

# Action Plan

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# 1. Introduction

Since the ICEM's 4th World Congress in Bangkok in 2007, the global economy plunged into the deepest crisis since the Great Depression in the 1920s-30s. It hit all ICEM affiliates around the world and inflicted enormous damage on union members, and working people in general. The economic devastation on workers who lost their jobs, workers who made great sacrifices to retain jobs, and hundreds of millions more that now see social safety systems crumble because of the crisis bears out who the victims are. Banks and financial traders caused the crisis because of direct failure of neo-liberal policies of decades past and banks and markets got vast infusions of money to prevent total collapse of a system underpinned by principles of deregulation, privatisation, cuts in social protects, and labour flexibility.

Thus, neglecting to address the social dimension of globalisation, the world's leaders and world's financial institutions allowed a growing set of inequalities develop between nations, as well as within countries. This contributed to an erosion of workers' rights even before the effects of the crisis were felt. But compounding this was the excessiveness of neo-liberal practices including runaway gambling by banks, hedge funds, and other financial institutions, which multiplied the pressure placed on workers and eventually had catastrophic implications on workers and their families.

Precipitated by the greed of unrestrained financial instruments throughout the world, the global economic and social crisis exacerbated the effects of a food and energy crisis, which already had dramatically affected living conditions and dropped millions more into poverty in major parts of the world.

As a consequence, there was rising social unrest in many parts of the world which culminated in the movement for democracy, political rights, and the struggle against rising poverty and unemployment. This movement is based in the extreme inequality, political nepotism, and corruption, and is seen most prominently in the countries of the Middle East and North Africa.

There now exists an opportunity to achieve a stable and sustainable global economic system linked directly to social justice for a more balanced global society. Social justice demands that today's wealth imbalance shrink so more people will benefit. A big share of achieving social justice comes in shaping the challenges of sustainability together with stewardship of the earth's environment. Planet warming and sustainability are challenges that ICEM and its affiliates take seriously. To cite just one example, the Deepwater Horizon disaster in the Gulf of Mexico, the ICEM believes an underlying cause to be lack of solid regulation that ensures life for workers and the environment.

The ICEM believes sustainability is also work done to help meet the global challenge of the HIV/AIDS pandemic. The ICEM and its affiliates are keenly positioned in mines and industrial worksites to test and educate on the disease. Another area of ICEM concern is the great number of job-related deaths and injuries each year. There are some 2.3 million work-related fatalities each year and another 160 million people suffering and dying from workplace diseases. While we were shocked by terrible natural disasters that caused tremendous human suffering in countries including Haiti, Pakistan, Australia, New Zealand and Japan, the tragic outage caused by the earthquake/tsunami at the Fukushima Daiichi nuclear power plant accident has accelerated a rethinking of global energy consumption.

These occurrences are happening at a time when most unions in industrialised countries have lost members while unions in developing countries and emerging markets most often are still weak and need capacity building. ICEM project work meets this need and the challenge is to develop structures and policies that will attract a large number of unorganised workers into the union. ICEM

recognises that discrimination of women in the economy still persists and there is still insufficient participation of women in trade unions. ICEM work strives to overturn this.

Corporate wealth has gained global power through acquisitions, consolidations, and market dominance in ICEM sectors specifically. Mining has seen vast wealth from mineral prices fall into the hands of just a few consolidated multinationals and the oil industry is the same, with multinational contractors dominating certain kinds of work and enriching their stockholders. This holds true in rubber, pulp and paper, and the processed industry sectors as well. The antipathy of many multinationals toward trade union dialogue, unfortunately, tarnishes basic CSR standards that these firms should strive to meet. Just as the world's workers and organised trade unions stepped in to help alleviate the financial crisis, so must the multinationals recognise the role global trade unions do play to create just and sustainable workplaces and industries.

While affiliates responded in different ways to the effects of the economic crisis, using opportunities of social dialogue, promoting national social pacts, other affiliates mobilised heavily for job protection, social security safeguards, and against attacks by governments seeking cruel austerity cuts. The ICEM consistently assisted with exchange of information and organising cross-border solidarity and campaigning. Multiple instances of assistance were directed to assist affiliates who represent workers of the same multinational.

With global corporate power growing disproportionate, the dominance of only a few companies in many ICEM sectors, there is a need to implement a globally consistent policy of recognition and respect to workers' rights and to the trade unions that protect them. The ICEM has succeeded in developing workers' networks that see management involvement in some of them, in which the airing of hard issues and true meaning of social dialogue occurs. Exploitation along the supply chain, by subcontracting and other means is still widespread and resistance to union organisation is sometimes official corporate policy.

