure or sale of mills snowballing in North America and Europe; and whatever business expansion plans major MNCs in the sector have are mainly focused on the emerging markets of Latin America (primarily Brazil and Uruguay), Central and Eastern Europe (Russia, Poland), and Asia (primarily China with its booming economy).

In July 2005, International Paper announced a major restructuring programme to focus on just two key platform businesses: uncoated papers and packaging, targeting US\$ 400 million as annual cost savings. The plan also envisaged substantial job cuts. In March 2005 the company said it was prepared to invest US\$ 140 million into a 50/50 joint venture with Shandong Sun Paper in China to produce coated paperboard for liquid packaging, etc.

Stora Enso followed suit in October 2005 launching two main initiatives: Profit 2007 which is aimed at improving annual pre-tax profit by € 300 million from mid-2007 on through optimization and cost saving measures that include cutting 2,000 jobs; and Asset Performance Review which means a short-term reduction of annual capacity by 400,000 tonnes. At the same time it invests in forest plantations in Brazil and Uruguay, expands its presence in Poland and considers a € 1 billion greenfield pulp mill in Russia.

In November 2005 Domtar made public its return-to-profitability initiative of closing and selling mills, and cutting costs along with 1,800 jobs. In March 2006, when the company's Cornwall mill in Ontario, Canada, was to close with over 900 people losing their jobs, Domtar rather shamelessly announced that it would be outsourcing the "Cornwall" line of coated bristols from a "new world-class, high capacity paper machine" in China.

Jefferson Smurfit and Kappa Packaging merged in December 2005 to form Smurfit Kappa Group, a world leader in corrugated, a European leader in containerboard, and a market leader in both grades in Latin America. The merged multinational started with closure plans regarding 28 plants in UK, Spain, Germany, France, Italy, and Sweden.

UPM announced in March 2006 a drastic restructuring programme to improve profitability and projected a loss of 3,600 jobs in 3 years, which would predominantly affect the company's operations in Finland and, probably, Germany. The company plans provide for reducing 17% of its coated magazine paper and 12% of coated fine paper capacity in Europe. During 2006-2007 530,000 tons of coated magazine paper capacity were permanently stopped in Europe. In June 2007 UPM decided to close its Miramichi mill in Canada for up to one year. The CEP union of Canada created an inter-union committee to fight the job-cutting plans of UPM and Weyerhaeuser in New Brunswick.

In early February 2007 M-Real joined the list of the sector's biggest companies who, since 2005, had embarked upon comprehensive restructuring programs. The Metsäliitto Group's subsidiary intends to achieve € 40 million profit improvement in Finland from 2009 on. 600 employees are expected to go on top of those who are affected by the company's current cost saving programs in other countries.

The sluggish markets, overcapacity, and high energy costs continue to urge the pulp and paper sector majors to look for greater flexibility and ways of cutting costs and gaining a measure of control over the global trends in the industry. The year 2006 and the first months of 2007 have seen significant concentration initiatives in the still largely fragmented sector, some more successful than others.

In August 2006 Oji Paper, the market leader in Japan, launched its tender offer for the shares of Hokuetsu Paper Mills, aiming to secure a controlling stake. The deal fell through when Hokuetsu, trying to avoid a hostile takeover, sold 24% of the shares to Mitsubishi Corp., and then Nippon Paper purchased a 10% stake in Hokuetsu in an attempt to block Oji's bid. Already in early September Hokuetsu and Nippon Paper started negotiations aimed at forming a strategic alliance and signed the document on December 1, 2006.

Also in August Weyerhaeuser announced the merger of its Fine Paper business and related assets with Domtar in what was estimated to be a USD 3.3 billion deal. In March the deal was completed, creating the North American market leader in fine papers with expected annual synergies of USD 200 million for the next two years.

In early October Ilim Pulp Enterprises of Russia consolidated its assets to introduce a unified share structure for its companies, and only weeks later a 50:50 joint venture with International Paper was announced; now there is a USD 1.27 billion 5-year investment plan outlined for the venture to reinforce Ilim Pulp's core businesses.

In pursuit of its master transformation program which has so far yielded USD 2.9 out of projected 11 billion, IP sold its coated paper business in Brazil to Stora Enso for USD 415 million and exchanged its eucalyptus pulp mill project in Tres Lagoas, Brazil, (together with approximately 100,000 hectares of surrounding forestlands) for VCP's Luiz Antonio pulp and uncoated paper mill and approximately 60,000 hectares of forestlands located in the state of Sao Paulo, Brazil. IP will fund the Tres Lagoas pulp mill project in the amount of US \$1.15 billion.

In January 2007 Abitibi Consolidated and Bowater announced their plans to merge, creating the 8th largest paper company in the world and the world's largest newsprint producer with the projected annual synergies of USD 250 million. In February 2007 Abitibi Consolidated and Bowater stated they were turning to export markets and increasing their export base by 10% and 5-6% a year respectively as the newsprint demand in North America dropped another 6% in 2006.

Environmental concerns related to the industry have become a major factor affecting its development in the last years. The industry is quite keen on showing its dedication to sustainability as the main principle of global development. The International Council of Forest and Paper Associations (ICFPA) – a forum for major national and regional industry associations representing 90% of the world's pulp and paper production – issued a Statement on Sustainable Forest Management (SFM) in May 2005. In June 2006, at the 2nd ICFPA International CEO Roundtable *A Commitment to Global Sustainability* in forest products industry was signed by 90 CEOs of forest products companies and presidents of forest products associations from 25 countries. (See the full text and the list of signatories at http://www.icfpa.org/issues_statements/statements/ceoLeadership_statement.php)

2. The ICEM World Conference for Pulp and Paper Industry

On November 15-16, 2005, the ICEM held a World Conference of its affiliates in the sector. The Conference took place in Brussels and was attended by 65 delegates from 17 countries. The participants discussed the economic situation in the industry, future trends, corporate mergers and acquisitions, TU response to the challenges of globalization,

Global Framework Agreements and global TU company networks, issues of international solidarity, the use of contract and agency labour, occupational health and safety and environment, and equal opportunities

The Conference recognised the current business difficulties in the global paper industry and inevitable restructuring, affecting workers and their families. However, the conference adopted a Resolution, making it clear to the Pulp/Paper Industry that continued International Trade Union Solidarity will be utilised to protect the interests of workers and their families at this difficult time in the global paper sector.

The conference delegates adopted the following proposals:

- During the next four-year period until the next ICEM World Conference for the Pulp and Paper Industries, affiliates will seek to initiate dialogue and achieve further ICEM Global Framework Agreements with pulp and paper companies;
- Affiliated Trade Unions will adopt new and innovative international networking methods to further enhance Global Trade Union Solidarity;
- Trade Unions in the industry will be fully joined to the ICEM's campaign against the abusive use of Contract and Agency Labour in all facets of work;
- Affiliates will exercise greater vigilance in monitoring and ensuring responsible behaviour by global pulp and paper companies with regard to health, safety and the environment;
- Affiliated Trade Unions will undertake to increase their efforts regarding the all-important gender issue, and seek to ensure Equal Pay for Work of Equal Value, and the elimination of all gender-based discrimination at workplaces.

Jouko Ahonen, President of the Finnish Paper Workers' Union, Paperiliitto, was unanimously elected Chair of the ICEM Paper Industry Section.

3. The ICEM Global Framework Agreements in the Pulp and Paper Sector

Currently, the ICEM has two GFAs in the sector: with the Norwegian company Norske Skog (2002, co-signed with the Norwegian Paper Workers' Union Fellesforbundet) and with the Swedish company SCA (2004, co-signed with the Swedish union Pappers).

In December 2005 and January 2007 the ICEM together with its Swedish affiliate *Pappers* had a meeting with the top managers of SCA to review the Global Agreement implementation.

The proposal to include in the GFA text a clause on compliance with the ILO Code of Practice on HIV/AIDS and the World of Work was readily accepted. The use of Contract and Agency Labour and the ICEM/Pappers proposal aimed to ensure that SCA consults union representatives prior to signing any contracts affecting the status of its permanent workforce proved to be a harder issue to agree and the sides resolved to continue consultations in search of mutually acceptable formulations.

The sides also agreed to make it explicitly clear in the text that it was the Agreement and not the relevant national regulatory requirements that formed the minimum in terms of the company's commitment to respect the employees' human and, particularly, trade union rights.

SCA was invited to take part in the ICEM's social dialogue initiative in Colombia where SCA has a 50:50 joint venture with Colombian company Productos Familia.

In November 2005 the Norske Skog Vice President HR Operations, attended the ICEM World Conference for Pulp & Paper Industries in Brussels. He made a presentation at the Conference on Global Agreements and Company Networks (available on the ICEM Web-site).

The Global Agreement review meeting with the Norwegian company Norske Skog and the co-signing ICEM affiliate Fellesforbundet took place on May 21, 2007, in Oslo. The ICEM thanked the Norske Skog CEO for the company's intervention on behalf of an ICEM Malaysian pulp and paper affiliate PPPMEU with the management of the Malaysian Newsprint Industries company where Norske Skog has 34% of the shares and thus helping the union successfully resolve a long and bitter dispute on the scope of union membership in MNI.

The GFA review discussions revolved around the company's commitment to the main principles of the ILO Code of Practice on HIV/AIDS and the World of Work and the use of Contract and Agency Labour.

The GFA review also provided an opportunity for the ICEM GS to make a direct intervention with the company CEO on behalf of two ICEM affiliates in New Zealand involved in a dispute over Norske Skog's restructuring plans at the Tasman mill.

4. The ICEM Global Corporate Networks

The ICEM has two TU networks in this industry section: the ICEM International Paper Union Network set up in 2002 and is administered by the USW and the ICEM Sappi Union Network was launched in March 2005 and is administered by CEPPWAWU. The Sappi Network, along with the USW and the Secretariat, was actively involved in providing solidarity support to US paper workers during the labour dispute at the Sappi Pulp and Paper Mill in Muskegon, Michigan, USA.

In May 2006 a delegation of CEPPWAWU unionists visited their USW colleagues in the USA to discuss anti-worker practices of the South African fine paper multinational company Sappi. The two unions conducted a protest action in front of the Sappi US offices in Boston and issued a Joint Statement condemning the company's anti-worker, anti-union attitude and pledged mutual support in their efforts to meet the needs of their Sappi members.

In September 2006 the ICEM attended a two-day meeting of Sappi unions on the Everest restructuring programme implemented at the company's European operations. The meeting was jointly organised by the Belgian AC ABVV and ACV BI. Along with the Sappi union representatives from Austria, Belgium, Germany, The Netherlands, and the UK, the participants included a representative of EMCEF, two USW unionists from the company's Cloquet mill in the USA, and a CEPPWAWU unionist from South Africa – the company's home country. The participants discussed situations at their mills and wrote a joint letter to Sappi's acting CEO stating their concerns over the lack of clarity regarding Sappi plans for future development.

5. International Solidarity Actions

The largest labour dispute in the pulp and paper sector since the last Congress was the massive lockout in Finland which affected around 25,000 Finnish pulp and paper industry workers and lasted for 6 weeks. The lockout was announced by the Finnish Forest Industry Federation (FFIF) led by major Finnish multinationals Stora Enso, UPM, M-real on May 18, 2005, following a three-day industry-wide strike that crowned months of fruitless bargaining with the FFIF after the employers' federation rejected the national incomes policy agreement in December 2004. The ultimate contention points were holiday shutdowns and the use of contract labour. The main effort in the solidarity support campaign was focused on blocking transfers of production to other countries.

The ICEM, along with EMCEF and major affiliates, actively supported the Finnish unions in their struggle (See the story in ICEM GlobalInfo No 2, 2005).

In August 2005 Sappi announced its plans to close much of its Muskegon Pulp and Paper mill in Michigan, USA, aiming to cut 300 jobs. The ICEM responded to a solidarity request from the USW and circulated an appeal for solidarity support among its affiliates in the paper sector which generated numerous responses.

On February 7, 2006, a delegation of the ICEM Secretariat took part in the torch-lit march in Gent to protest the decision of the management of the Stora Enso Langerbrugge mill to fire two Centrale-Générale FGTB shop stewards to punish them for their union activities at the mill where a strike had been held previously in protest at the management's blatant determination to deny the mill workers any meaningful pay rise.

In February 2006, at the request of Brazilian affiliate SINAP-CUT, the ICEM sent letters to the President of Brazil, the Minister of Labour and Employment, and the General Attorney for Labour, alerting them to the situation in the town of Coelho Neto, Maranhão, where the Group João Santos was refusing to negotiate the terms of closing its facilities there with the SINAP-organized workers, 400 of whom camped outside the Itapage cardboard mill in protest. On February 24, SINAP informed the ICEM that the situation in Maranhão was resolved "with an agreement that pleased the workers".

On January 26, 2006, Stora Enso locked out 600 employees at its Port Hawkesbury mill in Nova Scotia, Canada, following the workers' rejection of the company's proposal that was yet another attempt of the company to break away from the pattern agreement in the sector. The ICEM sent a letter to the Stora Enso CEO strongly urging him to instruct local managers to resume negotiations, and circulated an appeal to its affiliates to show solidarity with the CEP Local 972, who planned to have a big protest rally on March 18, 2006. The circular generated letters of support to the union and the company from 30 ICEM affiliates from all parts of the globe.

Another labour dispute flared up in March 2006 at the IP mill in Inverurie, Scotland, where 231 members of the AMICUS decided to launch an escalating series of four-hour strikes demanding that company revise its pay offer for 2006 and 2007 (the management had proposed an unacceptable pay freeze for this year and a minimal one-off payment in 2007). ICEM alerted the affiliates to the dispute through two InBrief publications. The ICEM IP Workers Network sent a circular letter to affiliates organizing IP sites worldwide calling upon them for solidarity support.

The ICEM, together with its Norwegian affiliate Fellesforbundet and the Swedish Pappers, has assisted the Malaysian Paper and Paper Products Manufacturing Employees' Union (PPPMEU) in its prolonged dispute with Malaysian Newsprint Industries (MNI) which refused to recognise eligibility for union membership of a large group of its employees, claiming they were managers against obvious indications to the contrary. The situation's background was clarified in a discussion involving the ICEM, Fellesforbundet, Pappers, and Norske Skog management. On January 31, 2007, the Malaysian Minister of Human Resources ruled in favour of the PPPMEU, stating that the 70 employees in question were not managers and thus were eligible for union membership; the company then did not contest that ruling.

In April 2007, responding to a request from the USW who were trying to organise a Tetra Pak facility in Denton, Texas, the ICEM organised the sending of support letters to the American workers by a number of affiliates.

e) Materials Industries

1. Industry Trends

Transnational companies in the building materials sector (cement, flat glass, ceramics and tiles) continue to expand and thrive behind a steady increase in revenue, thanks to stable and upward global economic growth. The levels of growth experienced in 2006-07 may not continue to keep pace in 2008, mainly due to high oil prices and increased environmental costs.

Heavy demand for construction materials in China, and demand on energy sources from China, which both drive commodity prices upward, is a key factor for this outlook on revenues. The flat glass industry again saw steady growth throughout the world, bolstered by the strong Chinese construction demand. World demand for flat glass is forecasted to rise 5.2 percent per year through 2010, to 6.1 billion square meters.

Maintaining the trend experienced between 2000-2005 period, demand will have to continue to outpace inflation-adjusted gains of the global economy. Production of flat glass is projected to increase 5.4 percent per year through 2010, to 57.3 million metric tons. The majority of that, approximately 45-50 million metric tons, will be high-quality float glass. The remainder will be lesser quality float glass produced primarily in China—and, to a lesser extent, in Russia—as well as sheet glass and rolled glass.

World demand for advanced ceramics is projected for annual increases of 7 percent. This sector will experience greater manufacture of a wide variety of electronic components. Value-added products such as LCD screens, safety glass and materials for solar energy will be instrumental in reaching these 7 percent growth levels.

Counterfeiting and imitation of porcelain are still a major concern to the major multinational Materials companies. The concept in the European Union of labelling is a major point of discussion

World cement consumption is expected to grow by nearly 145 million metric tons, or nearly 6% alone in 2007. That will put total levels at 2.6 billion tons. World cement consumption grew by an estimated 6.9% during 2006, reaching an estimated level of 2.45 billion tons. This topped tonnage levels in 2005 by 158 million metric tons.

Chief concerns in 2007 and beyond are declines in the US housing market, together with an overall softening USA economy. This could be offset somewhat by the long-awaited recovery of parts of the European economy, particularly Germany's, and the increased demand on cement in emerging markets. Global cement producers are counting on this latter for growth and a continuation of steady revenues.

In 2007, all major cement companies across the globe announced new investment plans for Middle East, Eastern Europe, Central and East Asia. South Africa is also seen as a location for expanding production. For the past several years, India and China have shown accelerated economic growth, averaging anywhere from 9% to 20%. Such unbridled growth has also brought with it serious concerns and examples of inferior working conditions and abuses to workers' rights.

In China, the major companies of the Materials industry that are investing in China are, in order of amount of investment: Lafarge, Saint-Gobain, Asahi Glass, Owens Corning, and Holcim.

In India, that list reads: Holcim, Lafarge, Saint-Gobain, Asahi Glass, Owens Corning, Heidelberg and Cemex.

2. Mergers and Acquisitions

In all ICEM sectors, Materials included, the number of take-overs and buy-outs keeps growing, drawing global labour attention on private equity funds. One major concern is heavy job loss in the OECD countries. Some heavyweight examples in Materials are the £2.2 billion Pilkington Glass purchase by Sheet Glass in February, 2005; Heidelberg Cement's €11.7 billion takeover of Hanson in May 2007; and Mexican Cemex's current US\$12.8 billion run at the Australian company, Rinker. There have been numerous other transactions in this sector, as well, including Owens Corning and Compagnie Saint-Gobain merger of their reinforcements and composites businesses into a new company

At Lafarge, Paris management completed the bid to completely take control of its North American division. The stock buy-out of minority shares, totalling 47%, is seen as a positive development. In other Lafarge developments, the company has developed its cement-producing capacity in Tetuan, Morocco, and further invested in Romania. To its Roncim division there, it added a ports and logistics company, Sicim, to Lafarge's holdings in cement, quarries, and plasterboard in Romania, where it employs 1,800 workers. Lafarge has also discarded business units. Its roofing business recently went to PAI Partners, capital investors, for US\$2.4 billion. That is cause for concern because PAI is not a manufacturer, but a private equity fund seeking fast capital gains over a short period of time.

In China, Lafarge is growing. In 2005, it bought a large Chinese producer called Sichuan Shuangma, that lifted it into the top three of Chinese cement producers. It is also the number one building materials company in China's southwest.

Lafarge remains the world's number one producer in this sector, and has 210 production plants in 41 countries.

Another French firm, Compagnie Saint-Gobain, has seen protests from French union over the company's mixed signals in whether or not it will sell off glass bottle business, Desjonquères, an inherently French company. There have been clear signs that it would be sold to private equity, and that brought the protests.

3. Solidarity Actions

The strike at Asahi Glass Company's Glaverbel auto-glass plant began in December 2004 over an unreasonable restructuring plan. ICEM intervened, together with ICEM-JAF, in a particularly bitter dispute at a glass factory in Fleurus, Belgium. The ICEM and JAF called on the Japanese parent company to reverse course and seek a just solution.

Multiple unions struck the plant, AGC Automotive Fleurus, including major ICEM Belgian affiliate La Centrale Générale FGTB (CG-FGTB), whose shop-floor leaders were specifically singled out for redundancy. After 100 days of strike action, workers voted in favour of an improved restructuring plan.

An ICEM intervention in a Thai glass factory dispute involving Compagnie Saint-Gobain subsidiary, Sekurit, produced a clear victory for 700 workers. This occurred in February 2006. The majority of the workers, members of a plant union affiliated with the Federation of Thailand Automobile Workers' Unions, had been locked out for more than a year by hostile local managers. They conducted demonstrations in front of the factory in Rayong province, and at the Labour Ministry in Bangkok.

The ICEM and French trade unions used a steady stream of facts and data to open meaningful dialogue with senior officials of Saint-Gobain in Paris. That factual matter, including trade union discrimination at the plant of leaders who led the factory protests, convinced Paris management to order a halt and change of position on the matter.

The contract dispute that instigated the protests was over many issues. Bonus payments for 2005 were being withheld and management threatened to cut overtime from all on Sundays. After Saint-Gobain Sekurit imposed the lockout on the workforce and sacked four leaders, Thai managers returned to bargaining and dramatically reduced their offers, even proposing that bonus payments be paid every second year, rather than annually.

With direct and truthful information provided by the ICEM, French unions Fédération Chimie Energie CFDT, CGT Verre Céramique and Fédéchimie CGT-FO were in daily contact with Saint-Gobain senior managers on the behaviour of Thai managers. The senior managers steered the dispute to a resolve. The four leaders were reinstated, and court cases brought against the protests were dropped. The union and local managers then agreed on all collective bargaining issues, including a bonus. The ICEM commended the French unions for delivering a fair and just labour agreement to loyal workers at this productive glass factory.

In November 2006, ICEM Australian affiliate National Union of Workers (NUW) informed the ICEM of its dispute over a collective agreement with Compagnie Saint-Gobain. Saint-Gobain had illegally terminated the jobs of two NUW delegates. Workers in Australia had been on strike at two Saint-Gobain Abrasives sites in the Sydney area, Lidcombe and Wetherill Park. The ICEM and French affiliates pressed senior leaders of the company to step in to get Australian managers to respect freedom of association and collective bargaining. The two delegates were both reinstated and the collective negotiation was concluded successfully. The NUW expressed sincere gratitude for the assistance, especially to CGT Verre Céramique, Fédéchimie CGT-FO and FCE-CFDT.

A bitter struggle surfaced at Imerys in the UK in 2006, when the French-based company announced major restructuring that would adversely affect longtime English China Clay workers. The decision to shift kaolin operations from the UK's Southwest coast to Brazil was contrary to a commitment made two years before by Imerys to British workers. UK affiliate Transport & General Workers Union (TGWU), together with other UK unions having some representation at the affected work areas, contacted the ICEM for assistance.

The problem came in early July 2006 when Imerys dropped the proposed restructuring plan on the Southwest unrepentantly. Some 800 of 2,000 Imerys jobs in the UK would be slashed by 2008. Imerys is the Southwest's largest private employer, and the consequences would be devastating. The ICEM continues to support the victimised Imerys workers in the Cornwall region of the UK even though they did not pass a ballot on industrial action. The ICEM also salutes French trade union Fédération Force Ouvrière (FO) Matériaux, Céramique et Thermique for their vigilant defence of English

China Clay workers and the TGWU, as well as the United Steelworkers and the International Brotherhood of Boilermakers in USA for their support.

The USW used constant international pressure in a seven year battle for justice and trade union rights at Imerys in Sylacauga, Alabama. Union-busting local managers at the 500-worker calcium carbonate have ceased their ways, and the plant-level union and managers are making first peace. The USW utilized ICEM from the beginning in 1999, and had critical help at crucial times from TUAC, and especially French unions, particularly FO Ceramique Carrieres et Materiaux de Construction.

In Peru, seven members of Sindicato de Trabajadores, representing workers at an Owens-Illinois plant remain dismissed since 2005. Owens-Illinois violated ILO Convention No. 98, the Right to Organise and Bargain Collectively Convention. The entire workforce is now at threat, because the company will move the facility to another location. The ICEM has asked USW in USA, home country of Owens-Illinois, to intervene and they have with signification success. The Peruvian nation labour centre, CUT, lodged a complaint over No. 98 at the ILO.

The ICEM has demanded that the Turkish parent company of Trakia Glass in Bulgaria intervene to settle a two-week strike in early summer 2007 at factories in Turgovishte, in the northeast of Bulgaria. Hundreds of glass workers, members of ICEM affiliate National Federation of Chemical Workers – CL Podkrepa, began a strike on 19 May over the company's failure to keep pace with minimum salary levels, as set by Bulgarian labour code.

Trakia is wholly-owned by Turkish glass and chemicals groups, Şişecam Group, a company that is hostile to its Turkish unions as well. The ICEM demanded that Şişecam resolve the dispute in a manner that protects the company's reputation, as well as respects Bulgaria's status as a member of the European Union.

The company and union engaged in a five-day strike at a glass plant in Bulgaria by ICEM affiliate Podkrepa in May 2006. The union won a pay increase of 17% for some 700 workers, which partly closed the wide disparity between low Bulgarian wages and those in neighbouring Turkey. Siscam is doubling investment in Bulgaria, and the company has tried to use this as a means toward receiving favourable treatment. The ICEM vehemently protested, however, when the company used the threat of pulling all investment from Turkey unless the union accede to their demands and their work rules.

The 2006 strike occurred at a new facility that only went into production in February 2006, in the town of Targovishte. ICEM affiliate Kristal-is in Turkey was alerted and they are in support of the Bulgaria union.

Seven contract agency workers at a Lafarge Korea plant have been in protest since March 2006 against unfair dismissal after they organised a trade union under the umbrella of ICEM affiliate Korean Chemical and Textile Workers' Federation (KCTF) for contract and agency workers. The case went to the National Contact Point of the OECD in Korea with a charge of violation of OECD Guidelines on Multinational Enterprises. The charge centres on freedom of association.

The key issue is whether Lafarge can exert influence over its business partners, in this case: Lafarge's subcontractors, to respect basic trade union rights. Lafarge Paris maintained that Lafarge subsidiaries are operated under the full authority of local management of Lafarge Halla. After a long process of negotiation and dialogue, and

effective support from the Building and Woodworkers' International (BWI), Paris management finally agreed to impose on Korean managers terms to make all efforts for the discharged workers to be employed by three current subcontractors at its Okgye, South Province, cement plant. The agreement also pledges to ensure that none of the subcontractors, Sehwa Sanup, Daewon Sanup, and Soogwang Maintenance, will discriminate against the workers due to their union membership.

The dispute dates to March 2006 when Lafarge Halla not only had the union leaders at a contractor called Woojin Industry sacked, but they then terminated the contract they had with Woojin. The ICEM and BWI will pursue the issue of Lafarge corporate's control over its subsidiaries and subcontractors in terms of international labour standards.

Arizona Portland Cement is owned by the Taiheiyo Cement, Japan's largest cement company. The company planned to abolish all union rights on the shop floor and to deny pension benefits for new workers. This occurred in the American Southwest.

The Japanese cement subsidiary also wanted to prevent all future pensioners from company-paid health insurance. The company also sought to force large increases in the amounts current workers pay on health care. Because of these demands, USA affiliate USW went without a signed labour agreement for 10 months.

The ICEM initiated contacts and information exchange on the dispute between USW and the Japanese Union, and ICEM-JAF was fully involved and facilitated dialogue. Following direct contact with the head of Taiheiyo Cement in Japan, the company appointed a new human resources manager in the state of Arizona, and USW was able to negotiate a satisfactory collective bargaining agreement.

ICEM Colombian affiliate, Sintravidricol, continues its struggle at the subsidiaries of USA-based Ross International on the issue of continuing retrenchment. Ross International has reduced jobs at a Colombian plant where a collective bargaining agreement exists. The company is also increasing employment at new facilities that do not have collective agreements. ICEM and USW are working together to press Ross International, which is based in the USA state of Pennsylvania.

In 2003, USW Local 216 in the state of South Carolina engaged in contract negotiations with Giant Cement, a subsidiary of Madrid-based Cementos Portland Valderrivas. After only a few months, the company declared an impasse in negotiations and implemented new terms and conditions of employment, without consent of the union.

The union, following months and months of surface bargaining by the company, called a strike in August 2005. The company seized on the strike as an opportunity to rid the union and its members from the worksite. It replaced the strikers and union with scabs.

The union was forced to abandon the strike, in order to return to work with the hope of opening dialogue with the company over longstanding issues. ICEM and USW sought all possible ways to pressure Giant Cement's conduct in USA, and appealed directly for solidarity to Spanish unions. Up to now, there is still no solution.

4. Global Dialogue and Networking

Following the signing of the Lafarge Global Framework Agreement on 12 September 2005, the company agreed to hold regular Reference Group Meetings between the ICEM, BWI, and its global Human Resource Director. High fatality rates in Lafarge plants, particularly road accidents in the USA, continue to be major concern for the company.

The parties also discussed a newly introduced DuPont safety programme. The ICEM also has provided an internal document on HIV/AIDS and has requested an experts' meeting on the issue between ICEM, BWI and Lafarge. There is a need to include French unions in all GFA arrangements with Lafarge.

ICEM, together with BWI, has been in discussions with Swiss-headquartered Holcim Cement, the second largest producer in the world, and UNIA, the relevant Swiss national union that is affiliated to both BWI and ICEM, is fully involved. These discussions toward a possible Global Framework Agreement are not expected to proceed as quickly as those that occurred with Lafarge.

ICEM French affiliates have been working enthusiastically seeking to commence discussions regarding a Global Framework Agreement with Compagnie Saint-Gobain. At Asahi Glass, the ICEM's Asia-Pacific Region has begun a regional monitoring program for Asahi trade unions, and Asahi's Glaverbel Network in Europe is being administered by FGTB, Belgium.

5. The ICEM's World Materials Industries' Conference

was held in Brussels on 17-18 November 17-18 2005. Forty-two participants from 28 member unions in 21 countries joined discussions on global agreements and networks, HIV/AIDS, contract and agency labour, silicosis and asbestos. Mergers and acquisitions, counterfeiting and outsourcing were also major issues addressed.

The Conference adopted the following proposals:

+ During the next four-year period until the next ICEM World Conference for Materials, affiliates will seek to initiate dialogue and achieve further Global Framework Agreements with companies associated with the Materials Sector;

+Affiliated trade unions will adopt new and innovative networking methods between themselves to further enhance global trade union solidarity;

+Affiliated trade unions fully join the ICEM's campaign on the abusive use of contract and agency labour in all facets of work;

+Affiliated trade unions moved to become more vigilant in monitoring and ensuring responsible behaviour by global companies in cement, glass and ceramics industries regarding health, safety and the environment. Specifically, unions will fully monitor and engage with employers, as well as campaign against the menace of asbestos and silicosis caused by hazardous materials used in these industries;

+ICEM membership within this sector will engage effective workplace measures to educate and raise awareness of the risk of HIV/AIDS infection, and to ensure that meaningful programmes for anti-discrimination of those living with HIV/AIDS be put in place.

From the ICEM's formation of the Materials Section many years ago, it has been clear that cooperation between ICEM and EMCEF, as well as with BWI would not only enhance our work but also was essential for effective work to take place. The joint solidarity campaign with the BWI over the Lafarge Korea case worked out successfully and promises effective trade union cooperation for the future.

4. Regional Reports

a) Africa

POLITICAL SITUATION IN THE REGION

Africa has been affected by a long history of colonialism. It has an abundance of rich natural resources and huge potential for development. After long years of struggle, the African people freed themselves from colonial rule, wiped out apartheid, won independence and emancipation, thus making significant contribution to the progress of civilization.

Following their independence, countries in Africa have been conscientiously exploring a road to development suited to their national conditions and seeking peace, stability and development. Thanks to the concerted efforts of African countries and the Organization of African Unity (OAU) – which was the organisation prior to the African Union (AU) – the political situation has stabilised, though in some countries the situation remains fragile. Existing regional conflicts are gradually being resolved and the economy has been growing for years. The NEPAD¹ has drawn up an encouraging picture of African rejuvenation and development. African countries have actively participated in the South-South cooperation and worked for the North-South dialogue. Africans are playing an increasingly important role in international affairs.

The widespread solidarity of the international trade union movement with the people of Guinea is an example. The heated struggle led by the trade union movement in Guinea (Jan-Feb 2007) to address the rampant poverty that has swallowed the resource-rich country, made the President and his government, to name a consensus Prime Minister. The PM will have to enforce justice and democratic reforms, along with the need for overhaul and drastic revisions of labour codes and union rights.

ECONOMICAL SITUATION IN THE REGION

Africa's economic growth in 2006 was well above the long-term trend for the fourth consecutive year, and is expected to accelerate in 2007. Africa has experienced its highest economic growth in the last two decades, with the GDP growth rate, which averaged about 5 percent annually in the past six years, rising to 5.5 percent in 2006, and is expected to reach 6 percent in 2007, according to a new major report² by the African Development Bank and the OECD released in May 2007.

While the growth prospects look good it is not accompanied by commensurate **job creation**. This raises serious concerns about the continent's ability to reduce poverty. This pattern of apparent jobless growth can be explained by numerous factors:

- growth rates have not been strong or sustainable enough to generate sufficient labour demand for the increasing labour force;
- the high volatility of GDP growth increases uncertainty regarding future profitability, ultimately hampering private-sector job creation;
- economic activity has shifted away from agriculture and manufacturing into more capital-intensive sectors, such as mining and oil production;
- the lack of integration of employment objectives into macroeconomic policy frameworks as an explicit goal of macroeconomic policy;

¹ The New Partnership for Africa's Development (NEPAD) is a vision and strategic framework for Africa's renewal - <http://www.nepad.org/2005/files/home.php>

² www.oecd.org/dev/publications/africanoutlook

- narrowly defined policy goals, focusing on controlling inflation and reducing budget deficits.

By **enhancing or defining a clear beneficiation strategy** of Africa's natural resources, e.g. minerals and energy, it will further impact on job creation and social development, which will increase substantially the GDP growth above the current projected growth rates. In addition to this, a shift away from focussing on controlling inflation and reducing budget deficits can further enhance the growth potential of Africa.

Developments in the largest economies, especially oil exporters such as Nigeria and Algeria, resulted into Africa's **external debt being eased** in 2006.

SOCIAL DEVELOPMENT IN THE REGION

Though the political situation has generally stabilised, the armed conflicts, under-development, extreme poverty, widespread corruption, inequitable distribution of resources, political repression, marginalization, ethnic and civil violence, and the HIV/Aids pandemic still affects the human rights situation across Africa. Armed conflicts caused the displacement of many people, including children and elderly. Many governments are intolerant to dissent and the freedom of expression. Consequently they condoned extrajudicial executions, arbitrary arrests, torture and other ill-treatment, or harassment of opposition political activists, human rights defenders, trade unionist and journalists.

Struggling economies, under-development, under-investment in basic social services, corruption, and marginalization of certain communities were some of the factors behind the failure to realise these basic human rights. The presence of oil and other minerals continue to blight rather than enhance people's lives because of conflicts, corruption and power struggles, e.g. Darfur and the Niger Delta regional conflicts.

The HIV/Aids pandemic continues to pose a threat to millions of Africans. According to UNAIDS (the Joint UN Programme on HIV/Aids), the virus caused 2.1 million deaths in 2006 and 2.8 million people were newly infected, bringing to 24.7 million the total number of people living with HIV/Aids on the continent.

Women and girls in Africa remain 40 per cent **more likely to be infected** with the virus than men, and often carried the main burden as carers. Violence against women and girls in some countries also increased their risk of HIV infection.

The roll-out of anti-retroviral treatment continued, albeit unevenly. In June 2007 UNAIDS estimated that more than one million people on the continent were receiving life-saving anti-retroviral therapy - only 23% of those who required it.

Tuberculosis and malaria also posed a serious threat in many areas. In 2006 tuberculosis killed over 500,000 people across the region and around 900,000 people in Africa, most of them young children, died from acute cases of malaria.

ORGANISATIONAL DEVELOPMENT OF THE ICEM REGION

The ICEM-SSARO meetings took place as defined by the Regional Statutes:

REC Meeting – 22nd of November 2003, Dar es Salaam (Tanzania)

REC Meeting – 27th of March 2004, Johannesburg (SA)

REC Meeting – 18th of September 2004, Abidjan (Ivory Coast)

REC Meeting – 23rd of April 2005, Yaoundé (Cameroun)

Women's Meeting - 2nd June 2005, Johannesburg (SA)

REC Meeting - 3-4 June 2005, Johannesburg (SA)

Women's Meeting – 13th June 2006, Gaborone (Botswana)

REC Meeting – 14-15 June 2006, Gaborone (Botswana)

Women's Conference – 2nd July 2007, Johannesburg (SA)

Regional Conference – 4-5 July 2007, Gaborone (Botswana)

REC Meeting – 5th of July 2007, Gaborone (Botswana)

Major discussions during the regional meetings were:

- ⇒ closing the regional office in Johannesburg;
- ⇒ describing the new roles and activities of the project coordinators and the administrative assistant;
- ⇒ developing structures to deal with issues such as the HIV/AIDS pandemic;
- ⇒ formalising the establishment of the Regional Women's Committee and debating its future role and work;
- ⇒ electing/replacing the Chair of SSARO and the Chair and Vice-Chair of the Women's Committee, to be members of the Regional Executive Committee;
- ⇒ supporting the candidacy of an African trade union leader to the position of ICEM President;
- ⇒ strengthening the position of the regional organisation by encouraging members in the region to pay their affiliation fees;
- ⇒ approving the integration of the WFIW (WCL) into the regional ICEM structures to increase membership and thus activities in especially West-Africa.

PROJECTS IN THE REGION

Project activities are directed at reinforcing and strengthening the goal of building Africa to be the third biggest region in the ICEM.

In respect of affiliation fees all unions participating in projects have been encouraged to change their current status into a status of good standing. This will ensure the future participation in programmes.

Shop Steward Development Project (SSDP/OD) report 2003 – 2007³

The regional coordinator(s) of the ICEM was interacting with participating unions to encourage them to work with non-participating unions for potential affiliation to the ICEM.

The following recommendations were made:

- a strategy has to be found to promote outreach to potential affiliates of the ICEM in Africa;
- there is more need of targeted activities to build new and growing affiliates so the ICEM must try and source more funds for work in Africa;

³ The full report is available through the ICEM Projects Department – jeannette.vandongen@icem.org

- SSDP work should be enhanced so that there is continued support for organisational growth of ICEM affiliates.

HIV/AIDS Africa Project

This project is part of an integrated global project with an overall coordinator. We now have full time national coordinators in Ghana, Cote d'Ivoire and Namibia to fast track joint-investment into pilots. There is a detailed workplan outlining objectives for 2007.

The Africa Component: key achievements for the project in 2006 were:

- The consolidation of the National Coordinating Committees in all twelve target countries⁴;
- The increased confidence and skills of national coordinators to raise issues within unions in a country and with companies;
- The exchange of information on collective bargaining agreements and workplace policies;
- The application of the ILO Code of Practice on HIV/AIDS and the world of work in negotiations with companies;
- The implementation of two regional workshops for national coordinators. Following two workshops in 2005 (on initiation and strategies and developing the collective bargaining manual), the third workshop dealt with peer education. The fourth workshop identified targets for fundraising, built arguments on co-investment and developed workplace programmes.

Outlook for 2007-2008

Of immediate concern are the results of the survey conducted in Ghana and a follow-up with the companies and the Ghana health authorities. In Namibia the situation is clearer with work to be done with smaller mining sites in the southern part of the country. In all discussions and plans for these projects long-term sustainability is an overriding principle. We must always be aware that once treatment has started it cannot be stopped.

The ICEM HIV/AIDS Training Manual for Collective Bargaining, developed and used in Africa, is also utilised in other regions⁵.

At the African regional level work will be done on medical insurance schemes to ensure coverage of HIV/AIDS services. Counsellors' training will be organised as from 2007 in five target countries in Africa.

SOLIDARITY ACTIONS BY OUR MEMBERS

Our affiliates in Botswana and Zambia were placed under siege by their respective governments especially when the union leaders were facing litigation actions in court. Through a loophole in existing legislation these governments were able to prevent proper representation of these leaders in court. Despite these actions, industrial actions are on the increase in respect of contract and agency labour throughout the region.

More details of important solidarity actions in the region are given in the respective industrial reports.

⁴ South Africa, Namibia, Botswana, Zimbabwe, Zambia, Tanzania, Uganda, Nigeria, Ghana, DRC, Mali and Côte d'Ivoire. In the course of 2006, Zimbabwe and Uganda dropped out of the programme.

⁵ It exists in English, French and Spanish.

POTENTIAL NEW MEMBERS

Madagascar

FISEMA (FEDERATION DES SYNDICATS DES TRAVAILLEURS DE L'ENERGIE ET DES MINE), Madagascar, covers electricity and mine workers. Their membership is 300 in electricity and 1000 in gem mining only. The union has an organising potential of 25.000 members. One of the large scale mining companies on the island is Rio Tinto.

Liberia

Through contacts initially made by the USW (United Steelworkers – USA), the **FLIWUL** (Forestry, Logging, and Industries, Worker's, Union of Liberia), has reconfirmed its interest in being a member of the ICEM family. The national union is organising workers at Liberia's new Mittal iron ore operation and on Firestone's rubber plantation. Their membership is growing since the end of civil war in Liberia and their membership is covering several ICEM sectors (oil, mining, chemicals, rubber), with a vast potential depending on future (foreign) investments.

Kenya

The Kenya Petroleum Oil Workers Union is seeking re-affiliation to enjoy more international trade union solidarity. The leaders realise the need for global approach in building capacities to enhance their representation and union activities.

b) Asia/Pacific Region

1. Overview

The economic situation among countries in the Asia-Pacific Region has been stable, and most of the countries have achieved a significant growth rate during the period 2004 to 2007. In 2006, the overall economy of the region grew at its fastest growth rate since the financial crisis in 1998.

For the most part, Asian countries have recovered from the severe stress of the financial crisis and normality returned. Five countries that were most directly affected (Indonesia, Korea, Malaysia, Philippines, and Thailand) have achieved an average growth rate of 2.5% a year during the period 2000-2006. The newly industrialized economies of Korea, Singapore, Hong Kong, and Taiwan are now reaching rich-country per capita income levels.

Their productivity levels and incomes will soon converge on levels seen in OECD countries. The economic growth rate in China and India has been well above other Asia-Pacific countries, accounting for nearly 70% of the region's expansion in 2006. In 2005, China accounted for 41% of regional output, compared to just 35% in 2000. In December 2006, Chinese international reserves reached close to US\$1.1 trillion, third most in the world.

Cambodia, Laos, and Vietnam also saw double digit growth rates, while Pakistan, Bangladesh, and Sri Lanka grew reasonably high rates despite civil strife. An exceptional case is Nepal, which has seen an economy badly affected by political instability.

Despite rising incomes and general economic growth, there are many challenges in many Asian countries, such as tackling widening income disparity and eradicating absolute poverty. In 2007, the estimated number of unemployed or under-employed in AP countries is 500 million workers.

Pakistan, Sri Lanka, and Indonesia suffered from natural disasters recently. Indonesia faced a serious humanitarian crisis from the tsunami in 2004. Again, in February 2007, Indonesia was hit by floods and an earthquake. FSPKEP, a new Indonesian affiliate of the ICEM, reports more than 650 of its union members lost their homes. For Pakistani relief assistance, ICEM-JAF collected US\$30,000 and delivered that sum to Pakistani affiliates. ICEM affiliates in Singapore and Korea also generously donated through the Red Cross.

One of most significant labour market changes in the AP region is the rapidly increasing number of contract workers inside all sectors. Since most of AP countries do not have protective labour legislation, companies tend to exploit contract workers with inferior working conditions and a dual wage system. It becomes imperative that trade unions must focus its activities on organising contract workers, since this is the surest way to reinforce bargaining positions, as well as to protect exploited contract workers.

2. Regional Activities

The AP region of the ICEM successfully expanded membership to include Indonesia. ICEM has maintained an engagement policy with potential affiliates there for over ten

years, and has assisted Indonesian trade unions in building bona fide trade union structures. FSPKEP, representing workers in chemicals, energy, and mining sectors, is now affiliated to the ICEM, and FARKES, representing workers in the pharmaceutical industry, and KSBSI, a former member of the WCL-WFIW in the chemicals and mining sectors, is to become a member of the ICEM in late 2007.

Another two countries targeted for activities are Vietnam and China. For Vietnamese trade unions, ICEM opened cooperation with the Oil and Gas Workers' Union as far back as 1993, and subsequently has made contact with the Industry Workers' Union, Mining Union, and Building Materials Union. The ICEM has been providing necessary technical assistance and assistance to these unions to reform and adapt union structures and activities in line with western systems.

Vietnamese union officials have been invited to ICEM's AP education seminars and meetings as observers. It is clear that Vietnamese unions are now seriously working toward common cause in the global trade union movement, and trying to overcome the weakness of an old political system. The active involvement of Vietnam's economy into the global economy, the country's entry to the WTO, and its important role in APEC makes trade union integration essential. The ICEM will consider increasing technical assistance to potential Vietnamese affiliates, and will seek consultation on this with other Global Unions.

In China, ICEM will continue an active engagement policy: Chinese union officials will be invited as observers to ICEM education and other meetings, and the ICEM will attempt to make contact with unions at BASF, Lafarge, Rhodia, and other transnational companies. Recent introduction of new labour law inside China is welcome, but the labour system and guarantees on workers' rights still have a long way to go.

On 1 December 2004, the ICEM signed a Memorandum of Agreement with a number of Chinese entities to provide technical assistance and to introduce safe work practices in China's mining industry. The memorandum was signed also by the ILO and the International Council of Mining and Metals, a London-based collective of the world's major mining houses. Since the signing, there has been a forum inside China on bringing better technology and safe practices to China's mines.

On the Chinese side, the memorandum was signed by the State Administration of Work Safety (SAWS), the National Energy and Chemical Workers' Union (through its parent, the All China Federation of Trade Unions), the China National Coal Association, and the China Enterprise Confederation.

Regional activities have focused on two priority matters: union networking at major transnational companies and dealing with the issues surrounding the rapidly increased use of contract and agency labour. One successful outcome was to establish the BASF regional dialogue network. Every two years, unions from Japan, Korea, India, Malaysia, Indonesia, Pakistan, and China will meet with BASF senior managers from Germany and Hong Kong, with assistance from ICEM German affiliate IGBCE and BASF Works Council. The major item on the agenda is occupational and health. The next goal is to take the Asian BASF Network to the same dialogue and activity level that exists at ICEM's regional network for BASF in Latin America.

The ICEM's Asia-Pacific Electric Power Network has organised annual meetings and adopted strategies in dealing with privatisation and liberalisation of the electric power

industries: Upon due consideration toward stable energy supply, as well as proper attention to the environment, the energy policies should be developed with special regard to the circumstances of each country.

Energy policies must not have adverse affects on people's daily lives. The rights of workers in the electric power sector should be protected in the advent of such energy policy changes.

In the rubber sector, AP trade unions at US-based Goodyear Tire and Rubber Co. met in Manila, Philippines, in 2005 and discussed restructuring, retrenchment, and the contract and agency labour problem.

To cope with unfair treatment of contract workers, the ICEM has organized regional seminars every year since 2005. The ICEM's Western Europe expert working team on this issue contributed their organising experiences to the Asian unions. Affiliates have resolved to carry out efforts to negotiate trade union rights for all workers in a company, including contract workers. Also, they are intent on organising contract and agency workers and to put pressure on governments, together with the respective national labour centres, to establish decent work conditions and rights for these workers. In light of cross-sector initiatives, other GUFs such as the IUF, ITGLWF, UNI, and IMF were invited to these regional seminars on this issue to share their experiences.

In October 2005, a special seminar on HIV/AIDS was organised by ICEM-JAF in Tokyo, Japan. Twenty-two participants from 11 countries joined the discussion on ICEM's global campaign and its active project work. The Japanese experience in cooperation with HIV/AIDS patients' organisation and trade unions was shown to provide an effective preventative programme.

The ICEM's AP Region is committed to continuing the implementation of ICEM's global campaigns on Contract and Agency Labour and on HIV/AIDS in order to expand its network of workers in transnational companies.

3. Trade Union Rights and Solidarity Actions

Nepal: After a peaceful cease-fire between Maoists, the government, and other political parties, Nepal's trade unions achieved further progress in terms of unity among themselves. On 16 March 2007, GEFONT and NTUC, the two main national centres, signed a Memorandum of Understanding to form one union under the ongoing "single union" concept, which the two have jointly worked under for seven years. Both GEFONT and NTUC are affiliates of the ITUC. There are a number of joint activities, led by April 2006's second non-violent Popular Movement by the two labour centres to topple martial law imposed by King Gyanendra. Unions of both confederations affiliated with the ICEM. ICEM affiliates and its Council are key forces in struggle for democracy in Nepal. Sister Binda Pandey of GEFONT and NICIWU, the Chemical and Iron Workers' Union, was arrested on several occasions in pro-democracy, civil disobediences actions.

Thailand: The interim military government is supposed to hold general elections late in 2007, or early 2008. There is still political uncertainty due to resistance and the monetary affairs of ousted Prime Minister Thaksin Sinawatra, not to mention disputes in southern Thailand's Muslim provinces.

There is also confusion among people over understanding the role of the military in politics. There is, however, a general view that democratic elections will take place without violent means, and there is a mature recognition on procedural democratic political process in Thailand. ICEM's Thai Council, composed of five member unions, has continued to work successfully to unite.

There were successful dispute resolutions at Saint-Gobain and with Thai Industrial Gases, thanks in large part to intervention by French and UK affiliated trade unions. Currently, unions are engaged in struggles over the rights of contract workers at Goodyear and Almond Diamond.

China: The Chinese government introduced a new labour contract law inside industrial relations reform. China is still lags behind in improving working conditions and workplace rights under its export-oriented economic growth system. A series of fatal accidents in coal mines and a deteriorating environment due to massive industrial growth are serious concerns to all of civil society.

ICEM joined with Dutch affiliate FNV Bondgenoten at a China Conference in March 2007 in The Netherlands to exchange ideas on encouraging Chinese unions to reform its structure, and grasp true freedom of association inside workplaces. ICEM has been working with the All China Federation of Trade Unions' National Energy and Chemical Workers' Union and the ILO's Workers' ACTRAV to bring technical assistance for safe and reliable mines. The employer grouping of major mining houses, the International Council of Mining and Metals (ICMM), is also vested in the project The ICEM intends to seek closer contact and cooperation with unions in China, particularly in terms of transnational companies that operate in China.

Vietnam: Vietnamese Unions and its national centre, VGCL, have long been working with GUFs and others for improvements to union structures, and skill development regarding on collective bargaining. The ICEM has maintained, since 1993, close contacts with potential affiliates in petroleum, electricity, chemical, building materials, and mining sectors. These industrial unions are expected to apply for ICEM membership in the near future.

Burma: There has been no progress in terms of democratisation inside Burma, with the country remaining under a harsh and total military dictatorship. Some transnational companies, including French-based Total and Korean Daewoo, are operating against international consensus against investment in Burma. An international conference on Burma was organized on 3-4 April 2007 in Kathmandu, Nepal, which the ICEM participated in. The ICEM plans to organise a special events segment on Burma during the 4th World Congress in Bangkok.

Sri Lanka: There is no improvement on the restrictions on trade union rights in Sri Lanka, imposed in connection by military confrontation between the government and the Tamil separatists. Workers are victimised with undue oppression by the anti-union regime, and its manipulation to suppress internal democracy. The ITUC and the GUFs expressed grave concern over the invitation of the president of Sri Lanka to the annual International Labour Conference in June 2007.

Korea: Unions have been working hard to introduce new protective labour legislation for contract workers. Unfortunately, a new law was promulgated and it isn't altogether satisfactory regarding rights for contract or agency workers. The law states that

temporary workers that reach two years employment with a particular company must be made permanent workers, with all the social rights and social protections that go with that. This took effect on 1 July 2007. The KEUM HO Tire Union, a member of KCTF national centre and an ICEM affiliate, did achieve a successful agreement with management that all contract workers can join a trade union.

Taiwan: Strong Solidarity by Taiwanese affiliates TPWU and TPLU in 2002 to 2004 helped achieve a contract for American workers of Continental Carbon in the state of Oklahoma late in 2004. After a nearly three-year lockout, the Taiwanese-based company that manufactures carbon black for the rubber industry settled a new collective agreement in Oklahoma. The ICEM was instrumental in putting the support and Solidarity together for the America union PACE, now part of the United Steelworkers.

c) North America

Trade unions in the North American countries of the United States and Canada continue to be besieged by hostile governmental policies, as well as ambitious efforts by corporations to marginalise trade unionism. Companies continually place the interests of shareholders above the legitimate interests of workers. Buy-outs, closures, and restructurings have become commonplace on the industrial landscape of North America and inevitably it is the living standards of workers that is hit first and foremost.