CSR policies that might have some value in countries with progressive labour laws and a tradition of social dialogue are often applied in other parts of the world to avoid real trade unions. This is harmful and smacks of yellow unionism and must be met with defensive resources to convince local managers and corporate managers that good faith and constructive relationships are far better for a healthy, thriving enterprise than strife and conflict.

The ICEM effectively utilises Global Framework Agreements as a tool to improve social responsibility. Whereas GFAs have helped to improve the relationship with some companies, the ICEM must use tools such as the OECD Guidelines, the UN Global Compact, and ILO instruments such as the Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy. Just as all tools are important in conflicts, the major one in challenging global corporate power is to constantly build global trade union capacity. Free and strong trade unions with united workers can balance the enormous power that corporations have gained.

In an impressive Global Sustainability Conference held in Toronto in June 2010, ICEM-IMF-ITGLWF gave voice to the demands necessary to tackle the jobs crisis, to rebuild the economy, and to ensure that there is fundamental change in the future. The conference also sent a strong message to world political leaders meeting as part of the G8 and G20 on what needs to be done on climate change. Having established a position that reflects the views and concerns of workers in regard to the needs of global sustainability, ICEM is directly involved in the debate for a fair, ambitious, and binding global climate change agreement while specifically insisting that the social and employment dimensions of necessary change must not be ignored.

Cooperating on these issues with the Council of Global Unions, the ITUC and TUAC, action on the global crisis and sustainability have been intensely coordinated with IMF and ITGLWF. Joint work with the IMF and ITGLWF was also done on organising, union building, trade union rights, solidarity campaigns, Global Framework Agreements, and precarious work. The ICEM has also intensified its global campaigns on Contract and Agency Labour and HIV/AIDS, as well as work on Women/Gender issues and Safety and Health. It is well worth noting that project work delivers greatly to ICEM's general policy and work and this has been extended to more than twice the scale it had at the beginning of the congress period. We are grateful to donor organisations in the Nordic countries, the Netherlands, Spain, Germany, USA, Canada, and the ILO, and affiliates in these and many other countries who give us much needed support.

While the impact and success of ICEM initiatives and action will be reported to congress in a separate document, the solid base and spirit of solidarity that exists among affiliates means a readiness to engage in joint actions and wide involvement in global campaigns. With the establishment of workers' networks within sectors and across sectors, joint actions at the same multinational company are essential to bring respect and recognition.

The ICEM is fortunate to have a committed and hard working staff in Geneva, Brussels, and Johannesburg. We are also served very well by hard working project coordinators who are leading our agenda and carrying it in the work they do.

The integration of the former World Federation of Industrial Workers (FWIW) strengthened the ICEM and particularly in West Africa and Latin America created immense new opportunities for our solidarity work.

Finally, cooperation with IMF and with ITGLWF has been strengthened and it has become more systematic which makes a difference. Together with IMF and ITGLWF, we developed a number of joint initiatives and campaigns and their affiliates contributed immensely to campaigns and other activities in solidarity with the needs of our affiliates. Cooperation also guaranteed a wider public impact on specific ICEM concerns and made sure we stood together when developments afforded a clear and joint response.

Women and men together made the ICEM a dynamic and progressive Global Union Federation. But much still has to be done. Women and men together in a new Global Union combining our forces with those of IMF and ITGLWF will make an even bigger difference.

Congress Resolves:

- To build more union power through organising and trade union building
- To defend and advance workers' and trade union rights and organise a global union response to attacks by governments and companies
- To seek social dialogue with global companies and employers association where possible and respond to companies that oppose and attack trade unions by building global solidarity and joint campaigning
- To mobilise for a different globalisation model, regulation and better governance of the global economy
- To intensify work for global sustainability, an adequate response to climate change and a just transition
- To work for the improvement of occupational health and safety in all countries
- To fight gender discrimination and promote more participation and representation of women in union structures
- To strengthen sectoral work, networking and the work in the various regions

- To further develop project work as a tool to enhance our general political objectives
- To strengthen our internal structures of work and secure a sound financial base
- To advance and strengthen the cooperation within the Council of Global Unions
- To finalize the process of building a new Global Union together with the IMF and the ITGLWF

## 2. Organising

While in most industrialised countries the number of trade union members is declining mainly due to restructurings, relocation of production, and capital flight, in a number of countries employers are using loopholes in labour law to trample the legitimate right to join a union and bargain collectively. At the same time union membership in many developing countries is low or stagnating because unions are still weak and face fierce opposition by management.