In the USA, the Bush administration has moved the right-wing and vehemently anti-worker National Right-to-Work Committee into the mainstream of decision making at the National Labor Relations Board. That has meant an even further erosion of workers' rights protections in an agency that was founded in the 1930s to protect workers and their right of association and right to join a trade union. Despite the Democratic Party winning elections in 2006, giving them majority control of both Houses of the American Congress, legislation called the Employee Free Choice Act, which would make it easier for employees to join the trade union of their choice, was blocked in the Senate in June 2007. Even if it had passed, it faced a veto by President George Bush, a promise made by Vice President Dick Cheney to the National Association of Manufacturers months before.

In Canada, the administration of Stephen Harper of the Conservative Party has turned a deaf ear to any federal involvement in preserving the forestry industry, and his government has done nothing to protect jobs in the energy sector by allowing the flow of crude oil to flow freely outside Canada's border.

The Canadian mining sector has seen a rash of consolidations, forcing the major trade union in that sector to negotiate with new owners to protect the livelihoods of their members.

One development in Canada that nearly came to fruition occurred in 2006-2007. A federal bill in Parliament to ban an employer's use of replacement workers during strikes or lockouts in industries such as mining or transport that cross provincial lines was introduced. It passed a second reading in the House of Commons, a historical first, but was defeated when many Liberal Party members joined with Conservatives to turn down the measure in early 2007.

The defeat manifested what the labour movements in both USA and Canada experience in their attempts to promote the interests of workers and their families.

1. North American Regional Activities

The ICEM's regional activities for North America continue to be about lending support and solidarity to affiliates in bargaining disputes with multinational companies. In engaging on this, affiliates in North America meet twice annually, usually once in the spring and once in the fall.

The ICEM's North American contact person has been pro-active in developing research on the companies that are signatory to Global Framework Agreements, and then providing this research, together with listings of a particularly company's unionised and non-union workplaces, to affiliates with hopes they can commence recruitment drives at the non-union sites of these companies. The ICEM is eager to have these Global

Agreements tested in North America with respect to the non-union worksites of the companies that are signatory.

In 2007, the ICEM North American Regional Coordinating Committee met in Ottawa in April. In 2006, the coordinating body met once in April in Pittsburgh, Pennsylvania, and the second time in November in Washington, D.C.

Reports from these Regional meetings included the United Steelworkers' (USW) fight with Continental Tire of Germany over closure of a plant in North Carolina, as well as a strike by that union against a Pennsylvania company called Penn-Rico, which refused to adhere to the National Oil Pattern Agreement for the United States. Another report from the USW was over the union's continued dispute with a Spanish-based cement company in the state of South Carolina, and how the ICEM had used its Global Agreement with LaFarge to prevent transfer of product between this company's plant and a LaFarge cement plant in South Carolina. A further report came on an improved labour-management situation at an Imerys calcium carbonate plant in the state of Alabama.

In Canada, the Communications, Energy, Paperworkers (CEP) reported on the deteriorating employment situation in the forest products industry. CEP has now experienced over 40 full or partial paper or pulp mill closures from 2005 to 2007, which has meant 8,000 lost jobs. The CEP commended the ICEM for the role it played from Brussels to build global solidarity around the lock-out of 600 union members at a pulp and paper mill of Stora Enso.

At the November 2006 regional coordinating committee meeting, a full report was given on the Goodyear rubber strike by the USW. The ICEM was not only active in providing constant publicity to this strike in US and Canada, but, through its affiliated trade unions at Goodyear operations worldwide, it monitored production increases at those plants intended to offset the lack of tire production from the US.

In other activity, the ICEM was successful in leveraging a Global Framework Agreement to gain a first collective contract for the International Union of Operating Engineers (IUOE). This occurred in August 2006 with Lafarge at a mine quarry in the state of Missouri. In August 2005, the affiliated union organised workers at the quarry, but bargaining was stalled until ICEM intervention with Paris-based senior managers of the company.

In 2006, the ICEM also assisted the United Electrical, Radio, Machine Workers (UE) of America in a lock-out of their members in the state of New Jersey. The intransigent company was Stepan Chemical. The ICEM also signed on to a NAFTA complaint brought by the UE over the lack of legitimate bargaining rights for public employees in the state of North Carolina, a complaint which also was endorsed by Public Services International.

The ICEM assisted North American affiliate Utility Workers Union of America (UWUA) in a number of information requests, and relied on that union as well in bringing relevant information on US-based electric generation companies to British trade union affiliates. The ICEM also worked in 2006 and 2007 with the Power Workers Union of Ontario, Canada, to bring an existing global network of nuclear workers into the framework of the ICEM.

In 2005, the USW in the US met success with a three-year contract extension with major oil producers under the union's National Oil Policy Bargaining Conference. Not only did the agreement grant significant wage increases for each of the three years, but it also created a Strategic Health Care Committee composed of labour and management representatives that will tackle America's health care crisis inside the oil industry.

Also reported was a campaign by the Power Workers Union (PWU) of Canada against the provincial government of Ontario's plan to close all coal-fired power generation plants, and a short review from USW on conclusion of rubber industry talks in 2005. That report, however, emphasized that the union will be right back in bargaining in 2006 with the world's major tyre producers in the US. In other USW developments that were reported, the union's paper section will attempt to centralise its bargaining efforts with employers in that sector by attempting to establish pattern bargaining.

2. Company Networks

North American ICEM affiliates now administer five ICEM Global Union Networks. The five, all administered by the USW, include DuPont, ExxonMobil, Goodyear, International Paper, and Rio Tinto.

In March 2006, the DuPont Workers' Network was officially launched at ICEM headquarters in Brussels with eight unions from seven countries attending. The network's immediate focus includes bringing attention to DuPont's out-sourcing of human resource functions; environmental concerns and worker health hazards of PFOA chemicals; lack of full DuPont's reporting of accidents; the lack of a business strategy in Europe for the company's coatings and paints business; and its unrelenting union-busting practices in US plants. Regarding the ExxonMobil Network, the USW launched a new website for this network in early 2007.

Out of the bitter 86-day strike late in 2006 of some 16 Goodyear plants in the US and Canada by the Steelworkers, the USW called a Global Network meeting for Goodyear trade union leaders for March 2007 in Akron, Ohio. It was attended by 50 delegates from 12 countries.

The network addressed the possibility of a Global Framework Agreement with the American company, with immediate attention on health, safety and the environment. Issues central to the North American strike were discussed, as were issues in the longstanding dispute in Goodyear's Bangkok, Thailand, factory regarding the abuse of contract labourers and the firing of the former branch union president, Anan Pol-ung. The network meeting also vowed to increase the flow, dissemination, and publication of information regarding Goodyear plants worldwide, and now is up and running with an exciting blog and a network newsletter.

The founding of the ExxonMobil Network occurred at ICEM's 2003 Congress. PACE (an ICEM affiliate now merged with the USW) hosted the initial global meeting of the network in Houston, Texas, on 3-4 November 2004. Some 80 trade union leaders representing the U.S. oil company's workers in 14 different countries attended this meeting. The network of unions decided to focus on ExxonMobil's denial and obstruction of workers' rights in many areas in which the company operates, and to press the world's largest energy concern to respect workers' global right to organise and to bargain collectively.

The Network did spearhead a coalition of labour unions, human rights groups, and ExxonMobil shareholders to secure the corporation's adoption of a workplace human rights policy based on the ILO Declaration of Fundamental Principles. ExxonMobil did adopt the policy, which includes recognition of workers' rights to freedom of association and collective bargaining, after PACE led an effort to adopt a shareholder resolution on the subject at the company's 2004 annual meeting.

3. Campaign/Solidarity Work

The ICEM has been called upon by North American affiliates numerous times dating back to 2003 to either assist on campaign activity involving multinational companies, or to lead such efforts in some cases.

During contentious bargaining between USW and Bridgestone/Firestone in the US in spring 2005, the ICEM originated a flow of information through the Japanese-led Bridgestone Network that was intended to ramp up in the event of a strike. Circulars and other sectoral means of delivering solidarity were also used widely in several other disputes involving North American affiliates.

Prominent were a paperworkers lockout by members of the Communications, Energy, Paperworkers (CEP) Union of Canada at a mill in the province of Nova Scotia that ended in July 2005. That dispute occurred with Nordic paper producer, Stora Enso. The company locked out 600 members of the union in early 2006. A Circular produced by the ICEM aimed as both a protest to the company and a show of solidarity for the local CEP branch produced the biggest response from among global ICEM affiliates in years.

The ICEM has closely monitored developments in Canada's offshore oil sector where two platforms have been organised in recent years by the CEP. The organisation of the two, consortium-operated platforms called Hibernia and Terra Nova are closely linked with the ICEM and International Transport Federation's new onshore/offshore oil/gas project. Workers at Terra Nova, a platform managed by PetroCanada, did achieve a first collective agreement through first-contract arbitration established under provincial labour code of Newfoundland. This marks the first time that oil workers on an offshore oil or gas installation off North America are covered by a collective agreement. A neutral arbitrator's decision for an initial contract for workers at the Hibernia platform, managed by ExxonMobil, also was delivered through a provincial mediator.

The two platforms stand as the first oil or gas offshore drilling rigs in North America to be unionised.

The ICEM was forefront during a strike by the CEP at a chemicals plant operated by Invista, part of Koch Industries, in the province of Ontario in 2005. Also in Canada, the ICEM provided valuable information assistance on a USW mining and metals strike in British Columbia with a company called Teck Cominco, and as well, at a USW copper mining and smelter strike against Grupo Mexico's Asarco in the states of Arizona and Texas in the US.

The ICEM tried to find a solution to the long lockout of members of the Boilermakers Union at a chemicals plant of Celanese, a part of the investment firm Blackstone Group, in Meredosia, Illinois. This dispute quite possibly epitomises the horrid state of collective bargaining in the US, a country that has yet to ratify ILO Core Labour Conventions 87 and 96. The Illinois lockout occurred following the sale in February 2005 to Blackstone.

In June, workers rejected concessionary proposals to their collective agreement made by the new owners, including the elimination of 41 of the bargaining unit's 150 jobs in favour of contractors. The very next day, management locked out the workforce. In each subsequent bargaining session after the lockout, company attorneys came to the bargaining table with added concessionary proposals. Rather than honest and good-faith social dialogue intended to reach accord, Celanese/Blackstone was intent on using the bargaining process as a bullying forum for punishing unionised members.

The ICEM was the effective conduit for meaningful exchange during its Materials Industry World Conference in November 2005 when contacts and information exchange occurred over the dispute at Japanese-owned Arizona Portland Cement in the US. Genuine dialogue between the USW and the Japanese Union, through both JAF and the ICEM, occurred. The Japanese Union took the matter up with the parent company, Taiheiyo Cement. As a result, the company appointed a new human resources manager for the plant in the state of Arizona and a new collective agreement was reached.

Another labour dispute in middle America that also has seen ICEM involvement occurred in Cincinnati, Ohio, where German chemicals company Cognis is attempting to operate part of its facility non-union after forming a separate enterprise with a joint-venture partner. This strike, by a local branch of the USW, started in February 2005 and ICEM and German affiliate IGBCE was called into it in October 2005.

Cognis used the strike—in standard American management practice—to fully eliminate the unionised workers from the plant with replacement workers who crossed picket lines to take jobs.

Another labour dispute in the US, also involving the USW, in which replacement workers were used to break a strike, occurred at Giant Cement, a subsidiary of Madrid, Spain-based Cementos Portland Valderrivas, in the state of South Carolina.

The USW also engaged itself fully in combating German-based Continental AG's anti-worker actions at two USA locations, Mayfield, Kentucky, and Charlotte, North Carolina. In Charlotte at a tyre-making factory, after demanding an unreasonable amount of wage and benefit concessions from 800 workers in 2006, the company announced closure of the plant before USW could present a counter-offer in bargaining. The union united with ICEM German affiliate IGBCE on the issue.

A North American strike that began on 16 December 2004 saw the ICEM providing both valuable outreach and Solidarity-building among trade unions of the same company in the Nordic region, Germany, France, the UK, and in USA. That strike, by a CEP Local Union in Miramichi, New Brunswick, was with Finnish papermaker UPM Kymmene. Over 700 CEP Local 689 members walked out when the company refused to table the existing pattern agreement for the paper sector in Eastern Canada.

ICEM supported CEP with sound research prior to the strike, and outreach with Finnish trade union affiliate Paperiliitto was enthusiastically achieved. This early involvement proved essential once the dispute began.

Two disputes with French multinationals in North America also saw ICEM involvement. The ICEM intervened early in 2005 on behalf of affiliate United Auto Workers (UAW) in a longstanding dispute at an 800-worker abrasives factory in Worcester, Massachusetts. The ICEM assisted the UAW at Groupe Saint-Gobain's AGM and in filing an OECD

inquiry on the company's refusal to come to an initial collective agreement in Worcester. The ICEM pressed French managers of the company to examine of the exact manner in which its U.S. managers were stretching anti-worker boundaries in the U.S., as well as provided senior Saint-Gobain executives with documentation from Worcester depicting such behaviour as running contrary to the company's written Code of Ethics.

Another longstanding dispute in the U.S. that is now settled is one with French-based Imerys in the state of Alabama. After seven years of campaigning, USW now has a vast majority of workers in Sylagauga, Alabama, signed up to the union, and the company has ceased with its union-busting activities.

And yet another longstanding dispute ended in December 2004 when union members ratified a contract with Taiwanese-based Continental Carbon Co. in Ponca City, Oklahoma. The dispute was a three-and-a-half-year lockout of PACE members, now members of the USW, which saw early ICEM involvement, The ICEM initiated the idea for a hunger strike by a handful of the locked-out workers in Taiwan in June 2004. ICEM Asia-Pacific staff coordinated this protest.

In other work involving U.S. disputes, the ICEM contacted Japanese affiliates and the parent company in Japan over a lockout of PACE members at Sun Chemical in Wurtland, Kentucky. The ICEM also helped win a new collective agreement for affiliate Utility Workers Union of America at a nuclear plant in Plymouth, Massachusetts. Although the employer, Entergy Corp. of the U.S., has very few global holdings, the ICEM seized on the strategy that the firm provides consulting services to British Energy, and multiple UK unions lodged direct protests with senior management there.

And USW's Flint/Glass Industry Conference, working with the ICEM, assisted glass workers in Colombia in early 2004 to win a new collective agreement from US-based glass manufacturer Owens-Illinois, the largest glass maker in the world.

During late 2003, ICEM affiliate Sindravidricol was on the verge of striking four plants operated by Owens-Illinois subsidiary Peldar in Columbia over management's refusal to negotiate social issues with the union. When Sindravidricol requested assistance from ICEM, USW's Flint/Glass division went into action directly from its meetings in Pennsylvania. Just as the Sindravidricol dispute was heating up, delegates from the conference immediately protested to Owens-Illinois top management about developments in Columbia.

As a result, Peldar management promptly agreed to negotiate. In January 2004, Sindravidricol members won a new labour agreement with an 8.8% retroactive wage increase in the first year, and an increase in the second year tied to 1% above the Columbian inflation rate.

d) Latin America and the Caribbean

1. Trends

The UN's Economic Commission for Latin America and the Caribbean reports that foreign investment has been growing in Latin America and the Caribbean since 2004. Major investments are expected in mining, especially in Chile and Peru, and this will imply new challenges for ICEM. Trends, however, disguise differences between countries, with six – Trinidad and Tobago, Brazil, Chile, El Salvador and Colombia – performing especially well.

Investment has declined in the Andean region due to political instability in Venezuela and Bolivia. Multinational companies have a lower presence than before among the largest companies that operate in Latin America and have been replaced by the so-called Trans Latins ("multilatinas") such as Brazil's state-owned oil company Petrobras or Companhia do Vale do Rio Doce CVRD which have expanded into other Latin American countries. In the meantime Brazil ranks 6th among emerging countries doing investments abroad, instead of just being a net receiver of investments. Brazilian companies invested US\$22.8bn abroad in the first six months of 2006, a figure eight times higher than the same period year before. Investment figures were boosted by the purchase of the Canadian mining company, Inco, by the Companhia do Vale do Rio Doce. Foreign direct investment in Brazil in 2006 increased by 9% over the year before.

In 1992, 22.6 percent of the population of Argentina lived below the poverty line, while 4.5 percent lived in extreme poverty. But after the late 2001 collapse of the Argentine economy, an unprecedented 55 percent of the country's 37 million people fell into poverty, and 25.9 percent into extreme poverty. In the meantime the poverty rate has fallen to 40.2 percent. The "Social Panorama of Latin America" report by the Economic Commission for Latin America and the Caribbean (ECLAC) notes that Chile is the only country in the region to have already cut the extreme poverty rate in half since 1990.

In the meantime governments more friendly to workers and hostile to neoliberalism have been elected in the major countries in the region. More than ¾ of the 355 million citizens of Latin America are governed by governments of "The Left." Former political prisoners as well as ex-guerrillas are in a number of cabinets. The Left's success in elections has consolidated the region's democracies. Many of the governments have moderated socialist ideology and introduced more pragmatic economic policies. Analysts often say the region's politicians can be divided into two groups, the pragmatic-moderate governments in Brazil, Chile, Uruguay and Panama on the one hand, and the "populists" in Venezuela and Cuba on the other hand. Kirchner in Argentina is described as between the two groups. The progressive governments in the southern Cone are following policies that have become more moderate and pragmatic. They are focusing on fighting against social injustice and in favor of strengthening social welfare. The region still has the world's worst social inequalities as well as the world's worst division of wealth. In 2006 the left-leaning trend continued. Elections were held in Chile (a left-wing woman was elected), Bolivia (a left-wing president was elected), Costa Rica (ex-Noble Prize winner elected but not described as left-wing), Colombia, Peru, Mexico, Brazil, Ecuador, Nicaragua and Venezuela. Of these only Peru, Colombia and Mexico did not follow their left-leaning neighbors. This has created a climate more favorable to ICEM's work, and the opportunity must be utilized. For the first time ever the Left has positions of power in Latin America. In most cases intense social mobilization, also on the part of trade unions, led to election victories.

Hugo Chávez of Venezuela is aggressively creating energy alliances in the region and making incursions into ICEM's area in the form of initiatives to create a Latin American Energy Federation or Confederation. Up to now this is only supported by a few unions, but ICEM has to be very alert and active in order to avert the creation of yet another structure in the energy sector. Most ICEM affiliates, however, do not seem to be rushing to embrace Chávez.

2. Meetings

Energy continues to be strategic for the region, not least for ICEM. The ICEM World Chemical and Energy Conferences in Trinidad and Tobago in November 2006 were preceded directly by an energy workshop sponsored by La Centrale Générale of Belgium. The aim of this workshop was to create an energy network in the region and to achieve better integration of USO of Colombia, among others. The workshop will now be followed up by more support from FITEQA CCOO in Spain who will be contributing to the creation of the energy network. ICEM has to take the lead and unite the different forces acting on the continent. The point is to avoid creating even more division and work together with everyone.

The Regional Vice-president attended meetings in the region to consolidate ICEM's work. These include the Latin American oilworkers' network in mid 2004 in Salvador, Brazil, sponsored by the Brazilian Oilworkers' Union FUP together with Petrobras. In July 2005 a meeting of oilworkers and petrochemical workers was held in Bahia, where ICEM is part of the final communiqué of the meeting. A meeting of Anglo workers in Brazil on 9 and 10 August 2005 decided to set up a network for Anglo Gold workers in Brazil. The 2nd Congress of workers in the extractive industries in Brazil in Brasilia on 29 and 30 August was held, which was important because it was organized by the old confederation of industrial workers which had lost contact with ICEM for a long time and was interested in renewing contact. FESPAM, the Mercosur paper workers' federation, held its congress in Curitiba, Brazil, in September 2005. End of October 2005 an energy symposium was organized by PSI in Sao Paulo, which pointed to a potential conflict with PSI over energy projects and affiliations.

The regional vice-president went to Venezuela twice, also making contact with the union that is now in the process of being formed in our sectors and to attend the Energy Forum held in Caracas in May 2005 as well as the World Social Forum in Caracas in January 2006. The Energy Forum was also attended by most major ICEM energy affiliates in the region. The Energy Forum issued a statement which the Latin American and Caribbean regional committee endorsed at its meeting in June 2005. A second Energy Forum was held in Mexico in May 2006, which ICEM was unable to attend because of a date conflict. Networks for Continental and Akzo Nobel take place. A joint GUF/ORIT/FES meeting in Mar del Plata was held in March 2007.

In May 2006 the regional vice-president called a meeting with the support of FES of all former, current and potential affiliates of ICEM in Brazil to strengthen ICEM, to listen to the unions' criticism and to find out what to do to raise statutory obligations to pay affiliation fees in Brazil. The decision was either for more local unions to pay more to the central organizations such as CNQ/CUT and SNQ/FS to reinforce their payments to ICEM or for the unions to affiliate directly to ICEM. Hopefully similar achievements will be possible in 2008 in Argentina and Brazil where ICEM used to have many affiliates but now has only a few. Argentina, Brazil and Chile do have a lot of potential for ICEM. For similar reasons the General Secretary decided to make his first visit as general secretary to Latin America, where he was also accompanied by ICEM's President, regional vice-

president and regional contact person. The symbolic effect of the visit was not lost on the unions visited. FES Argentina committed to organizing a similar meeting in 2008 to strengthen ICEM in Argentina to the meeting held in Brazil in May 2006.

The visit was given logistical support by FES offices in Buenos Aires, Montevideo and Sao Paulo. The delegation visited Argentina, Uruguay and Brazil from 4 to 12 March 2007. The first visit was to the Argentine Public Sector Petroleum Workers' Union SUPEh, which joined ICEM in May 2007. This was due among other things to the contacts that SUPEh has had in the meantime with FITEQA CCOO, Spain, through the REPSOL network and other energy work in the region.

For Uruguay in general it can be said that it was very positive to establish closer relations to the Mercosur trade unions' coordination. The importance of FESPAM and FUTINAL (the rubber federation) was repeated. The overall theme was energy policy. Uruguay's role in the region is somewhat ambiguous. It became particularly clear that ICEM had to strengthen its energy work in the region, and the FES Latin American regional trade union coordinator promised to help ICEM bring together key energy unions in the region. The president of the Uruguayan petroleum enterprise ANCAP who is a former trade unionist explained much of the background behind Venezuela's aggressive moves in the region.

In talks with FES it became clear that ICEM should do a feasibility study on our prospects in Mexico as well as mapping of the trade union situation in Venezuela. FES was ready to help with these two initiatives, to start with information and contacts.

The first meeting in Brazil was with FNU leadership. FNU had suspended its affiliation to ICEM in the period of the former general secretary. FNU has decided to rejoin ICEM, and their contribution to energy policy in the region will be appreciated.

At the meeting with ICEM affiliates on 9 March it was striking that ICEM brings together unions from all national centers as well as independents in Brazil. ICEM can also expect a major application for affiliation from an organisation that groups together independents. The affiliates' meeting showed unity and a desire on everyone's part to cooperate. The feeling was that ICEM has a major role to play in Brazil and can expect to expand. The affiliates spoke mostly about women, youth, the environment and networks and expressed a wish to continue work in those areas in particular. The general secretary committed to working in those areas as well as in rubber, paper and energy, together with sustainable development.

ICEM President and regional contact person met with AngloGold in Belo Horizonte on 11 March. AngloGold committed to social dialogue in the region and identified the appropriate persons to contact.

3. Networks

Due to the high level of foreign investment in the region there is a need to work on the multinationals operating there. Spain is a major investor in many sectors. The Spanish union FITEQA CCOO has set up a network for the Spanish energy company REPSOL. The countries involved in the network are Spain, Brazil, Argentina, Colombia, Bolivia, Cuba, Peru, Ecuador, Venezuela, Trinidad and Tobago. Meetings were held in Brazil in 2005, in Argentina in 2006 and in Peru in 2007. One challenge for the meetings is to

involve unions who are not yet affiliated to ICEM. FITEQA is urging them to join. REPSOL is one of the three oil majors in the region along with Petrobras and PdVSA.

The Latin American **BASF** network continues to function and is the best example of a company network and social dialogue yet. In the meantime terms of reference have been drawn up for the network's operations with management. The **Bayer** network has started and will hopefully follow a similar pattern as BASF in the coming years. Initiatives have been taken with the help of FES Sao Paulo to get a similar process going with Freudenberg.

UGT Spain's foundation ISCOD sponsored a meeting on Spanish multinationals in Lima in November. What was relevant for ICEM was the work on Endesa and Repsol. As a result of this meeting FIA UGT and ICEM are trying to develop joint projects in Latin America.

A meeting was held on the Bunge company by Brazilian SNQ/FS. In light of the agricultural explosion in Argentina and Brazil Bunge is a booming fertilizer company. Although the meeting was led by SNQ/FS, it was attended by Brazilian trade unions from all national centres and independents, a positive sign of the increasing tendency of Brazilian unions to work together and for all of them to feel at home in ICEM.

FUTINAL, the Latin American rubber workers' network, held a conference in December in Brazil, sponsored by USW.

4. Projects

On 22 November 2005, ICEM Project Coordinators organized an open forum at FES offices in La Paz attended by oil workers' and mineworkers' trade union leaders. The point was to make the links to ICEM more concrete and to arrange a training programme for 2006 which would develop leadership. The aim of the training is to consolidate relations between Bolivian trade unions and ICEM, to train 35 leaders from the oil, gas, mining, electricity, water, chemical and paper sectors.

In 2005, ICEM's project in Peru focused on training leaders to carry out inspection visits and developing strategies to organise contract workers, strengthening the practice of dues payments and assisting in the changes to bring about the new union structure based on national unions. The Peru project came to an end after many years and was evaluated in November 2006.

An ICEM project to inject issue-based Social Dialogue between ICEM's Colombian affiliates and enterprises of multinational enterprises met with continued success late in June 2005. ICEM and affiliates achieved commitments from several companies and the Colombian government to enter Social Dialogue and make improvements in three major areas—HIV/AIDS, contract labour, and the horrendous security problem faced by trade unionists inside Colombia. One more session was held in January 2006.

There are major conflicts in Colombia exacerbated by intolerance on the part of the different actors in society, leading to the persistent violence which has cost thousands of lives. The assassinations of trade unionists are one of the reasons behind the social dialogue project. The fact that six working sessions were held in 2005 with the involvement of both sides is a success, and the fact that the government is supporting the process is another success.

Against the background of armed conflict companies may be vulnerable for extortion practiced on the part of the militants to finance their structures. On the other hand trade unionists are victimized by groups operating outside the law and carrying out forced disappearances, torture, assassinations and massacres. During this time joint seminars have been attended by business and workers, and several national conferences have been held on HIV/AIDS at work and subcontracting. On the basis of social dialogue assurances have been given for trade unionists' security.

The companies involved are Carbones del Cerrejón (owned by global mining houses AngloAmerican, BHP Billiton, and Xstrata), Unión FENOSA, Owens Illinois, Endesa and Linde. The partner unions are Sintracarbon, Sintraelecol, Sintravidricol, Sintraquim, Sintracarcil and Fenaltec. The Ministry of Social Protection also participated.

It has taken some time for the Brazilian social dialogue project to get off the ground, but it will have an initial activity in August 2007. This is the continuation of the Brazilian multinationals' project which was discontinued for different reasons in early 2006.

The equal opportunities project sponsored by FNV and SASK has ended and was evaluated in May 2005. The project succeeded in mobilizing many women and getting more women elected to union boards at all levels. Certain successes have been achieved in various countries in connection with gender perspectives in collective bargaining.

A workshop was held on HIV/AIDS and women workers end of May 2006 in Sao Paulo. Hopefully it will be possible to rework this effort into a reorganized gender project for the region, since among other things it is becoming increasingly clear that the HIV/AIDS epidemic will not be solved without women's empowerment.

e) Middle East North Africa (MENA)

1. Overview

MENA is the region that ICEM has been historically by far the weakest in and expansion of activities in some countries is an enormous challenge given the prohibition of trade unions in some of the Gulf States. However opportunities for trade union organisation are opening in some countries and we have the opportunity to be in at the beginning.

The overall objectives of the ICEM's increased activity in the region are:

- Establishing contacts with unions in ICEM sectors
- Building levels of affiliation in the region
- Developing an up to date overview of sectoral and union trends in the region to inform future strategies.

With the financial support of the FES ICEM held the first regional event to take place for many years for this region, in Amman, Jordan April 17-19, 2005. 28 participants included ICEM-affiliates from Egypt, Jordan, Morocco, and Palestine, as well as trade unions, not presently affiliated to ICEM and important in ICEM industries, from Algeria, Iraq, Jordan, Libya, Palestine and Tunisia. Three of our affiliates in Turkey attended the conference as observers.

The conference was a major step forward in developing an up to date overview of sectoral and union trends to inform future strategies, priorities and the potential for solidarity action by the ICEM over the coming period.

All participants agreed a list of priorities for future work, with unanimous support for ICEM to treat the situations of Iraq and Palestine as particular priorities.

Brother Fawzi Abdel-Bari Hussein chaired the plenary discussions. As well as being Secretary General of the ICEM-Affiliated General Trade Union of Petroleum Workers in Egypt, he is also the General Secretary of the Arab Federation of Petroleum, Chemical and Mine Workers Unions. This is the vocational federation of Damascus-based ICATU; cooperation with which is an important part of our strategy to increase our presence in the MENA region.

In conclusion

Privatisation and union organizing were identified as the key issues causing difficulties in most countries present and should be priorities for future work.

Contract and agency labour is a big challenge here as elsewhere. Often it expands hand in hand with privatization, reinforcing and increasing job losses as well as introducing reduced terms and conditions of employment.

Iraq and Palestine were identified as key countries requiring high priority work and activities.

Multinationals were seen as major actors in the development of ICEM sectors. ICEM needs to assist affiliates in organizing within those companies by identifying target MNCs and defining strategies to organize their workers as well as providing more information to unions in the region about Global Framework Agreements and analysis made available on how they can be used.

Participants expressed a need for them to better understand and be aware of all current International legal frameworks including ILO Conventions, OECD guidelines and the UN Global Compact. Unions were also interested in wider social dialog including best-practice examples.

There is a clear need to involve in the future those countries which are not yet active in ICEM with the aim of attracting further affiliations. In this, initiating contacts in the Gulf countries was seen as important.

Requests were made for some ICEM materials to be produced in Arabic in the future. ICEM is subsequently acting on this within the limited resources available.

Participants from Mining trade unions spoke of the need for specific training on safety and health in their industry.

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At the time of writing a follow up Regional Conference, again with the generous assistance of FES, is planned to take place September 2-3, 2007. The seminar will again bring together ICEM affiliates from the MENA region as well as unions we are in contact with which represent workers in ICEM industries and are potential affiliates. Unions from the region will also be joined by ICEM affiliates from a number of other countries which work in the region. This seminar will be essential in making final preparations from the region to the ICEM Congress. We hope to be able to finalise the formal founding of a MENA region of ICEM and develop motions from the region to Congress.

2. A seminar for Trade Unions in the Energy Industries of Iraq - Amman Jordan April 20-23, 2006

It was a very important first activity with the unions in Iraq we are in contact with in the Energy sector, including Electric Power as well as Oil & Gas.

Iraqi invitees to the ICEM seminar were:

GFIW oil and gas workers unions – 3 delegates – one from North, one from Baghdad one from Basra.

GFIW electric power workers unions – 3 delegates – one from North, one from Baghdad one from Basra.

FWCUI one delegate from oil and gas

FWCUI one delegate from electric power

GUOE-BASRA one delegate.

Oil and Gas Workers Union Iraqi Kurdistan one delegate

Conclusions of the seminar:

- The ICEM will campaign against article 8750. A constant flow of information will be needed from Iraqi unions to sustain it.
- We fully recognize the importance of the Energy industries in Iraq and the role Iraqi unions must play in their development. We are strongly against any privatization in the energy industries. We need an initial focus on the future of the oil and gas industry of Iraq including access to foreign technology and skills. The ICEM will explore ways to use the Global Trade Union Alliance with the ITF in this context.

- We will prioritize integration of Iraqi and MENA unions in the ICEM campaign on Contract and Agency Labour
- Outside expertise will be sought from ICEM unions in Arab countries, Russia, Caspian countries, US, UK, Norway and France.
- Further meetings/seminars will be considered in Amman, Erbil, Turkey or Europe
- Outside 'training of trainers' could facilitate training inside the country without outside expertise
- The experience of ICEM unions having operated under similar conditions should be sought and used
- Iraqi unions will seek a meeting with the relevant Iraqi Ministry also involving the ICEM to assess what the real situation is regarding the investments in the energy sector
- A unified platform of action for Iraqi trade unions in energy sector based on fundamental human, social and economic rights will be developed
- ICEM will promote observance of international conventions protecting human and workers rights in Iraq

ICEM will provide a coordination point for Iraqi unions needing international solidarity and pressure by ICEM affiliates globally

3. Relations with Other Organisations

We developed and maintained a relationship with the Damascus based International Confederation of Arab Trade unions (ICATU) and its' sector based Federation in ICEM Industries. ICEM attended an ICATU Workshop on Social Dialog & Collective Bargaining held in Damascus, Syria August 21-26, 2004, where a detailed presentation on the ICEM Response to Globalisation in our industries with a focus on Global Framework Agreements and Networks was given. The latest such discussions took place at the ITUC founding Congress in Vienna November 2006.

There have also been formal and informal discussions with the ICATU Vocational Federation, the Arab Federation of Petroleum, Mining, and Chemicals Workers. This is headed by the President of the ICEM – affiliated Petroleum Workers Federation of Egypt. More detailed discussions took place in the subsequent visit of the General Secretary to Egypt in March 2005.

ITUC

ICEM has continued to participate in meetings of the ICFTU (now ITUC) Middle East & North Africa Coordinating Committee. Attendance has proved to be useful in both making contact with a number of national trade union centres from the region and the detailed background material and reports provided to the meeting are a significant source of useful information. ITUC has continued to provide information on their own activities in the region including internal mission reports the contents of which are helpful.

ICEM has also participated, where possible, in ICFTU / ITUC coordinated meetings with Iraqi trade unions that have taken place in Jordan. We attended the ICFTU Seminar for Iraqi Sectoral Unions on the Iraqi Labour Code and its Conformity with the ILO Declaration, held in Amman October 3-5, 2004. Participants from Iraq included officials from most of the national centres that have been identified in the country as well as many of their affiliated sector trade unions. ICEM met with Energy Industry trade union representatives in a very useful session of the seminar where industry representatives met with their respective Global Union Federation.

ICEM attended the ICFTU/ICATU/GFBTU/ILO Workshop on Defending and Promoting the Rights of Migrant Workers in the Gulf countries held in Bahrain, 26-29 November 2005. Detailed discussions were held with the General Federation of Bahraini Trade Unions, the ICFTU-affiliated national centre. Plant level unions affiliate directly to the federation although plans are in hand to develop genuine industrial unions. ICEM agreed to involve the federation in relevant activities, especially in the oil and gas industry (the country is an important petroleum refiner) with a view to affiliating the relevant national unions as they are formed.

ICEM participated in the joint ICFTU/ICFTU-APRO/GUF mission delegation which visited Kuwait in order to evaluate the application for affiliation of Kuwait Trade Union Federation (KTUF.) After the mission talks were held with officials of a number of unions in ICEM sectors, principally the oil and gas, petrochemical and electric power sectors. ICEM was also represented at the ITUC Meeting between Iraqi trade union leaders, IMF and World Bank Amman, 27-29 March 2007 given the importance of the proposed new legislation to govern the oil and hydrocarbons industry of Iraq.

FES

ICEM has continued to attend meetings of the annual FES – GUF Evaluation and Planning Conference for the MENA Region. These include the meeting that took place in Amman, Jordan, October 26-29, 2004 and that in Casablanca Morocco, February 4-5, 2006. The meeting brings together representatives of the GUF's with responsibilities in the region, together with all of the FES directors of national offices throughout the region. As well as detailed discussions on the recent political and trade union developments in the countries concerned the meeting also discusses GUF programs that are to be submitted to FES for assistance.

ILO

ICEM participated in the National Workshop on Promoting Social Dialogue in the Oil/Gas Industries, organized by ILO SECTOR and held in Kuwait, April 5-7, 2005. The seminar gave an opportunity to give a detailed overview of ICEM, its work in the oil and gas industries and future priorities to a group of mainly company-based Kuwaiti trade unionists from the oil and gas industries who were joined by three worker representatives from Bahrain and one from Qatar.

SOLIDARITY CENTER

Following initial discussions with the new leadership of the US Solidarity Center and the General Secretary it has been decided to explore increased cooperation between our organizations at a global level with an initial focus on the MENA region.

A first Annual ICEM & SC-MENA Consultations Meeting took place 3 May 2007 hosted by the Solidarity Center at their office in Amman, Jordan. The discussions included their representatives from offices in Jordan, Kuwait, Palestine and Algeria as well as regional staff based in Washington. One immediate concrete result of the cooperation was ICEM involvement in strategic planning seminars with each of the trade union structures in Iraq organising oilworkers which took place June 24-26, 2007 (IFOU) and June 28-30, 2007 (GFIW oil and gas workers) with further seminars slated for September 4-6 (Kurdish unions) and September 8-10 (FWCUI)

All agreed that this cooperation was very beneficial and it has also led to an important coordination of support involving ICEM, Solidarity Center, ITUC and the UK TUC towards a recent strike by IFOU in the important oil centers around Basra. The cooperation will be expanded in the future.

4. Country Priorities

At the first seminar with Arabic speaking trade unions, and in subsequent discussions the unions of the region themselves identified Iraq and Palestine as key countries requiring high priority work and activities and recent activities focused on these two countries.

Iraq

ICEM policy continues to be to work with all trade union organizations in the country that are able to demonstrate an industrial structure that we can relate to as well as having a real presence in the workplace. Until the security situation has improved enough to allow the secretariat to visit the country however the latter continues to be very difficult to evaluate.

A very significant event took place in early 2006 with the coming together of 3 Iraqi federations in one unified structure, the General Federation of Iraqi Workers (GFIW) It is a merger of the former IFTU (a post Saddam organization with links to the formerly illegal Workers Democratic Trade Union Movement) with the GFTU (former official union structure in Saddam era) and GFITU (a breakaway from the GFTU after the removal of Saddam) The merger was facilitated by the ICATU in Damascus with which the GFTU was formerly affiliated. The GFIW is clearly the majority organization in Iraq over the whole economy and has support through ICATU.

The FWCUI is a smaller federation established since the removal of Saddam and brings together a series of workplace based workers councils. Despite a presumed small membership it is particularly active, uses information technology well, and is certainly representative enough to send local level representatives employed in ICEM industries. At the times of writing however there are clearly splits taking place which could be related to differences in particular left political parties and we need to fully understand the situation before considering affiliations.

The situation of the oil industry in the South (Basra) is particularly complicated with the formation of The Iraqi Federation of Oil Unions, by the GUOE-Basra, who's president, Hassan Jaama, strongly emphasises its independence of any of the national centre structures, despite there having being strong statements from the IFTU and now the GFIW, that it should be considered as the Basra region of their affiliate for the oil industry. Certainly both claim the same antecedents in the organisation of the Southern Oil Company and the Workers Democratic Trade Union Movement, an organisation operating both in exile and illegally underground in the Saddam era. IFOU (GUOE-Basra) is certainly the most representative organisation in the South which accounts for almost 90% of Iraqi oil production. Direct contacts with ICEM had been difficult, compounded by our inability to use the Arabic language internally and deal directly with the union President. However with the increased cooperation with the Solidarity Center referred to above, as well as the ITUC and ITF offices in Amman we now have frequent and direct communication.

Other unions in Iraq consist of two Kurdish federations, each are strongly linked to the two Kurdish political parties and only organising in Northern Iraq. GFIW have a cooperation agreement with both federations which continues an earlier agreement between the IFTU and the two federations. ICEM is in contact with the structures representing oil workers in both Federations.

The ITUC is cooperating with all of the organizations above.

We have seen information regarding other union structures with strong islamist influences, although we have had no contacts and ICFTU is not working with them.

There are also a number of professional associations, outside any of the federations representing various professions. None that we are aware of are particularly linked to ICEM industries. We have very recently heard of a "Turkoman Oil Workers Union" operating among that community in the Kirkuk area and are seeking further information. At the ICEM Executive meeting, May 2007 ICEM affiliated the General Union of Electricity Workers and Technicians of the GFIW.

Palestine

ICEM visited Palestine, December 11-14, 2005, at the invitation of Mohammad Mousa Jadallah, President of the General Union of Petroleum, Mining and Chemical Workers in Palestine. In detailed discussions with the host union ICEM resolved that it would deepen its' relationship with the Union and in 2006 initiate a program of joint work that began with a project to assist women activists of the union that got support from ICEM affiliate IE (previously NOPEF) in Norway. The near impossibility of travel between the West Bank and Gaza, together with the uncertainty of travel within the West Bank itself means that this activity was held in Amman Jordan.

Mohammed Jadallah, GUPMCWP, attended the May 2007 Executive Committee and gave a verbal update on the situation in the West Bank and Gaza. The union struggles to operate from tiny office premises in Ramallah. Their previous offices, close to those of the PGFTU headquarters in Nablus had been completely destroyed together with computers and other office equipment, in rocket attacks by the Israeli military.

Other MENA countries

In the course of the last few years ICEM has made fact finding and affiliate visits to Algeria, Bahrain, Egypt, Jordan, Kuwait, Morocco, Palestine and Tunisia.

Solidarity Actions

The ICEM has given support and taken solidarity action to a number of union disputes over the past year. Often we have followed the dispute through the press rather than from direct communications from affiliates or unions we have contact with. The disputes concerned included:

Mauritania's Oil-Services Sector,
Jordanian Oil Workers Strike,
Jordanian Affiliate Demands Housing for Miners,
Iran – ITF Day of Action February 15, 2006.
Iraq -murders and repression
Iraq –strike at Nassirya power station FWCUI.
Iraq IFOU oil workers strike February 2006
Iraq – military raids on GFIW offices February 2007
Iraq – protests murders GFIW and FWCUI January 2007
Palestine – rocket attack on PGFTU building February 2007
Palestine – attacks on PGFTU officials
Iraq IFOU oil strikes August 2006 and again June 2007

f) Central Europe

1. Introduction

Overall, and in spite of the many messages on 'positive economic growth' from within various Central European countries, a wide range of particular problems linger in this region.

Many of these problems are, at least in part, still related to the continuing efforts to shift the countries' economies further towards Western-European style market economies, with liberalisation and privatisation efforts taking their toll. Many trade unions, in more than one country in this region, still find it difficult to adapt to these new circumstances.

2. General overview

Looking from a purely macro-economical, statistical perspective, the region appears to be doing well, with most countries' economies presenting excellent GDP growth rates. In a welcome change for many - coming out the darker 1990's - the average annual GDP growth for the region has outpaced that of the OECD countries, hovering around 5-6% over the last few years.

The differences in GDP growth that existed between the different countries in the region during the period under review are relatively small. Possibly the main observation is that the average GDP growth for the South-eastern European countries has been consistently higher, albeit only slightly, compared to the more export-driven EU-countries. Part of the explanation behind this welcome trend is that the South-eastern European region, which includes the Balkan countries, had been lagging far behind, recovering from a negative average GDP growth rate for the period 1996-2000.

Competitive labour costs throughout the whole region, a skilled labour force, strong foreign investment, a relatively familiar neighbourhood and a booming German economy (an important partner for many central European countries) are a few of the factors that are likely to guarantee a continuation of these positive trends for the whole region.

2006 was seen as a particularly good year for the overall economy in the region. A more modest, but steady growth is anticipated for 2007. Inflation remains under control in quite a few countries, but remains a risk in several others, including in the South-eastern European countries.

Public balance deficits also remain a distinct problem. In spite of strong foreign investment - which helps building a positive balance, and which is generally appreciated as a positive development by the region's trade unions - the situation remains precarious for some countries, even inside the EU zone. The country where the situation is the worst in this regard is Hungary, which suffered from a 9.2% deficit in 2006.

Politics and economy are often intertwined in Central Europe through the significant impact of the integration into the European Union of a large number of Central European countries. On 1 May 2004, the Czech Republic, Hungary, Poland, Slovenia and Slovakia joined the EU. Bulgaria and Romania were added in January 2007. According to many, the EU accession has been a key driver behind the general sustained economic success.

Several other Central European countries are currently at various stages of the EU accession process. Amongst them are a range of Balkan countries, of which Croatia and Macedonia have been accepted as official EU candidates. Albania, Bosnia-Herzegovina, Montenegro and Serbia are hopeful to be next in line. Full accession for those countries, however, could, unfortunately, well be quite a few years away, given the current political climate in many EU countries.

The dissolution of the State Union of Serbia and Montenegro did not have any major economic implications as the two countries had, in effect, already been functioning as separate economies. Trade union assets' ownership problems resulted in some friction, however, between alternative and conventional unions in Serbia.

An important change also took place in the regional energy system in South-eastern European countries, which, as of July 1, 2006, operates under EU laws and EU courts – in accordance with the SEE Energy Community Treaty signed in October 2005.

Beyond the common average GDP growth in the region, many economic differences continue to exist between the region's countries. Slovenia has, by far, the largest GDP per capita, at around US\$ 23,400 in 2006. Examples of 'middle countries' include Hungary (US\$ 17,300), Poland (US\$ 14,100) and Croatia (US\$ 13,200). Quite a few countries from the region end up much lower, including Macedonia (US\$ 8,200), Bosnia-Herzegovina (US\$ 5,500) and Serbia (US\$ 4,400).

The same picture can be painted through the overview of average monthly gross statutory minimum wages: Slovenia (€ 511.87), Croatia (€ 282.23), Czech Republic (€ 263.93), Hungary (€ 247.26), Poland (€ 233.01), Slovakia (€ 182.14), Romania (€ 97.07), Serbia (€ 91.24) and Bulgaria (€ 81.80). (February 2006 figures)

Equally large differences exist in unemployment figures, with numerous of the central European countries being at the bottom of the ranking. Bosnia-Herzegovina (45.50%), Macedonia (36%), Serbia (31.6%), Montenegro (27%), Croatia (17.20%), Poland (14.90%) and Albania (13.80%) are among the countries with the highest unemployment in, not only, Central Europe, but also the whole of Europe (2005 figures).

In spite of the overall positive economic expectations, many problems remain at the political, economical and social level. For a lot of countries, corruption remains an important issue, as does the problem of weak legal institutions. Also of immediate concern for the trade unions in the region are the above-mentioned high unemployment figures, as well as the omnipresent reductions in welfare benefits. These cutbacks have been particularly detrimental and painful for many Central European citizens.

Several negative, but also some positive, stories surround the emigration waves of a lot of workers in the region towards, mainly, Western European countries. Poland is just one example of a country where trade unions see emigration as a particular challenge. Workers in this region mainly leave for the simple reason that wages are too low in their own countries.

EU imposed monetary restrictions are also causing problems. Linked to these, of course, are the many "liberalisation" efforts. The never ending story of company restructurings in the region invariably continues to create a difficult environment for trade unions. Coupled to that is the increasing use of contract and agency labour, which is becoming one of the major concerns for trade unionists in the region.

The energy sector, for example, with Hungary as a prime example, is being privatised and split up. As part of the process, energy grids are sold, i.e. outsourced, with less labour protection and higher prices as an overall result.

The loss of employment in most of the ICEM industries, particularly in mining, is a continuing process in most of the countries concerned. More and more previously state-owned mines are shut down. Foreign money is typically needed to keep many mines open and the struggle to face current environmental demands remains a problem.

Also, several countries have been changing their labour laws, all to allow more flexibility and more liberalisation. Slovakia is often quoted as a major example.

All these factors help to explain why the dramatic annual losses of up to 10% of total trade union memberships continue, as reported by unions in several countries throughout the region over the last few years.

Not all is bad news, however. There are also clear signs that many, if not most, trade unions are fighting back, both through resisting external austerity pressures as well as through solving internal reorganisation problems. In many countries, unions do manage to create a (much) better environment for their workers. In Slovakia, for example, pressures from the trade unions resulted in a more responsive approach by the main political party in the current government, which assisted in halting, among other things, a further decline in the union's membership figures.

An important aspect at the international trade union level for this region has been the setting up of PERC (the Pan-European Regional Council of the ITUC), through which the ETUC and the ITUC will co-operate in the Central European region and beyond.

PERC was formally established at a Founding Assembly in Rome, Italy, on 19 March 2007. The organisation brings together 87 national trade union centres affiliated to the ITUC, in 55 European countries, representing 85 million members. The ETUC General Secretary also acts as PERC's General Secretary. PERC works to promote for social development, the consolidation of democracy and respect for human and workers' rights throughout the region.

All countries in this region fall under the geographical jurisdiction of the ETUC and most of the ICEM affiliates are also members of EMCEF - a development which the ICEM strongly encourages.

Good coordination with EMCEF is obviously essential for the ICEM's work in this region and the ICEM therefore intends to continue, and expand, its relations with EMCEF.

Unions in the Central European region co-operate closely with EMCEF on issues that relate to the European Union and the trade union family in EU countries. Judging from the many praises at the latest ICEM regional conference for Central Europe, this work by EMCEF is highly appreciated.

The ICEM, for its part, is obviously also of importance for Central European unions, as it has its own competences and areas of authority, such as the relationship with multinational companies from non-EU countries, the work on global framework agreements or the trade union co-operation with affiliates in neighbouring Eastern European countries.

3. ICEM affiliates

The ICEM currently has affiliates in all countries of the Central European region, with one important exception: the Czech Republic. The number of affiliates does fluctuate from country to country, ranging from 1 to 7.

The majority of the Central European ICEM affiliates operate in the energy and chemical sectors, and, to a lesser extent, in the mining sector. In nearly all countries, ICEM has affiliates in all three sectors, albeit in some cases minor ones.

In several Central European countries, unions already exist that deal with two or more ICEM sectors. Trade unions with members in both the energy and the chemical sector exist in Croatia, Hungary, Romania and Serbia. Affiliates with members in both the mining and the energy sectors exist in Poland, Hungary and Macedonia.

There are only a few ICEM affiliates that deal specifically with the materials sector and none that list paper as their explicit area of work.

During the period under review, the ICEM prepared the integration into the ICEM of the WCL-affiliated World Federation of Industry Workers (WFIW). Once the process is finalised at the 4th ICEM World Congress, the number of affiliated unions in the region will have grown by 10 organisations: 1 in Albania; 4 in Bulgaria; 3 in Rumania; and 2 in Serbia, bringing the total number of ICEM affiliates in the Central European region to 51. The sectors that the WFIW affiliates operate in broadly fall into the same sectoral categories as above: most are unions operating in the energy and chemical sectors.

A distinctive problem for many of the region's unions - raised by several participants at the ICEM regional conferences - is the fact that there are often too many national confederations and/or branch unions. This leads to competition among unions, frequently ending up in a bidding war against one another. Lowering affiliation fees is just one technique used. Hungary and Croatia are examples of countries where employers reportedly profit from such a split trade union scene.

Another problem often mentioned is the continuing need for internal restructuring and modernisation of unions in the region. One predominant predicament is that, because of the affiliation fee structure of many unions, fees often largely remain at the level of the local plant union, making it very difficult for branch and national levels to operate effectively. Related problems include the difficulties for issues to reach other levels within the trade union structure, including the international level, as well as an often witnessed general lack of understanding of common social dialogue issues.

Over the past congress period, a lot of work has been done, however, towards the modernisation of many of these unions. Croatia is an example of a country where an important merger is taking place, strengthening the union structure.

The internal trade union restructuring work, promoted by the highly-praised ICEM/IUF project (see description below), as well as the need to work towards closer co-operation and a national union structure with less national competing centres, is expected to continue over the years to come. Nearly all participants in the region recognise that these issues are among their main priorities.

4. ICEM regional conferences

During the period under review, three regional conferences were held: in Modlnica, Poland, in 2004, in Belgrade, Serbia, in 2005 and in Balatonszemes, Hungary, in 2007.

In addition to the various regional and country reports, key discussions at these meetings included those on global framework agreements and networks, on issues relating to privatisation, on the need to build up unions' negotiating and organising capacity, on the high degree of fragmentation in the regional trade union movement, and on the pressing dangers of contract and agency labour.