Throughout the world, governments actively suppress trade union organizing through various ways, including promoting precarious employment relationships. But at the same time, there is a need of unions to develop more efficient organizing tools and adopt policies that better suit recruitment of women and young workers.

In various ways the ICEM has mobilised solidarity and support to unions that are victims of union-busting by companies. The denial of workers to join a union of their choice because of inadequate law or wrongful government action is common and the ICEM must use all tools available, including the complaint process of the ILO, international financial institutions (IFI), and the OECD Guidelines on Multinational Companies. By promoting global company networks, cross-border solidarity is very possible and effectual. Discussion and planning of such activities has been key elements of ICEM section conferences and regional meetings.

Organizing and bargaining rights have also been made the major issue when Global Framework Agreements are negotiated. A major objective of ICEM project work has been to build union capacity in order to increase membership and bargaining strength.

Organising the Unorganised is of Highest Priority.

We must:

- Encourage affiliates to intensify efforts to recruit new members
- Give highest priority in support of national organizing drives and joint campaigns to overcome opposition by companies and/or governments
- Mobilise support for affiliates fighting for better labour laws and against the denial of trade union recognition
- Continue to make use of the complaint systems of the ILO, the IFIs, and the OECD and call upon these organisations to become more active in the enforcement of standards
- Fight precarious employment and especially the denial of union rights to precarious and short-term contract workers
- Develop special concepts for targeting Export Process Zones
- To assist affiliates in overcoming organizing cultures that are an obstacle to recruitment of women and young workers to a union
- Insist strongly on the commitment of trade union recognition and collective bargaining when entering into a Global Framework Agreement with a company, and to encourage affiliates to use GFAs as an organizing tool

### 3. Trade Union and Workers' Rights

Violations of fundamental trade union and workers' rights as defined by ILO Conventions 87 and 98 on freedom of association and collective bargaining, Conventions 29 and 105 on forced labour, Conventions 100 and 111 on discrimination, Conventions 138 and 182 on child labour, and the 1998 ILO Declaration of Fundamental Principles and Rights at Work are widespread, as reported annually in the ILO Survey on Violations of Trade Union and Workers' Rights.

All over the world ICEM affiliates are in a struggle to fight egregious abuse of these fundamental rights.

Examples include:

- Attacks by the government and companies in Mexico against our affiliate Los Mineros and other initiatives to establish democratic and progressive unions
- Similar attacks by the government of Belarus to suppress independent union structures
- Legislation inherited from the era of Saddam Hussein that in Iraq that still excludes 90% of workers from legally joining a union
- Interference by governments into union affairs in Zimbabwe, Zambia, and other countries in Africa
- Increased use of Contract and Agency Labour in Korea, Thailand, and in other countries in Asia and around the world to exclude workers from being members of unions
- Robbing workers of the right to collective bargaining in the USA, Turkey, Australia, New Zealand, and other countries
- Attempts of governments even in European countries like Romania, Hungary, and Albania to weaken trade union and collective bargaining rights
- Child labour in mining in Colombia and other countries in Latin America, Africa, and Asia.
- Open or hidden discrimination of women at work by company management world-wide
- Harassment, threats, and discrimination of workers who want to join a union or claim other of their fundamental rights

In many different ways, the ICEM has been engaged in solidarity of affiliates in their struggle to defend workers' fundamental rights. Examples of that are the global campaigns in support of Mexico's Los Mineros and of affiliates in Iraq. Continuing solidarity has also been organised on behalf of the people in Palestine and Burma, and on behalf of workers and unions in Colombia where hundreds of union activists have been killed and many others receive death threats. In numerous cases, ICEM has mobilised support from among other affiliates of the ICEM, directly intervened with governments and company management and denounced and publicised cases to create global awareness.

The ICEM will continue:

- To campaign as part of the international trade union movement for making binding universal workers' rights a key element of a new model of globalisation
- To make sure that the supervisory system of the ILO, OECD and IFIs and the enforcement of their standards are strengthened
- Mobilise assistance to all affiliates under attack by governments or companies, including vigorous global campaigns where appropriate
- Specifically continue the global campaigns and solidarity action for labour rights in Mexico, Iraq, Turkey, Thailand, Korea, Colombia, and the USA.