5. Solidarity actions

Most urgent solidarity requests are described in the industry sections of this report. A few examples are the problems faced by the Hungarian Chemical Workers Union in 2004 in relation to Alcoa; the support for the unfair privatisation rally of the Electric Power Workers' Union of Serbia (EPS) in Belgrade in September 2005; and the support for the legitimate pay demands of same EPS Trade Union in January 2006, where members were owed wages for 2004 and 2005.

More recently, in early 2007, a strike of 20,000 Polish mine workers was avoided, and an agreement reached with the government, with the Polish ICEM mining and energy affiliate Solidarnosc accrediting the ICEM with having a very large influence on that result. Another example is the support organised by the ICEM for the striking Bulgarian CL Podkrepa glass workers at the Sisecam company, in June 2007, which included direct pressure on the company and a resolution at the regional conference.

6. ICEM Projects

ICEM-IUF South-East Europe Project

This joint ICEM-IUF program, coordinated by Mato Lalic in Zagreb, continues to be the major project in the region. It runs with financial support and expertise provided by FNV Mondiaal, FNV Bondgenoten, FES, NGG, IGBCE, ICEM, IUF and ILO and involves over 40 ICEM and IUF affiliates from the following countries: Albania, Bosnia Herzegovina, Bulgaria, Croatia, Macedonia, Romania, Serbia, Montenegro and Slovenia. The project is currently in its third 4-year stage.

The main focus at the workshops has shifted over time from predominantly educational methods and activities (which include training of trade-union trainers in the member organisations) to issues of union modernization (including leadership issues and the reorganisation of both trade union structures and affiliation fees arrangements), networking, and informational support regarding targeted MNCs, many of which are in the privatisation process.

9 unions from Serbia, Croatia and Macedonia have recently been selected to pilot modernisation activities within the project. In order to better assist the participating unions, the project opened its own web-site (<http://icemiufsee.org/index.php?lang=en>) in the autumn of 2006.

A trainer manual, which has been translated into 8 different languages, has been produced in cooperation with education experts.

The project also received excellent assistance from the Friedrich Ebert Stiftung (FES). The FES, through its local network, has, in general, been very helpful in assisting ICEM affiliates in the region, including through facilitating contacts between ICEM headquarters and ICEM affiliates.

- g) Eastern Europe, Central Asia and Trans-Caucasus

1. Economic and Political Situation in the Region

The four years since the Stavanger Congress have seen dramatic changes in many countries of the Region. The “flower” revolutions in Georgia, Ukraine, and Kyrgyzstan in 2003, 2004, and 2005 sparked popular expectations of truly democratic developments taking root in those countries. Unfortunately, these hopes were significantly undermined by the subsequent economic slumps, political instability, and lack of unity within the revolutions’ driving forces. Another major dynamic rapidly evolving in the Region is the struggle between Russia and the Western World for control of the Region’s rich oil and gas resources and supply routes; the struggle is focused on the Caspian Sea countries of Azerbaijan, Kazakhstan, Turkmenistan, and Uzbekistan.

The rate of economic growth in the Region, uneven during the past four years, increased as a whole in 2006 to 7.5% driven largely by Azerbaijan whose GDP grew by a staggering 32.4%, strengthening the country’s position as the world’s fastest growing economy, and an economic rebound in Ukraine whose 7% in 2006 show a pronounced recovery from the dramatic drop of the GDP growth rate to 2.6% in 2005 after the extremely healthy 12% in 2004. Kyrgyzstan in 2006 was recovering well from a similarly sharp drop down into the negative in 2005 and is projected to pick up momentum in 2007. The Russian economy also picked up, showing 6.7% growth rate for 2006 compared to 6.4% in 2005. The figures for Kazakhstan and Belarus were largely unchanged in 2006 compared to the year before, remaining at robust 9.5% and 9% respectively. The other countries of the Region saw their economies slowing down. The economic growth in the Region is expected to average a lower 6.7% in 2007, reflecting world economy trends and weaker oil and gas prices.

In Russia, the series of “flower” revolutions in the Region triggered the State’s attempts to get a measure of control and tighter monitoring of the activities of foreign NGOs’ offices in Russia through the controversial amendments to the Law on NGOs that were vigorously protested by the international community. The Federal Government continues to distance itself from dealing with the pressing social issues. The political situation is dominated by the Parliamentary elections in late 2007 and the Presidential elections in 2008, creating opportunities for trade unions who are actively engaging the Government on a number of issues, particularly the failings of the pension system reform.

In Ukraine, the “orange” revolution of 2004 resulted in the change of leadership of the Federation of Trade Unions of Ukraine (FTUU) to which the majority of ICEM Ukrainian member organizations are affiliated. A. Yurkin, a former President of the ICEM-affiliated Nuclear Workers’ Union (Atomprofspilka) and a Vice-President of the ICEM RO, became the Federation’s new President and launched a major reform of its operations. Following the ICFTU mission to Ukraine in November 2005 – the ICEM GS participated in that mission – the FTUU was accepted as an ICFTU affiliate. Trade unions have been aggressively engaging the Government on minimal wages and other labour relations issues as a united force, although the trade union assets issue still remains a stumbling block on the way to greater unity among the ITUC-affiliated national TU centres – a card that is now being played by the State. In 2007 the Government announced a new round of privatization in the coal mining industry. The process necessitates coordinated activities of all unions active in the sector. In April 2007 Ukraine slumped into a political crisis as President Yushchenko dissolved the Parliament and announced early Parliamentary elections in an attempt to regain a majority for “orange” forces there which

they failed to maintain after the Parliamentary elections in March 2006 because of internal power struggle. Trade unions call upon all political parties to overcome the crisis as soon as possible.

In Belarus, President Lukashenko was re-elected in March 2006 for the third term amidst allegations of rigged elections from the democratic opposition inside the country and the Western World. In connection with the elections, independent trade unions in Belarus found themselves the target of renewed union-busting attempts of authorities and managers. In December 2006 the EU Council of Ministers gave Belarus took a decision that unless trade union rights were effectively respected in the country, all Generalised System of Preferences (GSP) benefits for products originating in the Republic of Belarus would cease from 21 June 2007 until further notice.

The new President of Turkmenistan Gurbanguly Berdymukhammedov was elected in February 2007 following the sudden demise of Saparmurat Niyazov in late December 2006. There are signs that the new President, while making it clear that there will be no major changes in the policy of his predecessor, has a more balanced outlook. Notably, Azerbaijan is now actively seeking cooperation with Turkmenistan. The Caspian region with its vast oil and gas resources has become a focal point in global energy policy as a means to reduce the EU dependence on gas supplies from Russia. This increases considerably the relevance and significance of the ICEM Caspian Energy TU Network launched in 2005 and intended to enhance cooperation, information exchange, and solidarity support among the ICEM energy sector affiliates in this area.

2. Statutory Regional ICEM Conferences and Meetings

Since the Stavanger Congress, the EECA&SC Regional Conferences were held in Moscow, Russia, in 2005 and 2007; annual meetings of the ICEM Regional Council took place in Kiev, Ukraine, in 2003; in Baku, Azerbaijan, in 2004; Moscow, Russia, in 2005; and Kiev, Ukraine, in 2006.

Discussions were regularly focused on the following main topics:

- youth and women work, with youth and women's committees established to promote and coordinate union work in both areas and put them in the mainstream of regional activities;
- transitional membership status, persistently urging transitional affiliates in the region to move to full membership and ultimately terminating this status as an option in 2007;
- the ICEM restructuring; and
- project support based on the affiliates' needs and challenges facing them in the emerging economies of the region and the advent of multinationals, particularly in the energy sector.

3. Implementation of ICEM Policies in the Region and Other Activities

Pursuing the ICEM policy of greater involvement of youth in TU work, the ICEM Regional Office actively assisted affiliates in establishing youth organizations in their unions. A Youth Festival of the Nuclear Power WU of Ukraine (Atomprofspilka) held in Kyiv in September 2003, was turned into an international TU youth forum attended by delegations from the ICEM, Azerbaijan, Belarus, Moldova, Lithuania, Russia, Slovakia Ukraine, and Uzbekistan; local representatives of the ILO, FES, and the AFL/CIO Solidarity Center were also attending. The forum which brought together 400 young

union members from many countries gave a major boost to the development of youth organisations in the Region's affiliates.

In 2003 and 2004 the Regional Officer facilitated two workshops for the Independent union of Belarus which resulted in the establishment of a youth organisation in the union; two policy development workshops for the youth organisation of Atomprofspilka; made presentations to the ROGWU youth organisation forum, etc.

Youth organisations are now active in Atomprofspilka of Ukraine, the Russian Chemical Workers' Union, ROGWU, the Russian Timber Workers' Union, the Moldova Chemical and Energy Workers' Union, the Belarusian Independent Union. On October 19, 2006, the All-Russian Electrounion held its first Youth Forum, making youth work a priority area of its activities.

In November 2003, the ICEM sent a mission to Belarus to study the situation and give the affiliates a message of support and unity. The mission reconfirmed that the ICEM programs and solidarity activities in Belarus were open to all ICEM affiliates in the country.

In March 2004 an ICEM mission visited Ukraine. The mission focused on the WB-designed restructuring of the national coal industry and made representations to the Ukrainian Government, legislators, and the local WB office, drawing their attention to the sometimes disastrous consequences of the restructuring.

The ICEM attended the IV Congress of the All-Russian Electrounion (2005), the IV ROGWU Congress (2005), the Vth Congress of ROSUGLEPROF (2006). The Rosugleprof Congress was marked by the delegates' decision to raise the percentage of the collected TU dues allocated to the National Office from 6% to 10% – a major success in the region where up to 80% of all dues still remain at the workplace level.

In October 2005, the ICEM GS and the RCP took part in a Conference *Multinational Companies: Social Policy, Labour Relations, and Trade Union Strategy* organized by the ROGWU-affiliated LUKOIL Union. The GS updated the Conference participants on the ICEM policy and activities vis-à-vis MNCs as a priority area for the International, underlining the significance of the LUKOIL GFA. The Conference addressed various aspects of industrial relations in MNCs, contributing to elaboration of effective union response the existing challenges.

In November 2006 the ICEM's Energy Section Chair, Energy Officer, and RCP for EECA & SC attended the 10th Anniversary of the Azerbaijan Oil and Gas Workers' Union, accentuating the ICEM's support of the union that had won major organising victories in 2005 and 2006 and was actively modernizing its structure and practices.

3.1 Global Framework Agreement with LUKOIL

In 2003 and 2004 the ICEM GS and Regional Officer had two meetings with the LUKOIL President Vagit Alekperov, negotiating the first Global Framework Agreement (GFA) with a Russian MNC that was actively expanding its oil and gas operations outside Russia. The Agreement committing the company to respect internationally recognised trade union and worker rights and freedoms was signed by ICEM, LUKOIL, and ROGWU in April 2004. The GFA also provided for the establishment of the LUKOIL global union network. The Agreement was prolonged by the signatories in 2005 and 2006.

In May 2007 the ICEM GS had a meeting with the LUKOIL President and the First Vice-President to review the GFA and discuss future activities within its scope. The meeting was also attended by President of ROGWU and President of the International Associations of LUKOIL Unions. The GS voiced a proposal to hold, in the near future, a meeting of the LUKOIL Global Union Network, which was duly noted. The Agreement was officially prolonged for another year.

4. Contacts with other organizations

In 2003 and 2004 two workshops on freedom of association were organised and facilitated by the Regional office, the AFL/CIO Solidarity Center, the ILO and the Independent Miners' Union of Ukraine in Kiev, for local union activists facing pressure and interference from the companies, national and regional authorities.

In 2003 and 2004 the ICEM Regional Office took part in the annual meetings of GUFs' regional representatives in Moscow, the International solidarity conference in Minsk, Belarus, and in two ICFTU missions to Ukraine and Moldova. The ICEM's long working experience and the significant number of affiliates in both countries allowed it to make valid contributions to the work of the missions.

In 2004 joint UNDP/ILO seminars on HIV/AIDS Policy were conducted for the ICEM affiliates in Ukraine (Atomprofspilka, Independent Miners' Union), following a special agreement between the ICEM Regional Office and the ILO representative in.

In 2004 the ICEM Regional Office ran, jointly with the FES, a workshop for the Independent Miners' Union in the Donbas region to develop a strategy for the miners' unions facing massive privatisation and possible closures of Ukrainian coal mines.

The ICEM RCP for the Region attended the 21st meeting of the ICFTU Coordinating Committee for Central and Eastern Europe in May 2005, and two ICFTU meetings on the situation in the Georgian Trade Union Amalgamation (GTUA) in 2005 and 2006; as well as two consultative meetings of GUFs representatives (IUF, UNI, IMF, ITF, WBI) in the Region in January and March 2006, where work coordination issues and areas of common interest, particularly Contract and Agency Labour, were discussed.

The ICEM Director of Organisation and the RCP attended the 22st meeting of the ICFTU Coordinating Committee for Central and Eastern Europe on May 2006. Outline for a new regional structure, the Pan-European Regional Council (PERC), within the future ITUC was at the centre of the discussions. In March 2007 the ICEM GS attended and addressed the PERC Founding Assembly in Rome.

In May 2005 the ICEM together the FES organized a seminar on the use of Contract and Agency Labour (C&AL), during which affiliates from Azerbaijan, Belarus, Moldova, Russia, Ukraine, and Uzbekistan exchanged their experiences regarding this issue and discussed the ICEM global campaign on C&AL and possible trade union responses to this phenomenon in their countries.

In September 2006 the ICEM Energy Officer and the RCP took part in the ILO Conference on Social Dialogue in the Public Utility sector in Central Asia which was held in Bishkek, Kyrgyzstan.

In March 2007 the ICEM RCP, together with regional representatives of IUF, ITF, and UNI, attended a meeting on Belarus convened by the ITUC Representative in the NIS. The meeting participants shared information and discussed ideas for international support for the democratic TU movement in the country.

5. Solidarity actions

The ICEM international solidarity action was launched when a son of the leader of the Independent Miners' Union of Ukraine Mikhail Volynets, was kidnapped and beaten in Kiev, Ukraine, in an attempt to put pressure on Mikhail, a union leader and MP known for his active position in defending miners. The ICEM sent letters of protest to the President of Ukraine, and a letter to the UN human rights authority; a number of ICEM affiliates sent letters of protest to the Ukrainian embassies in their countries. Western ambassadors meeting with the Ukrainian President expressed serious international concern over human right violations in Ukraine. Solidarity support was also expressed by the regional affiliates.

In January 2006 the ICEM strongly protested blatant attempts of the *Grodno Azot* management to intimidate members the Belarusian Independent Union and bust the Union's workplace organization. Letters were sent to President Lukashenko, the Prime Minister of Belarus, and the management of the parent company Concern *Belneftechim*, alerting them to the situation; the representation helped stabilize the situation at the plant.

In February 2006, in response to a request from FTUU-affiliated Ukrainian affiliates, the ICEM sent letters to the President, the Prime Minister, and the Speaker of the Verkhovna Rada of Ukraine, urging them to ensure that the Government takes a more responsible position in negotiations with trade unions on the issues of raising the minimal wage to the real subsistence level and eliminating wage arrears in the public sector.

The ICEM strongly protested the refusal of the management of the *Belshina* tyre-plant in Belarus to provide a legal address to the TU organisation of the Belarusian Independent Union at the plant and the management's decision not to make benefits stipulated in the effective Collective Agreement available to the plant's entire workforce, which resulted in a hunger strike of the local union's Deputy Chairperson Elena Zakhzhaya.

At the request of Ukrainian affiliates, Ivan Mokhnachuk, the ICEM Vice-President for the EECA & SC Region made a productive representation to the management of *AES Kyivoblenergo*, a power utility in Ukraine, supporting the workplace union's protests against unsubstantiated restructuring measures in the company, union-busting tactics, and disregard for provisions of the existing CBA.

In January 2007 the ICEM GS sent a letter to the Russian Prime Minister in support of the mass protest action in Moscow organized on January 24 by the Basic Industries' TU Association of Russia which has 5 ICEM affiliates among its members and is chaired by President of the ICEM-affiliated Russian Oil and Gas Workers' Union. The participants of the rally on Moscow's famous Humpback Bridge protested the inadequacies of the Government's pensions reform. As a result of the rally, a meeting took place later in the month between the Government's and TUs' representatives.

On March 21, 2007, the ICEM sent a letter of condolences to ROSUGLEPROF local union in Novokuznetsk and the families of the 110 coal miners who had been killed in

Russia's biggest mining disaster, and assisted affiliates in sending their condolences to the union.

In June 2007, at the time of the writing of this report, another letter was sent to the Russian Prime Minister, alerting him to the hunger strike at one of the chemical research and development facilities organized by ROGWU and requesting his intervention to resolve the deadlocked bitter dispute over wage arrears that dated back to 2003.

The ICEM Secretariat has routinely responded to information requests from affiliates in Ukraine, Kazakhstan, Russia.

6. ICEM Projects

In 2005 the ICEM launched two projects in the Region.

The Union Modernisation Project is a joint initiative implemented together with IUF, UNI, ITF, and WBI; it involves 14 ICEM affiliates in Russia, Ukraine, Azerbaijan, Kazakhstan, and Kyrgyzstan. In Russia and Ukraine the project aims to facilitate change in the affiliated unions, while in the other three countries it is mainly focused on TU education and is coordinated from an office in Bishkek. During the project evaluation meeting in January 2007 the GUFs' representatives voiced their common opinion that the project had been progressing successfully with visible results in all countries, fostered closer co-operation and synergies among the participating GUFs and their affiliates and should be continued. In 2007 the Project was joined by one more ICEM affiliate, the Ukrainian Construction and Materials Workers' Union that became a full ICEM member in 2006.

The ICEM Caspian Energy Network was launched in November 2005 in Baku with the goal of developing constructive dialogue between energy companies and unions in the sub-region. The meeting brought together ICEM affiliates in the energy sector from Norway, Russia, Azerbaijan, Turkey, and Georgia. At the time of the 2005 Conference 2,000 workers of McDermott, a BP contractor, went on strike in protest of unfair working conditions; this labour dispute led to the establishment of a union organization in that company – a major breakthrough for the Azerbaijan Oil and Gas Workers' Union (AzOGWU) in organising foreign contractor companies in Azerbaijan. (See ICEM Global/Info No 1, 2006.) Building on that success, AzOGWU has now managed to organize over 10,000 workers in 13 foreign contractor companies.

In 2006 the ICEM Caspian Energy Network events included a seminar in Istanbul, participation in the annual Baku exhibition *Caspian Oil and Gas*, and another conference in Baku in November. This latter meeting was attended by a representative of the Kazakhstan Oil and Gas Workers' Union as an observer. In June 2007, the Kazakhstan Oil and Gas WU announced its decision to become a member of the ICEM. The ICEM intends to develop this project further with the aim of broadening its scope to include energy sector unions from Kazakhstan, Turkmenistan, and Uzbekistan.

5. Projects and Programmes

5. Projects and Programmes

1. Introduction

A Global Union Federation (GUF), as is ICEM, needs to have a coherent micro, mesa and macro evaluation of the sectors it represents, to develop strategies and activities to suite targets that will positively develop the position of workers in ICEM sectors.

Donors are urging ICEM to develop a long term strategy with clear goals. The donors want to see the positive effect, for example, on poverty or other social projects. Donors and their governments may target certain countries or issues.

For ICEM to develop a long term strategy, and to have an overall view, it needs the cooperation of the affiliates. ICEM helps affiliates to reach their goals, through the decisions made at its four-year Congress. To achieve those goals, ICEM needs the hands of her affiliates in more and more ways to enable to perform. The discipline to fill in surveys, or to inform ICEM of bilateral projects, among other things, is therefore a necessity. We are confident with the current input of the regional structures and our global network of project coordinators, this will continue to improve.

2. Results

a. General

Evaluating the last period of four years, one can see that the main subjects have been:

1. HIV/AIDS
2. Contract and Agency Labour (CAL)
3. Social Dialogue (SD)
4. Global Agreements and networking in Multinationals (MNCs), especially shop-steward training
5. Union Building

Over the past four years, there has been an attempt for the projects to focus more on young people and women. There has also been an effort to focus more on Middle East and North Africa (MENA), which has lately led to results which you will find in the regional reports. Every year it was said more attention must be placed on Latin America, and several times Eastern Europe, as well, and Africa, as special targets for work.

In conclusion, and after visiting all the regions, ICEM can state that any attempt to focus specifically on a certain region, on a certain project, needs a strong commitment from that region itself. The responsibility put on the Regional Vice Presidents and the support to them from the regional affiliates, as well as for the women representing the region will need to be continued if we are to hit our target.

Certainly Africa does need attention and there has to be a special interest that tends to the Francophone areas, as well as one for English and the others. Africa still needs our full attention, and we must also inject the CAL project there since it is a growing problem in African states. We have not yet found financial support for a CAL coordinator for this region.

Latin America/Caribbean Regional cooperation is growing and there is a focus on Social Dialogue in different companies and in different ways, due to legislation in the countries. Special attention still goes to Columbia because of the difficult situation there. The aim is to also get better contacts with trade unions in Peru, Chili and Mexico.

The Asia-Pacific Region has been one of the most successful regions when it comes to the quality of the CAL project and the involvement of the region.

In Eastern and Central Europe, donors are becoming reluctant to give support in different ways, but that means we must find other ways to support our affiliates in the carrying out of their work. A close cooperation with EMCEF and targeting EU funding would be a good strategy for the future. Europe gives us an excellent opportunity to cooperate with different GUFs, as in the SEE project that will be evaluated in October 2007.

As stated in previous year's reports of ICEM, the donors ask us to develop a long term strategy. Donors themselves are showing a trend toward bilateral projects, while ICEM focuses on stronger involvement and cooperation in the regions.

This trend on the donor side originates from the different trade unions seeking more involvement from shop stewards and others in projects and solidarity work. This is important; to make them fully aware of the effects of globalizations, and also to keep their support on solidarity work on a regional and global scale. Within MNCs, and the union networking within these companies, the ICEM has opportunity. Worker networks give shop stewards a chance of meeting other shop stewards in the same company. The only downside to networking is the rapid change of ownership by companies and the subsequent restructuring, which brings a sharp focus to globalization. The same can be said for European Work Councils.

b. HIV/AIDS

We see a tendency from donors to turn away from the HIV/ AIDS work, leaving the matter more to other organizations, such as the UN. The fact that trade union work has an added value for HIV/AIDS in specific regions, sometimes needs further explanation. For example, in developing countries, trade unions need the right to bargain for health care facilities and prevention programmes.

When it comes to HIV/AIDS, ICEM has been very successful with the output by the global coordinator. ICEM has local coordinators for the HIV/AIDS project of whom many are women. ICEM has created good relationships with other organizations that work on the same issue, and receives recognition from many organizations. For example, the European Union, when ICEM's HIV/AIDS coordinator was invited to take part in the EU Presidency Conference "Responsibility and Partnership – Together against HIV/AIDS," in Germany in March 2007, he was the only representative of trade unions from among 600 participants. This says much to the pioneering work and the added value our project has.

ICEM favours a change in the current situation where the Global Union movement does not have a voice at the Global Fund. The Letter of Agreement signed between the ILO and the GFATM in 2003 has not been made operational. It is an instrument to demand greater recognition and funding for projects in the world of work. The one-sided recognition of business and employers' organisations must be complemented by workers' organisations.

Training and awareness programs are implemented at national levels, and ICEM has developed a power point presentation on the ICEM Guide on HIV/AIDS Sources and Funding. This Guide was also translated into Spanish, and the French version was edited. All three language versions are accessible on the ICEM website.

The ICEM has a Global Framework Agreement with Lafarge, a world leader in the production of cement and building materials. The company has introduced a wide range of HIV/AIDS activities world-wide. The ICEM proposes to produce a survey of all the activities in order to close the gaps and to serve as best practices for other companies.

c. CAL

Contract and Agency Labour (CAL) is widely recognized as an issue that all our affiliates encounter one way or the other. The form in which this ever-growing problem shows itself is different from sector to sector, but the effect is the same:

- Minimizing the risks for the main company, enhancing the risks for workers;
- Workers' salary and benefits spiraling downward

The answer to the question that ICEM put forward at an early stage: "Is CAL a threat to our standards, is it a Trojan horse?" Obviously, the answer is "Yes."

From the experience of our affiliates, we learn that women are threatened by these developments more severe than men, but there has not been any research done on this subject yet. We are in urgent need of data; hence this is one focus for our consultant working on research for CAL.

Next, to the positive effect we have on workers in the different regions, CAL also challenges our capability to organize new members.

When workers have a constant change of ownership due to buying, selling, restructuring and outsourcing, and when workers under a Collective Labour Agreement get smaller and smaller in numbers, the relationship between union and employer changes.

And when this happens, so does the triangle relationship between worker, employer and trade union change. The tripartite relationship between the workers, employers and the government was analyzed in the CAL workshop in Africa.

To address this issue is vital to the future of the trade unions. It is a common to both developing and developed countries alike, hence our Western European team that exchanges information and experiences with the other regions.

The following steps by the ICEM are needed: How does ICEM target the issue, which strategy it can develop, and what are good and best practices in the different regions and sectors? Sharing this information will be crucial, but ICEM must find funding and possibilities in doing this in an effective way across sectors, and jointly with the GUFs.

A workgroup has been organized, initiated by ICEM, with the help of our consultant, and within the structure of the Council of Global Unions, that is called the "Work Relationship Group." The members of this workgroup are very aware that differences in our sectors are wide, but they are also enthusiastic to learn from each other and to share information. Of course, this has to be structured in a workable way, since the resources of all GUFs are limited. So far, it has been difficult to find funding for a database to help us organize this work, which would be of great help to all our affiliates. This will be a goal to address in the future.

3. Social Dialogue

Latin America will have a seminar in Brazil for a project on Social Dialogue in August 2007. Donors will be involved as well, which is a good way to develop a project.

In Columbia, under sometimes very dangerous circumstances and in face of traditionally anti-union behaviour by companies, ICEM affiliates began projects on Social Dialogue with a national conference in October 2004. The programme focused on HIV/AIDS, outsourcing, safety of union leaders, new labour relations, productivity and health and safety. Within eight companies, a study has been done on outsourcing and subcontracting, and on 15 June 2007, a campaign began to unionise contract workers.