- Stand by the people of the Middle East and North Africa, in Burma and other countries world-wide in their struggle for democracy, freedom and social justice, and continue to offer special solidarity to the people of Palestine
- Support a joint campaign of the Global Unions for the eradication of child labour world-wide

## 4. Global Framework Agreements/Corporate Campaigns

Seeking Global Framework Agreements with multinational companies has been a policy of the ICEM for more than a decade. The experience during this congress period has shown that companies still need to make more efforts so that local managers have the appropriate understanding and respect for the commitments made in a GFA. Specifically, in many cases, their attitude towards trade union recognition has created conflicts.

Similarly, there are good examples of how GFAs have proven to be a valuable tool for workers around the world. And more often now, corporate office management has either directly or jointly with ICEM intervened with local management when there were violations of the commitments of the agreement.

Successful initiatives have been taken to clarify the language and strengthen especially the commitment for trade union recognition. Language covering contract workers has also been submitted and in some cases accepted. Some of the companies agreed with ICEM to establish global networks of unions, representing workers in the different countries where they operate.

Two new Global Framework Agreements were reached during the congress period, while discussions with a number of other companies are ongoing.

While this policy of social dialogue has met the acceptance of some companies, there are many others who have rejected such good faith by displaying contempt and disrespect for workers' and trade union rights either on the global level, or in individual countries.

The two campaigns against Brazilian miner Vale and Grupo Mexico are two examples of a wide global response by ICEM and its affiliates, together with the IMF, to such company attitudes. There have been many other cases where ICEM intervened in different ways in solidarity with affiliates and their members who were under attack by employers.

The ICEM will continue:

- To confirm the principles on Global Framework Agreements and Corporate Campaigns as had been decided by the 4th World Congress of the ICEM in Bangkok
- To continue and further intensify work on Global Framework Agreements
- To keep the relevant affiliates as far as possible involved in the conclusion and implementation and consultation of Global Framework Agreement before the signing
- To ensure that a strong commitment on trade union recognition is implemented in a way that affiliates can use it as an organizing tool
- To seek agreement with companies to organise joint labour-management training on the content of the agreements, and to establish mechanisms of regular dialogue at global and/or regional level
- To continue the global campaigns against Vale and Grupo Mexico until the companies show a change of policy globally and wherever they operate
- To continue to mobilise strong solidarity within ICEM whenever an affiliated union is under attack by a company
- To resort to any possible direct intervention by the ICEM in such cases

## 5. The Global Economy

Since the outbreak of the global crisis, the economy in a major portion of emerging markets, as well as of a few industrialised countries, has generally improved. But recovery most often is still fragile and remains uneven across the world. And signs of recovery must be tempered because of continued high unemployment in many countries and pay and working terms that have been depressed.

In OECD countries, unemployment is still 50% higher than in 2008. And as a result of a shift from fiscal stimulus to austerity and deficit reduction policies, workers indeed are feeling the harmful effects of job losses and considerable cuts in social protection systems.

All lessons that global political leaders seemed to have learned when the crisis broke out are forgotten. There has been failure to regulate the financial markets and a trend towards the policies that led to the disastrous crisis in the first place.

While social protection and labour markets are weakened, profits are again booming and bonuses for bankers and top company officials are back to record levels again. Financial markets have regained the power to implement policies that are against the public interest, with this most dramatically demonstrated in the cases of Greece and Portugal.

Even though it has been recognised the countries that best overcame the crisis were the ones with the strongest social systems and social partnership in place, that lesson is now even ignored by governments in Europe. And in the USA, right-wing politicians are using deficit reduction as an overt means to strip workers of their trade union and bargaining rights.

In different ways, the ICEM has mobilised solidarity for affiliates that are struggling to defend social standards and workers rights. We will remain vigilant against any attempt to make workers victims of a crisis that has not been their fault in the first place.

Even more, we need to make sure together with all in the international trade union movement that the disaster which hit workers world-wide will never repeat itself and the excesses of unregulated globalisation are tackled.

Congress confirms the Declaration of the ICEM-IMF-ITGLWF Sustainability Conference in Toronto, Canada, June 19, 2010, and calls on world political leaders to:

- Ensure that global financial markets are regulated
- Ban the creation or use of financial instruments with no verifiable real-world value
- Introduce an international financial transaction tax system
- Respect fundamental workers' and trade union rights as set out in the ILO Core Labour Standards

## 6. Sustainability/Climate Change

The global environment is being degraded in myriad ways, and in particular uncontrolled climate change will have disastrous consequences for society and the global economy as well as species and spaces if not met by effective action. Trade union occupational health activists were the first environmentalists. ICEM understands the link between jobs and the environment. The world has an obligation to protect the environment while increasing decent work.