In Asia, the MNCs project and International Standards in 2006 led to a network in the company Lafarge in Malaysia, a trade union network in Korea, and potential networks in Indonesia and Thailand. Currently there is a contact established with trade unions active in Linde, a German industrial gases producer, which is also one of the MNCs in Colombia. Linde is well organized in Europe. This might provide incentive toward reaching a Global Framework Agreement with Linde. A work plan for 2007, 2008 and 2009 is in preparation.

4. Global Agreements and networking

The work on Global Framework Agreements (GFA) and networking will continue to be a major part of ICEM's work. In order for a global agreement to be effective, a strong network of trade union activists must exist within a MNC. Some thoughts must go on how ICEM can strengthen its position in this work, since some MNCs operate with different social values from one country to another.

It might be necessary to develop a special project for this and to make use of experiences, such as the company monitor that FNV Bondgenoten has developed. New tools can be developed to improve the good workings of GFAs and networking.

5. Union Building

The strategic Management project that several GUFs are involved in (Eastern Europe, Central Asia, Transcaucuses) shows an enormous impact and willingness from the trade unions involved to change their traditional trade union practices into modern, sustainable methods with good financial policies. Because of the methods that are being used, and the fact that more and more people are trained who are very motivated to train others, the impact of this programme on this region is big.

The ICEM Shop Steward Development Project in Africa also shows signs of being successful, even though it is still in the early phase. Five workshops have been successfully organized in different countries, and implementation will take place in the second part of 2007.

6. Donors

Donors receive money from the trade unions, but in many cases they are an organisation doing project work that is recognized as Non-Governmental Organizations (NGOs). Thus, they receive money from the government. The Belgium trade union is currently in a process of getting the same status as, for example, FNV Mondiaal and SASK.

This development may give more access to financial means, but it also comes with more regulations. There are independent checks and the measure of the effect of the money is keenly scrutinized. Compared to NGOs, trade unions have a more complex way of decision making. It puts much pressure on donors, but it also creates a bigger workload on the ICEM's Financial Department, or that of any other GUF.

In the annual Nordic-Dutch meeting, between donors and GUFs, the matter of reviews and the standard manner of reporting has been addressed to make it easier to handle. The ICEM's Director of Finance and Administration will be part of the GUF delegation to address this issue in a bilateral working group.

7. Finances

The financial information is included in the Secretariat's Financial Report.

8. Concluding remarks

We have excellent project coordinators and administrative staff in the regions who have either worked for us for a long time, or they are new and enthusiastic. Although their work depends on donor funding, they are our colleagues, who are our ears and eyes in different countries and regions. They inform us of the new developments and are always ready to work with ICEM.

We must thank our donors for the long-term relationship that has been built and for the positive attitude toward us when we develop projects. We also thank the donors and their staff for the practical help that is provided.

6. Publications and Communications

6. Publications and Communications

1. Website

The ICEM's database-driven Website has proven to be among the best among global unions, hosting more traffic than imaginable when it was built across the summer of 2005. Its reach of information and continuous, upward stream of traffic reflects this, marking the ICEM again as a leader among Global Union Federations in internet information exchanges.

Based on a content management system, the Website allows ICEM staff to easily add content, change messages, and load sectoral and other documents according to an integrated search system, which provides affiliates and other visitors' easy access and up-to-date information.

In the two years since the site became operational, ICEM staff have developed fluidity in writing specific news or information articles on an affiliate's current affairs, and then sending that specific article to selected press in, say, the energy, rubber, or chemicals sector.

The Website has seen nearly 60,000 visits from October 2006 to early summer 2007. Average visits surpass 400 each day.

The Website's ability to mail directly to targeted press groupings, ICEM affiliates, other unions, NGOs, social responsibility groups, or categories of different individuals contains nearly 30 such e-mail lists. With just a click to a box, the system will allow News Releases, specific articles from *InBrief*, or the HIV/AIDS newsletter, for instance, to go to any or all of the listed categories.

2. Publications

2.1 *InBrief* Newsletter

The ICEM's *InBrief* electronic newsletter is the mainstay of the Website and, indeed, the centerpiece of the global union federation's communications devices. Published every second week on alternate Mondays, it serves as a timely and informative tool.

Articles from amongst the 10-to-15 pieces, each ranging from 300-to-600 words in length, are now being picked up by news sources, they are re-produced by affiliates and placed in their own publications, and, most importantly, ICEM affiliates and other labour-friendly organisations are offering story ideas and suggestions for *InBrief*.

2.2 News Releases

Effective with launch of the new Website, all ICEM News Releases are sent electronically, and faxing such statements has become a thing of the past. The ICEM sends News Releases to a general press category numbering over 3,000 specific reporters and general e-mail addresses for News Desks worldwide.

Certain articles within the newsletter *InBrief* get treated as sector-specific news releases, and are sent to industry press sources in that sector, and possibly to other categories on the Website's mail list.

News Releases are issued on topics of importance that are likely to attract the attention of media outlets, whether it be on a national level, sector level, or of global interest. The ICEM's Information Officer continues to alert relevant media on the importance of a particular release, and the Website design's mail list makes this effort efficient and timely.

2.3 Global-Info

The ICEM's magazine is now published twice annually, with the spring issue generally an expanded one that includes health, safety, and environmental content. (This was formerly published separately and called *Global*.) Due to budgetary constraints leading up to printing of several brochures and documents for the ICEM's Fourth Congress in Bangkok, the spring 2007 issue of *Global-Info* will not be published in order to produce specific ICEM print materials for the Congress.

The magazine will continue to serve a distinct purpose: similar to the planned print pieces for the Congress, *Global-Info* offers an identifiable, multi-paged print publication that is easily for distribution at meetings and conferences.

3. Campaigns

ICEM's campaign work mostly involves assisting affiliates who have already devised a campaign. In such instances, ICEM Communications will fill a specific role that it can do effectively, such as outreach and solidarity efforts to other trade unions. Critical assistance could come through communicating to other affiliates, or to the general press or a press sector through one of our Website tools. Examples of assistance through communications and outreach occur at sector levels, on behalf of individual affiliates or other trade union federations over specific issues, and occur forcefully at national levels, in which ICEM affiliates are engaged in fights for social rights and legislation.

A proud and helpful example of this occurred in January 2007 with ICEM's Colombian mining union affiliate, Sintracarbón. The union asked for intervention in a contract dispute at the rich Carbones del Cerrejón coal fields in la Guajira state. The company is owned by three major global mining houses, BHP Billiton, AngloAmerican and Xstrata, companies which are among eight multinationals in Colombia that are signatory to ICEM's Social Dialogue project in the South American country.

An ICEM letter to the global CEOs of the three mining houses, occurring during a critical stage in bargaining between Sintracarbón and local management, and stating the companies' obligations under the Social Dialogue pact, helped produce an excellent labour agreement for Sintracarbón.

Another example of continued campaigns work is the attention being brought on a group of 84 strikers in the Antalya Free Trade Zone of Turkey. The workers, mostly women who are subjected to some of the most abhorrent treatment imaginable, are represented by Turkish affiliate Petrol-İş. They are employed by Novamed, a medical equipment manufacturer of a German-based company called Fresenius.

In late 2006, ICEM's Communications Department engaged with UK affiliate Transport and General Workers Union (TGWU) over unfair redundancy packages offered by French-based Imerys at former English China Clay worksites in the Cornwall region of the UK. This effort included publicity, outreach, and research on Imerys' trade unions worldwide. The outreach included tremendous solidarity with French unions, particularly with Fédération Force Ouvrière (FO) Matériaux, Céramique et Thermique. The effort extended past a failed

industrial ballot by UK workers, when our French affiliate and ICEM staff continued to press Paris-based senior managers to improve redundancy packages.

Also in late 2006, ICEM Communications brought much publicity and attention to the strike by Goodyear Tire & Rubber Workers in the United States and Canada, who are represented by affiliate United Steelworkers.

Other examples of intervention include the successful effort – again through French affiliates – of moving Saint-Gobain Abrasives Pty. Ltd. away from issuing individual work contracts at two Australian plants, in which workers are represented by affiliate National Union of Workers. The subsidiary company of the French multinational was trying to impose the Howard government's new law on Australian Work Agreements, which effectively end enterprise labour agreements.

Another successful effort occurred on before of Thailand affiliate Petroleum & Chemicals Workers' Federation (PCWF) involved the British TGWU at Thai Industrial Gases, a subsidiary of UK-based BOC. The intervention initially occurred over the firing of two key union leaders and following ICEM and TGWU involvement in direct negotiations, not only were the two reinstated, but PCWF won a guarantee that the union would be recognised as the bargaining agent for 800 Thai workers at ten BOC worksites.

In the second half of 2006, ICEM publicity and intervention on behalf of Romanian affiliate FSLI Petrom. Members of the union were endangered when Iranian military gunmen fired on their vessel in the South Pars gas field of the Persian Gulf in a commercial dispute. The ICEM's attention to the dispute between the Iranian government and the Romanian-owned exploratory company, as well as an intervening letter, and Circular to all ICEM affiliates helped to stabilise the situation.

There are scores of other such examples, as well, that happened in 2006-2007, namely solidarity around a paper industry strike in Canada by affiliate Communications, Energy, Paperworkers (CEP) Union at Stora Enso, and publicity surrounding the horrible circumstances of the kidnapping and death of Comrade Nelson Ujeya of PENGASSAN in Nigeria.

Going back to 2005, ICEM Communications played a key and cohesive role in the lockout of 25,000 Finnish paperworkers by the major forest products companies of the world is a prime example. And as Nordic trade unions found the ease and willingness to block the transfer and conversion of paper and paperboard from Finnish mills, so too did the ICEM connect paper industry trade unions worldwide to this dispute, bringing pressure on these same companies.

Active involvement in a specific paper industry strike by a single affiliate in Canada that occurred prior to the Finnish lockout provided a vital path for ICEM's solidarity initiatives. Time and resources were used as well to assist in other specific fight by member-affiliates, including a chemicals strike by the same Canadian Union, Communications, Energy, Paperworkers (CEP), and Koch Industries' Invista, and a very vicious union-busting effort by Nordic paper company Stora Enso against Belgian trade union ABVV-FGTB in Gent.

A successful intervention in which ICEM Campaigns played a pivotal role in achieving justice and fair play occurred early in 2007. It happened at a glass plant in Thailand and again involved the French multinational Saint-Gobain. A contract dispute turned bitter when local managers locked out half of the 700-member workforce, and sacked the plant's union leaders, who were leading protests against the company's regressive bargaining. ICEM Campaigns became the conduit for French-affiliated unions to involve themselves in the

dispute, taking the matter directly to senior Saint-Gobain managers. By supplying truthful data and facts to the French unions as the dispute escalated, French comrades were able to get Paris executives to rectify the dispute at the local level, bringing back the sacked unionists and reversing local management's concessionary bargaining.

ICEM responded when Goodyear management in Thailand repressed and then suspended plant leaders who sought to bring unionisation to short-term contract workers that had been working at Goodyear for long periods of time. The ICEM also took the side of Malaysian plant site union leaders who were sacked for standing up for non-Malaysian workers who toiled in sub-standard conditions, also at a Goodyear factory in that southeast Asian country.

In Mauritania, ICEM Campaigns were to work for the Energy and Petroleum Workers' Union there over violations of trade union rights with an oil-services contractor, El Majabaat El Koubra Tours.

Going back to before 2005, ICEM assistance to Turkish affiliate Petrol-İş came during a dispute at a paint factory. That factory is owned by Norwegian chemicals concern Jotun A/S. Upon ICEM bringing the dispute to public attention, senior management immediately and publicly denied wrongdoing and then alleged that strikers had sabotaged equipment.

ICEM then learned that the damage may have occurred due to inexperienced contract workers utilized by Jotun during the strike. After setting the record straight with Jotun, the company agreed to dispatch senior managers from Norway to Turkey to seek a resolution to the dispute, and that happened.

Another labour dispute in Turkey occurred in Izmit when 700 paperworkers and their family members, backed by their union, ICEM affiliate Seluloz-İş, made a stand to protect their dignity and living standards. That stand was made through a plant occupation of a paper mill after Turkish national authorities sought to privatise the mill. Authorities threatened to squash the occupation through violent force.

ICEM leadership visited the occupation site and was featured at an accompanying rally. The ICEM then set in motion a series of activities, which included a Circular to affiliates in the paper sector. The Circular proved highly effective. Dozens of affiliates wrote separate letters to Turkish embassies in their home countries. Within weeks, Seluloz-İş and the Turkish government had reached a compromise to the stand-off, with workers winning job protections and other guarantees.

Another dispute that saw the ICEM intervene on behalf of an affiliate occurred in the United States, with both involving French multinationals. The ICEM provided assistance to the United Auto Workers in a dispute with Saint-Gobain and, among other forms of aid, helped with an OECD inquiry. This happened during an election to de-unionise an abrasives plant in the state of Massachusetts.

The ICEM also effectively argued before senior executives of the company that its American managers were not only subverting Saint-Gobain's own written Code of Ethics, but were setting new anti-worker boundaries in U.S. labour practice by allowing a defiantly anti-union organisation to set up inside this Massachusetts factory to pitch a union-free environment.

On national levels, the ICEM was extremely active in and played vital roles in the fight for an end to the monarchy's total autocracy in Nepal; resistance to privatisation efforts of electric utilities in Thailand on behalf of public-sector ICEM affiliates there; communicating the harsh realities that Howard government labour reforms will have on worklife in Australia; providing

a voice to the greater world on Korean unions' fight for fair and effective contract labour legislation there; showcasing the dramatic union-organising efforts among oil-service contract workers in Azerbaijan and the Caspian Sea region; and more recently, highlighting the unions role in the effort in Guinea to overthrow a despotic ruler.

ICEM Communications remains committed to always integrate campaign work into the overall framework of communications, from ICEM-operated donor projects, to the daily and weekly requests from affiliates, to ICEM efforts to build successful structures around HIV/AIDS work and the campaign on contract and agency labour.

7. List of ICEM Industry Sectors and Regions and the Responsible persons

7. List of ICEM Industry Sectors and Regions and the Responsible persons

ICEM Sectors

I Energy Industries

Chair of sector:

2003 - 2007 Lars Myhre from Industri Energi, Norway

ICEM Officer:

2003-2005 Gino Govender

2005-2006 Thierry Duhin

Since 2007 Jim Catterson

II Mining and Quarrying Industries of All Kinds

Chair of sector:

2003-2004 Senzeni Zokwana from NUM, South Africa

In November 2004 the section merged with the Diamonds, Gems, Ornaments and Jewellery Production section

Since 2004 Chair - Senzeni Zokwana from NUM, South Africa

Vice-Chair – V R Jaganathan, from INWUN, India

ICEM Officer:

2003 – 2004 Gino Govender, for Mining and Quarrying Industries of all kinds

After the merger:

Since 2004 Yamina De Laet

III Chemical and Bio-science Industries

Chair of sector:

2003 Michael Meersman from IGBCE, Germany

Since 2004 Tomas Nieber from IGBCE, Germany

ICEM Officer:

2003 – 2005 Marc Welters

2005 – 2006 Michael Wolters

Since 2007 Kemal Ozkan

IV Pulp and Paper Industry

Chair of sector:

2003 – 2007 Jouko Ahonen from Paperiliitto, Finland

ICEM Officer:

2003 – 2005 Marc Welters
Since 2004 Eugene Kuprin

V Rubber Industries

Chair of sector:

2003 – 2007 Leo Gerard from USW, USA

ICEM Officer:

2003 – 2005 Marc Welters
2005 – 2006 Michael Wolters
Since 2007 Kemal Ozkan

VI Diamonds, Gems, Ornaments and Jewellery Production

Chair of sector:

2003-2004 Gijs Honing from FNV Bondgenoten, The Netherlands

In November 2004 the section merged with the Mining and Quarrying Industries of All Kinds section

Since 2005 Chair - Senzeni Zokwana from NUM, South Africa
Vice-Chair – V R Jaganathan, from INWUN, India

ICEM Officer:

Since 2003 Yamina De Laet

VII Glass, Ceramic, Cement and Associated Industries

Chair of sector:

2003 – 2005 Michel Decayeux from
2005 – mid 2007 Jim Hickenbotham from IBB, USA
Since mid 2007 Newton Jones from IBB, USA

ICEM Officer:

Since 2003 Phee Jung-sun

VIII Environmental Services Industries

Chair of sector:

2003 – 2007 No permanent Chair

ICEM Officer:

2003 – 2007 Reg Green

ICEM Regions

I Africa

Chair

2003-2005 Senzeni Zokwana, NUM, South Africa
2006 Welile Noling, CEPPWAWU, South Africa
Since July 2007 Welile Noling, CEPPWAWU, South Africa

ICEM Contact

2003-2004 Fabian Nkomo
2005-2006 Jim Catterson
Since 2006 Yamina De Laet

II Asia Pacific

Chair

2003-2007 Kiyoshi Ochiai, UI Zensen, Japan

ICEM Contact

2003-2007 Phee Jung-sun

III North America

Chair

2003-2006 Don Langham, USW, USA
Since 2006 Ken Neumann, USW, Canada

ICEM Contact

Since May 2003 Dick Blin

IV Latin America and the Caribbean

Chair

2003-2007 Sergio Novais, CNQ-CUT, Brazil

ICEM Contact

2003 – 2004 Wilson Campos
Since end 2004 Carol Bruce

V Central Europe

Chair

2003-2007 Juraj Blahak, OZ Chemia, Slovak Republic

ICEM Contact

2003 – 2005 Jim Catterson
2005 – 2006 Eugene Kuprin
Since 2007 Fons Vannieuwenhuyse

VI Eastern Europe, Central Asia and Trans-Caucasus

Chair

2003-2007 Ivan Moknachuk, ROSUGLEPROF, Russia

ICEM Contact

2003 – 2005 Jim Catterson
Since May 2005 Eugene Kuprin

VII Western Europe

No specific structure is existing at the ICEM.
Sister Organisation for Europe is EMCEF:

President: Hubertus Schmoldt, IGBCE, Germany
General Secretary: Reinhard Reibsch, Germany

ICEM Contact

Since 2007 Fons Vannieuwenhuysse

VIII Nordic Countries

Chair

Stefan Löfven

ICEM Contact

Since 2007 Fons Vannieuwenhuysse

8. List of ICEM Affiliates and List of Expulsions

8. A) List of ICEM Affiliates

(new unions = in bold & italics)

WESTERN EUROPE

COUNTRY + CATEGORY + UNION	ACRONYM	YEAR OF AFFILIATION
AUSTRIA (A)		
GEWERKSCHAFT DER CHEMIEARBEITER	GdC	
GEWERKSCHAFT METALL, TEXTIL - NAHRUNG	GMTN	
BELGIUM (A)		
LANDELIJKE BEDIENDEN CENTRALE - NATIONAAL VERBOND VOOR KADERPERSONEEL	LBC-NVK	
LA CENTRALE GENERALE FGTB/DE ALGEMENE CENTRALE	CG	
SYNDICAT DES EMPLOYES, TECHNICIENS ET CADRES DE BELIGIQUE - BOND DER BEDIENDEN, TECHNICI EN KADERS VAN BELGIE	SETCA-BBTK	
<i>CENTRALE NATIONALE DES EMPLOYES</i>	<i>CNE</i>	<i>5/05/2006</i>
CYPRUS (B)		
CYPRUS CONSTRUCTION WORKERS AND MINERS FEDERATION	SEK	
CYPRUS INDUSTRIAL WORKERS FEDERATION	OVIEK-SEK	
FREE PANCYPRIAN UNION OF ELECTRICITY AUTHORITY EMPLOYEES	FPUEAE	
FEDERAL REPUBLIC of GERMANY (A)		
INDUSTRIEGEWERKSCHAFT BERGBAU, CHEMIE, ENERGIE	IG-BCE	
IG METALL	IG METALL	
FRANCE (A)		
FÉDÉRATION CHIMIE ENERGIE CFDT	FCE -CFDT	
FEDERATION GENERALE FORCE OUVRIERE BATIMENT - TRAVAUX PUBLICS - BOIS - PAPIER CARTON - CERAMIQUE - CARRIERE ET MATERIAUX DE CONSTRUCTION - EXPLOITATION THERMIQUE		
FEDERATION NATIONALE DE L'ENERGIE ET DES MINES cgt - FORCE OUVRIERE	FO FNEM	
FEDERATION DES TRAVAILLEURS DES INDUSTRIES DU LIVRE, DU PAPIER ET DE LA COMMUNICATION - CGT	FILPAC	
FEDECHIMIE CGT FO - ATOME, CAOUTCHOUC, CHIMIE, PETROLE, PLASTIQUE, VERRE	CGT-FO	
<i>FEDERATION NATIONALE DES TRAVAILLEURS DU VERRE ET DE LA CERAMIQUE - La cgt</i>	<i>La cgt</i>	<i>5/05/2006</i>
FEDERATION CONFEDEREE DE LA METALLURGIE FORCE OUVRIERE	CFT-FO	
GREECE (B)		
GREEK FEDERATION OF WORKERS AND EMPLOYEES IN CEMENT INDUSTRY	GFWECI	
PANHELLENIC FEDERATION OF EMPLOYEES IN PETROLEUM PRODUCTS - REFINERIES & CHEMICAL INDUSTRY	PFPRCI	
GENERAL FEDERATION OF EMPLOYEES OF PUBLIC CORPORATION	GENOP/DEI GFE/PPC	
IRELAND (A)		
SERVICES INDUSTRIAL PROFESSIONAL TECHNICAL UNION	SIPTU	
ITALY (A)		
FEMCA-CISL	FEMCA-CISL	
FEDERAZIONE ITALIANA LAVORATORI CHIMICA ENERGIA MANIFATTURE	FILCEM-CGIL	
UNIONE ITALIANA LAVORATORI CHIMICA ENERGIA MANIFATTURIERO	UILCEM	
LUXEMBOURG (A)		
OGB-L ONOFHAENGEGE GEWERKSCHAFTSBOND LETZEBURG	OGB-L	

MALTA (B)

GENERAL WORKERS' UNION

GWU

NETHERLANDS (A)

FNV BONDGENOTEN

FNV Bondgenoten

PORTUGAL (B)

SINDICATO NACIONAL DA INDUSTRIA E DA ENERGIA

SINDEL

SPAIN (A)

FEDERACION DE COMUNICACION Y TRANSPORTE DE COMISIONES OBRERAS

FCT CCOO

FEDERACION ESTATAL DE INDUSTRIAS AFINES DE LA UNION GENERAL DE TRABAJADORES

FIA-UGT

FEDERACION MINEROMETALURGICA DE COMISIONES OBRERAS

FM CC.OO.

ELA-HAINBAT

ELA-HAINBAT

FEDERACION DE INDUSTRIAS TEXTIL-PIEL,QUIMICAS Y AFINES - FITEQA cc.oo.

FM CC.OO.

SWITZERLAND (A)

UNIA

UNIA

TURKEY (B)

GENERAL MINE WORKERS UNION - GENEL MADEN ISCILERI SENDIKASI GENEL MERKEZI

TÜRK-IE

MADEN-IS TÜRKIYE MADEN ISCILERI SENDIKASI - MINeworkers UNION OF TURKEY

'MADEN-IS

ENERGY INDUSTRY AND MINING PUBLIC WORKERS UNION - ENERJİ, SANAYİ ve MADEN KAMU EMEKÇİLERİ SENDİKASI (KESK)

ESM

1/05/2003

TURKISH ENERGY, WATER AND GAS WORKERS UNION - TES-IS

TES-IS

DEV MADEN-SEN PROGRESSIVE MINERAL RESEARCH AND TREATMENT WORKERS TRADE UNION OF TURKEY (DISK)

'DEV MADEN-SEN

TÜRKIYE PETROL KİMYA LASTİK İSCİLERİ - PETROLEUM, CHEMICAL & RUBBER WORKERS' UNION OF TURKEY

PETROL-IS

TÜMKA-IS TÜM KAGIT VE SELÜLÖZ SANAYİ İSCİLERİ SENDİKASI - ALL PAPER & CELLULOSE INDUSTRY WORKERS' UNION OF TURKEY(DISK)**TÜMKA-IS****1/05/2005**

CEMENT, CERAMICS, POTTERY AND GLASS INDUSTRY WORKERS' UNION

CIMSE-IS

SENDİKASI - CAM, CIMENTO, TOPRAK VE SERAMİK SANAYİ İSCİLERİ SENDİKASI GENEL MERKEZİ - CEMENT, GLASS & SOIL INDUSTRIES WORKERS' UNION OF TURKEY

KRISTAL-IS
BELEDİYE-IS

TURKISH MUNICIPALS AND GENERAL WORKERS UNION

PETROLEUM, CHEMICAL AND RUBBER INDUSTRY WORKERS' UNION OF TURKEY (DISK)

LASTİK-IS

SENDİKASI - PULP & PAPER TRADE UNION

SELÜLÖZ-IS

TÜRKIYE ENERJİ, SANAYİ, MADENCİLİK HİZMET KOLU KAMU GÖREVLİLERİ SENDİKASI - TURKISH, ENERGY, INDUSTRY, MINE SECTORS PUBLIC EMPLOYEES UNION**TÜRK ENERJİ-SEN****5/05/2007****UNITED KINGDOM (A)**

GMB

GMB

AMICUS - GRAPHICAL, PAPER & MEDIA UNION

AMICUS-GPMU

UNITE-AMICUS

UNITE-AMICUS

MANUFACTURING SCIENCE FINANCE - AMICUS

AMICUS-MSF

NATIONAL ASSOCIATION OF COLLIERY OVERMEN, DEPUTIES AND SHOTFIRERS

NACODS

UNION OF SHOP, DISTRIBUTIVE AND ALLIED WORKERS

USDAW

NORDIC COUNTRIES**DENMARK (A)**

FAGLIGT FÆLLES FORBUND

3F

DANSK FUNKTIONÆRFORBUND - SERVICEFORBUNDET

DFF

HK & INDUSTRI - Handels- og Kontorfunktionærernes Forbund i Danmark

'HK & INDUSTRI

DANSK EI-FORBUND

DEF

THE CENTRAL ORGANIZATION OF INDUSTRIAL EMPLOYEES IN DENMARK - Centralorganisationen af Industriansatte I Danmark

CO-INDUSTRI

ESTONIA (C)

THE ASSOCIATION OF ESTONIAN ENERGETICS WORKERS ' TRADE UNIONS - Eesti Energeetikatöötajate Ametiühingute Liit	EEAÜL
TRADE UNION OF ESTONIAN FOREST INDUSTRY WORKERS	EMT AÜ
TRADE UNION OF ESTONIAN OIL SHALE INDUSTRY WORKERS	TUEOSIW

FINLAND (A)

PAPERILIITTO r.y.	PAPERILIITTO
UNION OF PROFESSIONAL ENGINEERS IN FINLAND - Insinööriliitto	IL RY
TJÄNSTEMANNAUNIONEN TU ry. UNION OF SALARIED EMPLOYEES TU (Toimihenkilöunioni)	
ELBRANSCHERNAS FACKFÖRBUND RF.- FINNISH ELECTRICAL WORKERS' UNION	FEF
THE FINISH ASSOCIATION OF GRADUATE ENGINEERS - Tekniikan Akateemisten Liitto -	TEK
RAKENUSLIITTO BYGGNADSFÖRBUNDET - Construction Trade Union	
KEMIANLIITTO - KEMIFACKET ry.	

LATVIA (C)

LATVIAN CONSTRUCTION AND BUILDING MATERIALS INDUSTRY WORKERS TRADE UNION	LCA
LATVIAN INDUSTRIAL WORKERS' TRADE UNION - LATVIJAS INDUSTRIALO...	LIA
LATVIJAS MEZA NOZARU ARODU BIEDRIBA - FOREST SPHERE TRADE UNION OF LATVIA	LMNA
LATVIAN TRADE UNION "ENERGIJA" LATVIJAS AROBIEDRIBA	ENERGIJA

LITHUANIA (C)

LITHUANIAN TRADE UNION CONFEDERATION OF CHEMISTRY INDUSTRY	LTUCCI
Lietuvos energetikos darbuotojų profesinių sąjungų federacija (LEDPF)	
LITHUANIAN ENERGY WORKERS' TRADE UNION FEDERATION	LEDPF
FOREST AND WOOD WORKERS TRADE UNIONS FEDERATION OF LITHUANIA - Lietuvos Misko ir Misko Pramonės Darbuotoju Profesiniu Sąjungu Federacijos	MPF

NORWAY (A)

FELLESFORBUNDET	FF
NORSK ARBEIDSMANDSFORBUND - NORWEGIAN UNION OF GENERAL WORKERS	NAF
INDUSTRI ENERGI - Fagforbundet for industri og energi	IE

SWEDEN (A)

SVENSKA ELEKTRIKERFÖRBUNDET	SEF
SIF	SIF
FARMACIFÖRBUNDET	
FACKET FÖR SERVICE OCH KOMMUNIKATION	SEKO
INDUSTRIFACKET METALL	IF METALL
SVENSKA PAPERSINDUSTRIARBETAREFÖRBUNDET	PAPPERS
SVERIGES INGENJÖRER - SWEDISH ASSOCIATION OF GRADUATE ENGINEERS	CF

CENTRAL EUROPE**ALBANIA (B)**

TRADE UNION FEDERATION OF INDUSTRIAL WORKERS OF ALBANIA	
CHEMICAL INDEPENDENT TRADE UNION OF ALBANIA	CITU
THE INDEPENDENT TRADE UNION OF OIL, PATOS, ALBANIA-SINDIKATA E PAVARUR E PUNONJESVE TE NAFT ES TE SHQIPERISE	
TRADE UNION FEDERATION OF BUILDING,WOOD AND PUBLIC SERVICES - ALBANIA	
INDEPENDENT TRADE UNION OF MINES AND METALLURGY OF ALBANIA	ITUMM
TRADE UNION FEDERATION OF CHEMISTRY - METALLURGY & METALWORKERS OF ALBANIA	
TRADE UNION FEDERATION OF OIL WORKERS OF ALBANIA	

BULGARIA (B)

FEDERATION OF ENERGETICS WORKERS	FE PODKREPA
NATIONAL FEDERATION OF CHEMICAL WORKERS	CL PODKREPA
NATIONAL FEDERATION OF ENERGETICS	NFE
MINERS' FEDERATION	SMF PODKREPA
NATIONAL LABOUR FEDERATION "CHEMISTRY AND INDUSTRY"	NLF
FEDERATION OF THE INDEPENDENT SYNDICATES OF MINERS	KNSB

BOSNIA HERCEGOVINIA (B)

INDEPENDENT TRADE UNION OF CHEMISTRY NON METAL WORKERS IN FBiH - Sindikat Radmika Hemije I Nemetala	
SINDIKAT UDRUZENIH RADNIKA ENERGETIKE REPUBLIKE SRPSKE - TRADE UNION OF ENERGY WORKERS OF REPUBLIC OF SRPSKA	SURERS

CROATIA (B)

AUTONOMOUS TRADE UNION IN POWER INDUSTRY, CHEMISTRY AND NON-METAL INDUSTRY OF CROATIA-SINDIKAT EKN HRVATSKE	EKN
PETROLEUM AND CHEMICAL INDUSTRY UNION	GSNIK

FYRO MACEDONIA (B)

INDEPENDENT TRADE UNION OF THE WORKERS OF THE ELECTRO- ECONOMY OF MACEDONIA	SSESM
CHEMICAL AND NON-METAL INDUSTRY WORKERS TRADE UNION OF MACEDONIA	SHNM
TRADE UNION OF CIVIL ENGINEERING, INDUSTRY FOR CONSTRUCTION MATERIALS AND PROJECTION OF REPUBLIC OF MACEDONIA	
TRADE UNION OF METAL, ENERGY AND MINE WORKERS OF MACEDONIA	SMER

HUNGARY (B)

FEDERATION OF BUILDING MATERIAL WORKERS' UNIONS	FBMWU
FEDERATION OF CHEMICAL WORKERS UNION AT THE MOL RT- MOL Vegyész Szakszervezet	
MINING AND ENERGY WORKERS' UNION - Bánya- és Energiaipari Dolgozók Szakszervezeti Szövetsége	BDSZ
FEDERATION OF TRADE UNIONS OF THE CHEMICAL, ENERGY AND GENERAL WORKERS	VDSz
FEDERATION OF CHEMICAL WORKERS UNION AT THE MOL RT- MOL Vegyész Szakszervezet	

POLAND (B)

SOLIDARITY MINER'S AND ENERGY WORKERS SECRETARIAT Sekretariat Górnictwa i Energetyki NSZZ " Solidarnosc	
SEKRETARIAT PRZEMYSŁU CHEMICZNEGO NSZZ "SOLIDARNOSC" National Secretariat of Chemical Workers' 'Solidarity' Union	
POLAND TRADE UNIONS AGREEMENT KADRA - Porozumienie Związków Zawodowych	KADRA

RUMANIA (B)

FEDERATION OF FREE AND INDEPENDENT TRADE UNIONS (FEDERATIA SINDICATELOR LIBERE SI INDEPENDENTE A ASOCIATIILOR SI LIGILOR APOLITICE DIN RAMURA INDUSTRIEI PETROLIERE)	PETROM LAZAR EDELEANU	
FEDERATIA NATIONALA A SINDICATELOR DIN CHIMIE-PETROCHIMIE FEDERATIA SINDICATELOR DIN INDUSTRIA DE STICLARIE, GEAMURI SI CERAMICA - CERAMICS, GLASS AND POTTERY TRADE UNION ROMANIAN FEDERATION	STICEROM ENERGETICA	
FEDERATIA SINDICATELOR LIBERE INDEPENDENTE ENERGETICA FEDERATIA SINDICALA HIDROELECTRICA	HIDROSIND	1/05/2007
FEDERATIA ENERGIA MILENIULUI III	FEM II	

SERBIA (B)

TRADE UNION OF THE WORKERS OF THE ELECTRIC POWER INDUSTRY OF SERBIA - SINDIKAT RADNIKA GRANSKI SINDIKAT HEMIJE, NEMETALA, ENERGETIKE I RUDARSTVA	ESP
"NEZAVISNOST" FEDERATION OF CHEMICAL, NON-METAL, ENERGY AND MINING INDUSTRIES	NEZAVISNOST

SLOVAK REPUBLIC (B)

SLOVAK TRADE UNION OF GLASS - SLOVENSKÝ ODBOROVÝ ZVÄZ	SOZ SP	
ODBOROVÝ ZVÄZ PRAČONÍKOV BAŇÍ, GEOLÓGIE A NAFTOVÉHO	OZ PBGN	
PRIEMYSI	OZ CHEMIA SR	
TRADE UNION OF CHEMISTRY OF THE SLOVAK REPUBLIC		

SLOVENIA (B)

ENERGY WORKERS' UNION OF SLOVENIA - SINDIKAT DELACEV	SDE	
DEJAVNOSTI ENERGETIKE SLOVENIJE		
SINDIKAT KEMICNE, KEKOVINSKE IN GUMARSKÉ INDUSTRIJE	KNK	
SLOVENIJE - CHEMICAL, NON-METALLIC, RUBBER		

EASTERN EUROPE, CENTRAL ASIA AND TRANSCAUCASUS**ARMENIA (C)**

MINER'S AND METALLURGIST'S WU OF ARMENIA

AZERBAIJAN (C)

THE NATIONAL FREE TRADE UNION OF CHEMICAL INDUSTRY	FCWUA	5/10/2006
WORKERS OF AZERBAIJAN		
FEDERATION OF METAL WORKERS TRADE UNION OF AZERBAIJAN	METAL-IS	5/10/2006
POWER STATIONS AND ELECTROTECHNICAL INDUSTRY WORKERS		
TRADE UNION AZERBAIJAN REPUBLICAN COMMITTEE		
LOCAL INDUSTRIES AND PUBLIC SERVICES WORKERS TRADE		
UNION OF AZERBAIJAN REPUBLICAN COMMITTEE		5/05/2006
OIL AND GAS INDUSTRY WORKERS TRADE UNION AZERBAIJAN		
REPUBLICAN COMMITTEE		
GAS SUPPLY WORKERS TRADE UNION AZERBAIJAN REPUBLICAN		
COMMITTEE		

BELARUS (C)

OIL AND GAS INDUSTRY WORKERS UNION OF BELARUS		
CHEMICAL, OIL AND COAL INDUSTRIES WORKERS UNION OF		
BELARUS	BELHIMPROFSOUZ	
THE BYELORUSSIAN INDEPENDENT TRADE UNION OF MINERS,		
CHEMISTS, OIL-REFINERS TRANSPORT WORKERS, BUILDERS AND		
OTHER WORKERS	BNP	

GEORGIA (C)

CONFEDERATION COUNCIL OF FUEL AND ENERGY WORKERS OF		
GEORGIA		
HEALTH, SOCIAL CARE, MEDICAL AND CHEMICAL INDUSTRY		
WORKERS INDEPENDENT TRADE UNION OF GEORGIA	HSCMCIWITUG	

KAZAKHSTAN (C)

UNION OF THE NUCLEAR POWER INDUSTRY AND GENERAL		
WORKERS OF KAZAKHSTAN	PRAEP	
CHEMICAL INDUSTRY WORKERS UNION OF KAZAKHSTAN	KAZHIMPROFSOUZ	
ENERGETIC AND ELECTROTECHNICAL INDUSTRY TRADE UNION OF	KAZELECTROPROFSOUZ	
THE REPUBLIC OF KAZAKHSTAN	/KAZELECTROUNION	5/10/2006

KIRGHIZSTAN (C)

TRADE UNION UNITED COMMITTEE IN THE KIRGHIZMUNAYZAT		
STATE COMPANY	KIRGHIZMUNAYZAT	5/10/2006
POWER PLANT & ELECTROTECHNICAL INDUSTRY WORKERS' UNION		
KIRGHIZ MUNICIPALITY AND GENERAL WORKERS' UNION		5/10/2006
BUILDING WORKERS' UNION OF KIRGHIZISTAN		

MOLDOVA (C)

TRADE UNION FEDERATION OF THE WORKERS IN THE		
CONSTRUCTION AND CONSTRUCTION MATERIALS INDUSTRY OF		
MOLDOVA - Federatia Sindicatelor din Constructii si Industria Materiallor		
de Constructii 'SINDICONS' din Republica Moldova	SINDICONS	
FEDERATION DES SYNDICATS DES TRAVAILLEURS DE L'INDUSTRIE		
CHIMIQUE ET DES ENERGETIQUES DE LA REPUBLIQUE MOLDAVE -		
Fedretia Sindicatului Lucratorilor din Industria chimica si Resurse energetice		
din Republica Moldova	FSCRE	

RUSSIA (C)

RUSSIAN OIL, GAS AND CONSTRUCTION WORKERS UNION
 ALL RUSSIAN "ELECTROUNION"
 RUSSIAN INDEPENDENT COAL EMPLOYEES' UNION

ROGWU
 ELECTROPROVSOYUZ
 ROSUGLEPROF

RUSSIAN TRADE UNION OF METAL WORKERS IN THE NICKEL,
 COBALT, AND PLATINOIDS INDUSTRIES
 RUSSIAN CHEMICAL AND ALLIED WORKERS UNION
 TIMBER & RELATED INDUSTRIES WORKERS UNION OF RUSSIA

RCWU

TAJIKISTAN (C)

REPUBLICAN COMMITTEE OF CHEMICAL INDUSTRY AND ALLIED
 WORKERS' UNION

TURKMENISTAN (C)

ENERGY AND INDUSTRY WORKERS' UNION COMMITTEE
 OIL AND GAS WORKERS' UNION OF TURKMENISTAN

UKRAINE (C)**CONSTRUCTION AND BUILDING MATERIAL WORKERS' TRADE UNION**

CHEMICAL & OIL-CHEMICAL WORKERS UNION OF UKRAINE
 NAFTOGAZPROFSPILKA UKRAINY - OIL AND GAS INDUSTRY
 WORKERS UNION

CMWUU

5/10/2006

ENERGY AND ELECTROTECHNICAL INDUSTRY WORKERS' UNION

CTU

NUCLEAR POWER AND INDUSTRY WORKERS' OF UKRAINE

NAFTOGAZPROFSPILKA

TEXTILE AND LIGHT WORKERS UNION OF UKRAINE

ATOMPROFSPILKA

THE CENTRAL COMMITTEE COAL MINING WORKERS' UNION OF UKRAINE

CMUU

10/05/2007

UZBEKISTAN (C)

NAVOI MINING AND SMELTING WORKERS UNIONS
UNION OF FUEL AND ENERGY COMPLEX, CHEMICAL AND GEOLOGY
WORKERS

5/05/2006

TRADE UNION OF LIGHT FURNITURE PRODUCTION & MUNICIPAL
SERVICES OF UZBEKISTAN

1/10/2005

10/05/2007

NORTH AMERICA**CANADA (A)**

FEDERATION DES TRAVAILLEURS DU PAPIER ET DE LA FORET
 POWER WORKERS UNION
 COMMUNICATONS, ENERGY AND PAPERWORKERS UNION OF CANADA

FTPF-CSN
 PWU
 CEP/SCEP

UNITED STATES OF AMERICA (A)

TEAMSTERS

GCIU

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

LIUNA

01/0/2004

USW - RUBBER AND PLASTICS INDUSTRY CONFERENCE

USW-RPIC

THE UNITED MINE WORKERS OF AMERICA

UMWA

INTERNATIONAL LONGSHORE AND WAREHOUSE UNION

ILWU

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP
 BUILDERS, BLACKSMITHS, FORGERS, AND HELPERS IBB - CLGAW
 DIVISION

IBB

INTERNATIONAL UNION OF OPERATING ENGINEERS

IUOE

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE &
 AGRICULTURAL IMPLEMENT WORKERS OF AMERICA

UAW

UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA - UE

UE

UNITED STEELWORKERS

USW

UTILITY WORKERS UNION OF AMERICA, AFL-CIO

UWUA

ASIA & PACIFIC**AUSTRALIA (A)**

NATIONAL UNION OF WORKERS
 AUSTRALIAN MANUFACTURING WORKERS' UNION
 AUSTRALIAN LIQUOR, HOSPITALITY AND MISCELLANEOUS
 WORKERS UNION

NUW
 AMWU
 LHMU

COMMUNICATIONS, ELECTRICAL AND PLUMBING UNION OF AUSTRALIA

CEPU

BANGLADESH (C)

BANGLADESH CHEMICAL WORKERS' FEDERATION

BCWF

BANGLADESH CHEMICAL WORKERS LEAGUE

BCWL

BANGLADESH CHEMICAL ENERGY & ALLIED WORKERS' FEDERATION

BCEF

FIJI (C)

FIJI ELECTRICITY WORKERS ASSOCIATION - FEWA

FEWA

NATIONAL UNION OF FACTORY AND COMMERCIAL WORKERS - NUFCW

NUFCW

INDIA (C)

INDIAN NATIONAL DIAMOND AND ORNAMENTS WORKERS FEDERATION

INDOWF

SELF EMPLOYED WOMEN'S ASSOCIATION

SEWA

INDIAN NATIONAL MINeworkERS' FEDERATION

INMF

NATIONAL UNION OF WORKING WOMEN

NUWW

CHEMICAL MAZDOOR FEDERATION OF INDIA (HMS)

INDIAN NATIONAL CEMENT WORKERS' FEDERATION

INCWF

INDONESIA

FEDERASI SERIKAT PEKERJA KIMIA, ENERGY, PARTAMBANGAN, MINYAK, GAS BUMI DAN UMUM

FSP KEP

5/10/2006

JAPAN (A)

ZENKOKU GAS ROSEN - FEDERATION OF GAS WORKERS' UNIONS OF JAPAN

ZENKOKU GAS

DENRYOKU SOREN - CONFEDERATION OF ELECTRIC POWER INDUSTRY WORKERS' UNION OF JAPAN

DENRYOKU SOREN

KAGAKUSOREN - JAPANESE FEDERATION OF CHEMICAL WORKERS' UNIONS

KAGAKUSOREN

JEC RENGU - JAPANESE FEDERATION OF ENERGY AND CHEMISTRY WORKERS UNIONS

JEC RENGU

DENKA ROUSO

DENKA ROUSO

ICEM-JAF - JAPANESE AFFILIATES FEDERATION - Coordinating Committee

JAF

GOMU RENGU - JAPANESE RUBBER WORKERS' UNIONS CONFEDERATION

GOMU RENGU

KAROKEN - GROUP COUNCIL OF CHEMICAL WORKERS UNIONS - C/O Chugai Seiyaku Workers' Union

KAROKEN

UI ZENSEN - THE JAPANESE FEDERATION OF TEXTILE, CHEMICAL, FOOD, COMMERCIAL, SERVICE AND GENERAL WORKERS' UNIONS

UI ZENSEN

KAMIPARENGO - JAPANESE FEDERATION OF PULP & PAPER WORKERS

KAMIPARENGO

MALAYSIA (B)

NON-METALLIC MINERAL PRODUCTS MANUFACTURING EMPLOYEES' UNION

NMEU

KESATUAN PERCANTUMAN PEKERJA-PEKERJA TENAGA NASIONAL BERHAD - Amalgamated Union Of Tenaga Nasional Berhad Employees

KPPPTNB

NATIONAL UNION OF PETROLEUM & CHEMICAL INDUSTRY WORKERS PENINSULAR MALAYSIA (Kesatuan Kebangsaan Pekerja Pekerja Perusahaan Petroleum Dan Kimia Semenanjung Malaysia)

NUPCIW

B. BRAUN MEDICAL INDUSTRIES Sdn. Bhd. EMPLOYEES UNION

SABAH PETROLEUM INDUSTRY WORKERS UNION

SPIWU

PAPER AND PAPER PRODUCTS MANUFACTURING EMPLOYEES UNION

PPPMEU

KESATUAN PEKERJA-PEKERJA EXXONMOBIL EXPLORATION & PRODUCTION MALAYSIA INC.

KPPEMEPMI

CEMENT INDUSTRY EMPLOYEES UNION (P.M.) - KESATUAN PEKERJA-PEKERJA PERUSAHAAN SIMEN S.M.

CIEU

NATIONAL UNION OF EMPLOYEES IN COMPANIES MANUFACTURING RUBBER PRODUCT

NUECMRP

MONGOLIA (C)

FEDERATION OF ENERGY, GEOLOGY AND MINING WORKERS' TRADE UNIONS OF MONGOLIA

MEGM

NEPAL (C)

NEPAL ELECTRICITY AUTHORITY EMPLOYEES ASSOCIATION	NEAEA 2050
NEPAL ELECTRICITY AUTHORITY EMPLOYEES UNION	NEAEA 2051
NEPAL INDEPENDENT CHEMICAL AND IRON WORKERS' UNION	NICIWU
INDEPENDENT GARBAGE CLEANER'S UNION OF NEPAL	IGCUN

NEW ZEALAND (C)

MANUFACTURING & CONSTRUCTION WORKERS UNION	M&C
NATIONAL DISTRIBUTION UNION	NDU
NZ ENGINEERING, PRINTING & MANUFACTURING UNION INC.	EPM

PAKISTAN (C)

PAKISTAN NATIONAL FEDERATION OF CHEMICAL, ENERGY & PHARMACEUTICAL WORKERS	
PAKISTAN WAPDA LABOUR UNION	PWLU
PAKISTAN FEDERATION OF CHEMICAL, ENERGY, MINE AND GENERAL WORKERS' UNION	PCEM

PHILIPPINES (C)

PHILIPPINE CEMENT WORKERS' COUNCIL	PCWU
NATIONAL MINES AND ALLIED WORKERS ' UNION	NAMAWU
UNITED VOICE & STRENGTH OF THE WORKING /Pinag-Isang Tinig at Lakas ng Anak Pawis/PIGLAS - ALLIANCE OF PROGRESSIVE LABOR ASSOCIATED LABOR UNIONS	APL ALU-TUCP

SINGAPORE (B)

KESATUAN PEKERJA-PEKERJA INDUSTRI KIMIA - CHEMICAL INDUSTRIES EMPLOYEES UNION	CIEU
SINGAPORE SHELL EMPLOYEES UNION	SSEU

SOUTH KOREA (B)

KOREA CHEMICAL & TEXTILE WORKERS' FEDERATION	KCTF
FEDERATION OF KOREAN CHEMICAL WORKERS' UNION	FKCU
THE KOREAN NATIONAL ELECTRICAL WORKERS' UNION	KNEWU

SRI LANKA (C)

THE MERCANTILE, INDUSTRIAL AND GENERAL WORKERS' UNION	CMU
UNITED FEDERATION OF LABOUR - DIAMOND AND GEN STONES BRANCH	UFL

TAIWAN (B)

TAIWAN PETROLEUM WORKERS' UNION	TPWU
TAIWAN ELECTRIC POWER LABOR UNION	TPLU

THAILAND (C)

CHEMICAL WORKERS UNION ALLIANCE	CWUA
ORNAMENT INDUSTRY WORKERS UNION	OIWU
PETROLEUM AND CHEMICAL WORKER'S FEDERATION OF THAILAND	PCFT
PAPER AND PRINTING FEDERATION OF THAILAND	PPFT
GOVERNMENT PHARMACEUTICAL ORGANISATION STATE ENTERPRISE EMPLOYEES' ASSOCIATION	GPOTU
B.V. DIAMOND WORKERS UNION	
ELECTRICITY GENERATING AUTHORITY OF THAILAND LABOUR UNION	EGAT-LU

NORTH AFRICA/MIDDLE EAST**EGYPT (C)**

PUBLIC SYNDICATE OF PUBLIC UTILITIES	GTUPUW
GENERAL TRADE UNION OF CHEMICAL WORKERS	GTUCW
GENERAL TRADE UNION OF PETROLEUM WORKERS	GTUPW

ISRAEL (A)

GENERAL FEDERATION OF LABOUR IN ISRAEL- HISTADRUT	HISTADRUT
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IRAQ GENERAL UNION OF ELECTRICITY WORKERS AND TECHNICIAN	GUEWT	10/05/2007
JORDAN (B) GENERAL UNION OF PETROL AND CHEMICAL WORKERS IN JORDAN THE GENERAL TRADE UNION OF WORKERS IN MINING AND METAL INDUSTRIES	GTUWMMI	1/05/2005
LEBANON SYNDICAT DES OUVRIERS DES DISTRIBUTEURS DU GAZOIL DU BENZENE ET DE L'ESSENCE AU LIBAN- SODGBEL		26/08/2003
MAURITANIA FEDERATION DES MINES ET DE LA SIDERURGIE	FMS	5/05/2006
MOROCCO (C) L'UNION MAROCAINE DU TRAVAIL	UMT	
PALESTINE (C) GENERAL UNION OF PETROLEUM, MINING CHEMICALS AND SIMILAR SUBSTANCES WORKERS IN PALESTINE GENERAL UNION OF PETROCHEMICAL WORKERS IN PALESTINE	GUPMCWP PGFTU	
<u>SOUTH & CENTRAL AFRICA</u>		
BENIN SYNDICAT DES TRAVAILLERS DE LA SOCIETE NATIONALE DE COMMERCIALISATION DES PRODUITS PETROLIERS	SYNTRA-SONACOP	
BOTSWANA (B) BOTSWANA MINING WORKERS ' UNION BOTSWANA POWER CORPORATION WORKERS UNION BOTSWANA DIAMOND SORTERS AND VALUATORS' UNION	BMWU BPCWU BDSWU	
CAMEROON (C) FEDERATION NATIONALE DES SYNDICATS DES TRAVAILLEURS DE L'ENERGIE ELECTRIQUE ET DE L'EAU DU CAMEROUN - FENSTEEEC FESO-MICAC	FENSTEEEC FESO-MICAC	
CENTRAL AFRICAN REPUBLIC (C) FEDERATION SYNDICALE DES ARTISANS MINIERES DE CENTRAFRIQUE	FESAMCA	
CHAD (C) FEDERATION SYNDICALE DU COMMERCE ET DE L'INDUSTRIE DU TCHAD	FESCIT	
CONGO (Democratic Republic) (C) ACTION SYNDICALE POUR LE DEVELOPPEMENT/FEDERATION ENERGIE ET MINES FEDERATION NATIONALE DES TRAVAILLEURS DU PETROLE, ENERGIE ET CHIMIE SYNDICAT DES TRAVAILLEURS DES MINES, METALLURGIE ET ENERGIE SYNDICAT DES MINES ET ENERGIE LA FEDERATION NATIONALE DE MINES GARANTIE SOCIALE DES TRAVAILLEURS FORCE NATIONALE DU TRAVAIL MINES ET ENERGIES FEDERATION NATIONALE DES TRAVAILLEURS DES MINES ET DE LA METALLURGIE SYNDICAT GENERAL DES TRAVAILLEURS DE LA MIBA ET FILIALES C.T.P FEDERATION DES MINES-ENERGIES ET CHIMIE NOUVELLE DYNAMIQUE SYNDICALE ORGANISATON DES TRAVAILLEURS DES MINES FEDERATION GENERALE DU TRAVAIL DU KONG - FEDERATION NATIONALE DES MINES ENERGIE ET METALLURGIE	FEM/ACTIONS FNTPEC SYTRAME/CDT SLC/MINES- ENERGIE FENANMINES GST/MINES ET ENERGIE FNTME FNTMM SYGEMI FEMINEC NDS/MEC O.T. MINE FGTK/FNMEM	1/05/2004 1/05/2004 1/05/2004 1/05/2004 1/05/2004 1/05/2004 1/05/2004 1/05/2004 1/05/2004 1/05/2004 1/05/2004 1/05/2004 1/05/2004 1/05/2004 1/05/2004 5/10/2006

SYNDICAT NATIONAL DES TRAVAILLEURS DE LA REGIDESO FEDERATION ENERGIE, MINES ET INDUSTRIES DIVERSES/SOLIDARITE FEDERATION DES TRAVAILLEURS SOLIDAIRES/MINES	SYNATREG FENEMIDI/SOLIDARITE F.T.S./MINES	5/05/2006
DJIBOUTI (C) SYNDICAT DES TRAVAILLERS DE L'ELECTRICITE DE DJIBOUTI SYNDICAT DU PERSONNEL DU BATIMENT ET DES TRAVAUX PUBLICS	STED/UDT SPBTP	
ERITREA (C) MINING CHEMICAL AND GENERAL WORKERS FEDERATION	MCGWF	
ETHIOPIA (C) NATIONAL INDUSTRIAL FEDERATION OF ENERGY, CHEMICAL, PETROLEUM AND MINE TRADE UNION	NIFECPTUE	
GHANA (C) GENERAL TRANSPORT, PETROLEUM AND CHEMICAL WORKERS' UNION OF TUC GHANA MINEWORKERS UNION PUBLIC UTILITIES WORKERS' UNION OF GHANA INDUSTRIAL AND COMMERCIAL WORKERS UNION	GTPCWU GMWU PUWU ICU	
IVORY COAST (C) SYNDICAT NATIONAL DES TRAVAILLEURS DES ENTREPRISES PETROLIERES DE CÔTE D'IVOIRE SYNDICAT NATIONAL DES AGENTS DU SECTEUR DE L'ELECTRICITE DE DU GAZ DE CÔTE D'IVOIRE FEDERATION IVOIRIENNE DES SYNDICATS DES MINES-METAUX- CARRIERES ET CONNEXES	SYNTEPCI SYNASEG FISMECA	
KENYA KENYA QUARRY & MINE WORKERS' UNION	KWMWU	1/05/2004
GUINEA (C) SYNDICAT NATIONAL DES MINES ET CARRIERES	SYNAMIC-ONSLG	
MALAWI (C) ESCOM WORKERS UNION - EWU	EWU	
MALI (C) SYNDICAT NATIONAL CONSTRUCTIONS CIVILES DES MINES ET DE L'ENERGIE	SYNACOME	10/05/2006
MAURITANIA (C) FEDERATION DES MINES ET DE LA SIDERURGIE	FMS	10/05/2006
MAURITIUS (C) CHEMICAL MANUFACTURING AND CONNECTED TRADES EMPLOYEES UNION ARTISANS AND GENERAL WORKERS UNION	CMCTEU AGWU	
MOZAMBIQUE (C) SINDICATO NACIONAL DOS TRABALHADORES DA INDUSTRIA METALURGICA METALOMECANICA E ENERGIA SINDICATO NACIONAL DOS TRABALHADORES DA INDUSTRIA QUIMICA, BORRACHA, PAPEL e GRAFICA	SINTIME SINTIQUIGRA	
NAMIBIA (C) MINEWORKERS' UNION OF NAMIBIA	MUN	
NIGERIA (C) NATIONAL UNION OF PETROLEUM & NATURAL GAS WORKERS NATIONAL UNION OF ELECTRICITY AND GAS WORKERS PRECISION, ELECTRICAL & RELATED EQUIPMENT SENIOR STAFF ASSOCIATION	NUPENG PERESSA	

PETROLEUM & NATURAL GAS SENIOR STAFF ASSOCIATION OF NIGERIA	PENGASSAN	
SENEGAL (C)		
SYNDICAT DES INDUSTRIES EXTRACTIVES ET MINIERES	SIEPM-CNTS	
SIERRA LEONE (C)		
UNITED MINeworkERS UNION OF SIERRE LEONE	UMU	
SOUTH AFRICA (B)		
CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED WORKERS UNION	CEPPWAWU	
NATIONAL UNION OF METALWORKERS OF SOUTH AFRICA	NUMSA	
NATIONAL UNION OF MINeworkERS	NUM	
SOUTH AFRICAN CHEMICAL WORKERS ' UNION	SACWU	
SWAZILAND (C)		
SWAZILAND ELECTRICITY SUPPLY, MAINTENANCE AND ALLIED WORKERS UNION	SESMAWU	
TANZANIA (C)		
CONSERVATION HOTELS DOMESTIC & ALLIED WORKERS UNION	CHODAWU	
TANZANIA MINES AND CONSTRUCTION WORKERS UNION	TAMICO	
TANZANIA UNION OF INDUSTRIAL & COMMERCIAL WORKERS	TUICO	
UGANDA (C)		
UGANDA ELECTRICITY & ALLIED WORKERS UNION	UEAWU	
UGANDA MINES, METAL & ALLIED WORKERS UNION	UMMAWU	
ZAMBIA (C)		
MINeworkERS' UNION OF ZAMBIA	MUZ	
NATIONAL ENERGY SECTOR AND ALLIED WORKERS UNIONS	NESAWU	
NATIONAL UNION OF COMMERCIAL AND INDUSTRY WORKERS	NUCIW	
ZIMBABWE (C)		
ASSOCIATED MINeworkERS OF ZIMBABWE	AMWZ	
ZIMBABWE ELECTRICITY AND ENERGY WORKERS UNION	ZEEWU	
ZIMBABWE CHEMICALS, PLASTICS & ALLIED WORKERS UNION	ZCPAWU	5/10/2006

LATIN AMERICA & THE CARIBBEAN

ARGENTINA (B)		
FEDERACION ARGENTINA SINDICAL DEL PETROLEO Y GAS PRIVADOS	FASPYGP	8/10/2003
FEDERACION DE ENTIDADES SINDICALES DE TRABAJADORES DE LA INDUSTRIA DEL PAPEL, CARTON, CELULOSA AGLOMERADO Y ARTEFACTOS DE PAPEL DEL MERCOSUR	FESPAM	5/10/2006
SINDICATO UNICO DE TRABAJADORES DEL NEUMATICO ARGENTINO		
FEDERACION DE OBREROS Y EMPLEADOS DE LA INDUSTRIA DEL PAPEL, CARTON y QUIMICOS		
FEDERACION SINDICATOS UNIDOS PETROLERUS E HIDROCARBURIFEROS	SUPeH	10/05/2007
FEDERACIÓN DE TRABAJADORES DE LA ENERGÍA DE LA REPÚBLICA ARGENTINA	FeTERA	
BRAZIL (B)		
SINDICATO DOS TRABALHADORES NAS INDUSTRIAS QUIMICAS, PETROQUIMICAS, FARMACEUTICAS, TINTAS E VERNIZES, PLASTICOS, RESINAS SINTETICAS, EXPLOSIVOS E SIMILARES DO ABDC, MAUA, RIBEIRAO PIRES E RIO GRANDE DA SERRA	FUB	
FRENTE UNICA DA BORRACHA		
SINDICATO DOS TRABALHADORES NAS INDUSTRIAS PLATICAS, QUIMICAS, FARMACEUTICAS E ABRASIVAS DE SOROCABA E REGIAO	TIPQFA	5/10/2006
SINDICATO DOS TRABALHADORES NAS INDUSTRIAS QUIMICAS E FARMACEUTICAS DE BAURU E REGIAO	SINDQUIMBRU	5/10/2006
CONFEDERAÇÃO NACIONAL DOS TRABALHADORES NO SETOR MINEIRO	CNTSM	

SINDICATO DOS TRABALHADORES NAS INDUSTRIAS QUIMICAS E FARMACEUTICA DO ESTADO DO PARANA		5/10/2006
FED. DOS TRAB. NA INDUSTRIAS DO ESTABO DE SANTA CATERINA	FETIESC	
SINDICATO DOS ELECTRICITÁRIOS DE SÃO PAULO		
SINDICATO DOS TRABALHADORES NAS INDUSTRIAS QUIMICAS, FARMACEUTICAS E DE FERTILIZANTES DE CUBATAO, SANTOS, SAO VINCENTE, GUARUJA, PRAIA GRANDE, BERTIOGA, MONGAUA E ITANHAEM	STIQFF	5/10/2006
SECRETARIA NACIONAL DOS SETORES QUIMICOS DA FORCA SINDICAL	SNQ-FORCA QUIMICA	
CONFEDERAÇÃO NACIONAL DOS RAMOS QUIMICOS	CNQ/CUT	
SINDICATO DOS TRABALHADORES NAS INDUSTRIAS QUIMICAS, FARMACEUTICAS E DE MATERIAL PLASTICO DE SUZANO		5/10/2006
SINDICATO DOS TRABALHADORES NAS INDUSTRIAS DE INSTRUMENTOS MUSICAIS E BRINQUEDOS DO ESTADO DE SAO PAULO	STIMBESP	5/10/2006
ASSOCIAÇÃO NACIONAL DOS TRABALHADORES NAS INDÚSTRIAS DE PAPEL, PAPELÃO, CELULOSE E CORTICA, ARTEFACTOS DE PAPEL, PAPELÃO, AREAS DE REFLORESTAMENTO E AFINS DO BRASIL	ANTPB	
SINDICATO DOS TRABALHADORES DAS INDUSTRIAS QUIMICAS, FARMACEUTICAS, ABRASIVOS, MATERIAL PLASTICO, TINTAS E VERNIZES DE GUARULHOS E MALPORA	SINDIQUIMICOS	5/10/2006
FEDERACAO DOS TRABALHADORES NAS INDUSTRIAS QUIMICAS E FARMACEUTICAS DO ESTADO DE SAO PAULO	FEQUIMFAR	
FEDERACAO NACIONAL DOS URBANITÁRIO	FNU/CUT	10/05/2007
CHILE (C)		
FEDERACION NACIONAL DE SINDICATOS DE TRABAJADORES DEL PETROLEO Y AFINES DE CHILE	FENATRAPECH	
FEDERACION NACIONAL DE SINDICATOS DE TRABAJADORES DE ESTACIONES DE SERVICIO, SERVICENTROS LUBRICENTROS, BOMBAS BENCINERAS Y AFINES DE CHILE	FENASITECH	
FEDERACIÓN NACIONAL DE TRABAJADORES DE OBRAS SANITARIAS	FENATRAOS	
CONFEDERACION NACIONAL DE SINDICATOS DE TRABAJADORES DE LA INDUSTRIA DEL PLASTICO Y RAMOS CONEXOS DE CHILE	CONATRAP	
FEDERACIÓN NACIONAL DE TRABAJADORES DE C.P.M.C.S.A. y SUBSIDIARIAS	FNSP	
CONFEDERACION DE SINDICATOS Y FEDERACIONES DE TRABAJADORES DE LA MINERIA RAMOS SIMILARES Y CONEXOS EX		
FEDERACION INDUSTRIAL MINERA R.S.U.		
COLOMBIA (C)		
SINDICATO NACIONAL DE LOS TRABAJADORES DE LA INDUSTRIA DEL CARBON	SINTRACARBON	
SINDICATO DE TRABAJADORES DE LA ELECTRICIDAD DE COLOMBIA	SINTRAELECOL	
SINDICATO NACIONAL DE TRABAJADORES DE LA INDUSTRIA QUIMICA, FARMACEUTICA Y PETROQUIMICA DE COLOMBIA		
FEDERACIÓN NACIONAL DE TÉCNICOS ELECTRICISTAS Y AFINES DE COLOMBIA	FENALTEC	
SINDICATO NACIONAL DE TRABAJADORES DE CARTÓN DE COLOMBIA	SINTRACARCOL	
SINDICATO DE TRABAJADORES DE LA INDUSTRIA DEL VIDRIO Y AFINES DE COLOMBIA	SINTRAVIDRICOL	
SINDICATO DE LA INDUSTRIA QUIMICA DE COLOMBIA SINTRAQUIM		
COSTA RICA (C)		
SINDICATO DE TRABAJADORES PETROLEROS QUIMICOS Y AFINES	SITRAPEQUIA	
DOMINICAN REPUBLIC		
FEDERACION UNITARIA DE TRABAJADORES DE LAS MINAS, LA METALURGIA, LA QUIMICA, LA ENERGIA, LAS INDUSTRIAS DIVERSAS Y AFINES	FUTRAMETAL	10/05/2007
MEXICO (C)		
SINDICATO DE TRABAJADORES DE LA INDUSTRIA QUIMICA, PETROQUIMICA, CARBONQUIMICA, SIMILARES Y CONEXOS	STIQyP	
SINDICATO NACIONAL REVOLUCIONARIO DE TRABAJADORES DE LA CIA. HULERA EUZKADI SA	SNRTE	
SINDICATO NACIONAL DE TRABAJADORES DEL INSTITUTO MEXICANO DEL PETROLEO	SNTIMP	

NICARAGUA (C)

FEDERACION DE SINDICATOS DE TRABAJADORES MINEROS Y SIMILARES

SINTRAMIN - FESIMINI

NETHERLANDS ANTILLES (C)

PETROLEUM WORKERS FEDERATION OF CURACAO

PWFC

PARAGUAY (C)SINDICATO DE TRABAJADORES DE FARMACEUTICA PARAGUAYA
SINDICATO DE TRABAJADORES DE LA ADMINISTRACION NACIONAL DE ELECTRICIDAD

SITRAFAPASA

SITRANDE

PERU (C)**SINDICATO DE TRABAJADORES DE OWEN ILLINOIS-PERU SA****SITRA "OISA"****5/05/2006**

FEDERACION NACIONAL DE TRABAJADORES MINEROS, METALURGICOS Y SIDERURGICOS DEL PERU

FNTMMSP

FEDERACION NACIONAL UNITARIA DE LOS TRABAJADORES PETROLEROS ENERGETICOS Y CONEXOS DEL PERU**FENUPETROL****1/10/2006**

FEDERACIÓN NACIONAL DE TRABAJADORES PAPEROS, QUÍMICOS Y SIMILARES DEL PERÚ

FENATPAQUISP

FEDERACION NACIONAL DE TRABAJADORES DE ELECTRICIDAD DEL PERU

FENTREP

SANTA LUCIA (B)

NATIONAL WORKERS UNION

NWU

TRINIDAD AND TOBAGO (B)

OILFIELDS WORKERS' TRADE UNION

OWTU

URUGUAY (C)

CENTRO UNION OBREROS PAPELEROS Y CELULOSA

CUOPYC

VENEZUELA (C)

SINDICATO NACIONAL DE TRABAJADORES DE LAS EMPRESAS FABRICANTES RENOVADORES Y DISTRIBUIDORAS DE CAUCHOS, SUS SIMILARES Y CONEXOS DE VENEZUELA

B) Suspensions**ASIA & PACIFIC****FIJI**

MINE WORKERS UNION OF FIJI

MWUF

2006

INDIA

INDIAN NATIONAL ELECTRICITY WORKERS FEDERATION

INEWF

2006

PAKISTAN

PAKISTAN LABOUR FEDERATION

PLF

2006

9. List of ICEM Presidium & Executive Committee Representation

ICEM PRESIDIUUM & EXECUTIVE COMMITTEE REPRESENTATION 2003 - 2007

(last updated on 14/05/2007)

President

Senzeni Zokwana

General Secretary

Manfred Warda

WESTERN EUROPE

Vice Presidents

Ben Roodhuizen, FNV Bondgenoten, Netherlands / Paul Lootens, CG, Belgium (rotation)
Alberto Morselli, FILCEM-CGIL, Italy
Hubertus Schmoldt, IGBCE, Germany
Phil McNulty, T&G, UK

Executive Committee seats

Titular

Germany Edeltraud Glanzer (IGBCE)
Germany Ulrich Freese (IGBCE)
Spain Isidor Boix (Fiteqa-CC.OO)
2004 & 2005
Montserrat de la Torre (FIA-UGT)
2006 & 2007
France Marc Blanc (FCE-CFDT)
Italy Sergio Gigli (FEMCA-CISL)
Turkey Mustafa Kumlu (TES-IS)
United Kingdom Mick Rix (GMB)

Substitute

Austria Walter Zwierschütz (GdC)
Switzerland Roland Conus (UNIA)
Spain Francisco Orta (FIA-UGT)
2004 & 2005
Isidor Boix (Fiteqa-CC.OO)
2006 & 2007
France Jean-Pierre Damm (FO)
Italy Romano Bellissima (UILCEM)
Turkey Huseyin Kayabasi (MADEN-IS)
Greece (GFE-PPC)

Women's seats

Titular

Netherlands

Austria

Substitute

Spain Isabel Garcia (FIA-UGT) 2004 & 2005
Ramona Para (Fiteqa CC.OO)
2006 & 2007
Italy Cristina Attila (FEMCA-CISL)
United Kingdom Harriet Eisner (Amicus – MSF)
rotation

NORDIC COUNTRIES

Vice-Presidents

Anders Ferbe, IF Metall, Sweden
Liv Undheim, NKIF, Norway

Executive Committee seats

Titular

Denmark Per Sorensen (3F)
Latvia Rita Pfeifere (LIWU)
Sweden Erland Lindkvist (Industrifacket)
Finland Markku Palokangas (Toimihenkilöunioni)

Substitute

Denmark
Lithuania Feliks Butkevicius (LCIWU)
Sweden Lars Carlsson (SIF)
Finland Martti Alakoski (Sähköliitto)

Women's seat*Titular*

Denmark Tove Moller Pedersen (3F)

Substitute

Denmark (3F)

CENTRAL EUROPE**Vice-President**

Juraj Blahak, OZ Chemia, Slovak Republic

Executive Committee seats*Titular*Hungary
Slovenia Tomaz Kumer (KNG)*Substitute*Serbia Miroslav Velickovic (EPS)
Poland Andrej Konecki (Solidarity)**Women's seat***Titular*

Romania Elena Petrovici (PETROM)

Substitute

Hungary Vera Nagy (BMWU)

EASTERN EUROPE**Vice-President**

Ivan Mokhnachuk, ROSUGLEPROF, Russia

Evgenia Esenina, ROGWU, Russia

Executive Committee seats*Titular*

Russia Lev Mironov (ROGWU)

Ukraine Valeriy Matov (ATOM)

*Substitute*Russia Valery Vakhrushkin
(Electroprovsoyuz)
Russia Alexander Sitnov (RCWU)
Azerbaijan /Moldova - rotation
Jahangir Aliyev (Oil and Gas)/Nicolas Stratila
(FSCRE)**Women's seat***Titular*

Uzbekistan Mavjuda Khalilova (UFECGGW)

Substitute

Moldova Raissa Isaykul (FSCRE)

NORTH AMERICA**Vice-Presidents**

Dave Coles, CEP, Canada

Ken Neumann, USW, Canada

Executive Committee seats

(Titular and substitute: same country)

*Titular*USA Terrence O'Sullivan (LIUNA)
USA Jim Hickenbotham (IBB)
USA Garry Beevers (USW)
Canada
USA Daniel Kane (UMWA)*Substitute*to be determined
USA George Rogers (IBB)
to be determined
to be determined
to be determined

Women's seat

Titular

Canada Carol Fraser (CEP)

Substitute

Canada Leeann Anderson (PACE-USW)
Canada Gisele Pageau (CEP)

ASIA-PACIFIC

Vice-Presidents

Kiyoshi Ochiai, UI Zensen, Japan
CHUANG chueh-an, TPWU, Taiwan
Binda Pandey, NICIWU, Nepal

Executive Committee seats

Titular

India B. K. DAS (INMF)
Malaysia
Australia
Japan Tsuneo Nakajima (Denryoku Soren)
Japan Yonezo Yamashita (JEC Rengo)

Substitute

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

Women's Seat

Titular

Rotation – India/Singapore/Korea/Australia

Substitute

Japan Hitomi INAGAKI (UI Zensen)

NORTH AFRICA/MIDDLE EAST

Executive Committee seats

Titular

Morocco Mansour Abdeslam (UMT)

Substitute

to be determined

SOUTH AND CENTRAL AFRICA

Vice-President

Welile Noling, CEPPWAWU, South Africa

Executive Committee seats

Titular

South Africa Frans Baleni (NUM)
South Africa Bosole Chidi (CEPPWAWU)
Ghana Prince William Ankras (GMWU)
D.R. Congo /Ivory Coast - rotation
Victorine Kalondji Bombelenga (FENAMICO)
2004 & 2006
Yao K. François (SYNASEG) - 2005 & 2007

Substitute

Uganda Vincent Ojiambo (UMMAWU)
Nigeria Peter Akpatason (NUPENG)
Botswana /Zimbabwe – rotation
Emmanuel Tseleng (BPCWU) – 2004 & 2006
Edmond T. Ruzive (AMWZ) – 2005 & 2007

Women's seat

Titular

Ghana Vida Brewu (GMWU)

Substitute

Botswana Cecilia Gwamba (BPCWU)

LATIN AMERICA AND CARIBBEAN

Vice-President

Sergio Novais CNQ-CUT (Brazil)

Executive Committee seats

Titular

Trinidad & Tobago Errol Mc Leod (OWTU)

Substitute

Costa Rica William Obando Obando
(SITRAPEQUIA)

Colombia Jaime Deluquez (SINTRACARBON) to be determined

Women's seat

Titular

Chile

Erica Hidalgo (FENATRAPECH) to be determined

Substitute

to be determined

CHAIRS OF ICEM INDUSTRY SECTIONS

(Also members of the Executive Committee)

Chemical & Bio-Science Section:	Tomas Nieber, IGBCE, Germany
Mining/DGOJP Section:	Chair – Senzeni Zokwana, NUM, South Africa Vice-Chair – V R Jaganathan, INDOWF, India
Energy Section:	Lars Myhre, NOPEF, Norway
Environmental Services Section:	No permanent Chair
Materials Section:	Newton Jones, IBB, USA
Pulp & Paper Section:	Jouko Ahonen, Paperiliitto, Finland
Rubber Section:	Leo Gerard, USW, USA & Canada
Service & Miscellaneous Section:	No permanent Chair

AUDITORS

Rudi Nurnberger, Textil GMT Austria
Yoshio Sato, Denryoku Soren, Japan
Jurgen Benk, IGBCE, Germany
Svend Erik Jensen, 3F, Denmark

10. In Memoriam

In Memoriam

Bill Andersen, National Distribution Union, New Zealand

George Becker, United Steel Workers, USA

Muzi Buthelezi, Chemical, Energy, Paper, Printing and Allied Workers' Union (CEPPWAWU), South Africa

Robert Cole, Ghana Mine Workers Union, Ghana

John Christensen, United Automobile Workers, USA

Lajos Fõcze, Chemical, Energy, paper and General Workers' Union (VDSZ), Hungary

Zaim Hysa, Trade Union Federation of Industrial Workers, Albania

Gordon Isi, NUPENG, Nigeria

Piyachet Kaewklad, Paper and Printing Federation of Thailand (PPFT), Thailand

Bernard Kleiman, United Steel Workers, USA

Jan Ake Olsson, Svenska Metall, Sweden

Muhammad Sharif, Pakistan National Federation of Trade Unions (PNFTU), Pakistan

Talip Topçu, LASTİK-İŞ, Turkey

Kim Tae-hwan, Chemical Workers Union (FKTU), Korea

Nelson Ujeya, PENGASSAN, Nigeria

Süleyman Üstün, PETROL-İŞ, Turkey

Joof van Keulen, FNV Bondgenoten, The Netherlands

Johan Stekelenburg, FNV Bondgenoten, The Netherlands

Walter Weigl, GMTN, Austria

Karl Hauenschild, IGBCE, Germany

11. List of ICEM Staff

Senzeni Zokwana, President

Manfred Warda, General Secretary

Dick Blin	<i>Information and Publication Officer</i>
Opal Brown	<i>Travel and Administrative Assistant</i>
Carol Bruce	<i>Women's Officer</i>
Jim Catterson	<i>Director of Organization for Regional Coordination, General Affiliates and Union Affairs and Energy Officer</i>
Anne De Boeck	<i>Personal Assistant to General Secretary, Conference, IT & Administrative Coordinator</i>
Yamina De Laet	<i>Diamond, Gems, Ornament & Jewellery Production Officer</i>
Joe Drexler	<i>Director of Organisation for Industry Coordination and Corporate Affairs and Mining Officer</i>
Dalila Elbarhmi	<i>Receptionist and Administrative Assistant and Office Caretaker</i>
Claudio Giuliani	<i>Director of Finance and Administration</i>
Nadine Jacobs	<i>Finance and HR Assistant</i>
Phee Jung-sun	<i>Materials Officer</i>
Eugene Kuprin	<i>Pulp and Paper Officer</i>
Thierry Lenoir	<i>Publications and IT Assistant</i>
Noriko Miyazaki	<i>Japanese Liaison Officer / Translation and Interpretation Coordinator</i>
Kemal Ozkan	<i>Chemical Process and Rubber Industries Officer</i>
Jeannette van Dongen	<i>Projects Officer</i>
Fons Vannieuwenhuyse	<i>Campaign and Research Assistant and Website Coordinator</i>

Regional Contacts:

Africa – Yamina De Laet

Asia Pacific – Phee Jung-sun

Eastern Europe – Eugene Kuprin

Latin America and the Caribbean – Carol Bruce

Middle East North Africa – Jim Catterson

North America – Joe Drexler

Western, Nordic and Central Europe – Fons Vannieuwenhuyse