Environmental imperatives are coming, and climate change is happening. Sustainability insists that we not look at environmental and resource depletion problems in isolation, but in their economic and social context. Trade unions must particularly focus on the social dimension of sustainability. Economic development, a fair distribution of wealth, social welfare, equity, peace and human rights are all part of a complete framework of sustainability. The costs and benefits of protecting the environment must be shared fairly. Climate change legislation must ensure a level playing field to prevent "carbon leakage." Our present jobs can and must be made more sustainable, new, decent work in a greener economy must also be created. If we do not engage in the debate and try to influence the decisions, both the environment and our members will suffer.

The ICEM has long been involved in environmental and sustainability discussions. Whether the topic is pollution (narrowly defined) or sustainability in the broadest sense, the ICEM has researched and produced policy and engaged decision-makers. One area in which the ICEM has been particularly effective is in our work on climate change. The ICEM tracks climate negotiations because of their profound implications for all workers, but especially industrial workers in energy producing and energy intensive industries.

We must continue to work to:

- Support a fair, ambitious, and legally-binding global climate treaty
- Insist that decision-makers consider the social implications on decisions regarding climate change. Existing jobs must be made more sustainable, and new, "green jobs" can be created and they must provide decent work. This implies a need for national industrial strategies
- Support affiliates in their fight for strong social programs to underpin specific and strong "Just Transition" provisions for the protection of workers, their families, and their communities in cases where environmental changes result in dislocations of the workforce
- Remind the world that fundamental structural changes in financial regulation and the global economy are needed. The recent financial crisis demonstrated that the same kind of short-sighted thinking that has jeopardized the environment equally jeopardizes economic stability
- Make sure that all trade and investment deals must be scrutinized for their impact on sustainability
- Work towards building a sustainable future that creates decent work and realizes the United Nations development goals
- Ensure that employers' claims of corporate social responsibility are independently verifiable and made to be credible
- Urge governments and employers to strongly support research, development, implementation and transfer of advanced environmental technologies and best practises (e.g., carbon capture and sequestration, green chemistry, non-wood fibre use, eco-friendly silviculture, energy efficient materials, sustainable transport systems)

## 7. Contract and Agency Labour (CAL)

Contract work, agency work, irregular work, outsourcing, atypical jobs, temporary work, labour brokering, service contract workers, bogus self-employment, individual contracts ... all are terms that, slowly but surely, have become a reality and a problem for many, if not most, workers around the world, affecting all sectors and all types of jobs. Workers everywhere – in many cases women, young workers or migrants – have seen their jobs outsourced to subcontracting companies that commonly employ workers at inferior conditions. In other cases, direct and permanent jobs were terminated, with work being taken over by often the same workers, but now sent in by agencies or on short-term contracts. Or employment relationships are simply changed into commercial relationships. Whatever the way this is done, in the end, more and more risks are being transferred from employers to workers.

In almost all countries of the world two categories of employees are being created this way: core workers, whose numbers are dwindling, on the one hand, and contract or agency workers, or workers in other precarious jobs, on the other, with the latter usually getting the inferior deal. Inside and outside ICEM affiliates, numerous problems are experienced by these CAL workers, ranging from employment insecurity and inferior salaries over pension, maternity, holiday and working time problems to major health and safety difficulties, as well as brutal or abusive treatment.

Another direct result of the increasing precariousness of employment has been that trade union membership levels are decreasing. Due to the insecure nature of their employment, CAL workers are often afraid of joining or forming a trade union. Precarious work is, as such, often deliberately used as a way to deter union organisation. This creates a downward spiral, as, without trade union protection, conditions deteriorate for all workers, including those directly and permanently employed.

Since CAL became a campaigning issue for the ICEM, dozens and dozens of national and international meetings, seminars and workshops have been organised, as well as campaigns, action days and much more to discuss CAL problems and to find solutions. The ICEM also prepared and published, in various languages, a lot of research material on CAL. Through this campaign and project work, many ICEM affiliates have managed to organise quite a few new members. The ICEM's work furthermore assisted in improving the working conditions for many CAL workers, as well as in making numerous CAL workers permanent workers, both through collective bargaining and through changes in the law.

Campaigning against precarious work has not only been done at the ICEM level, but also, together with the IMF, the ITGLWF and all other GUFs, TUAC and the ITUC, at level of the Council of Global Unions. The exchange of best practice examples has been an essential element in all of this.

We commit to:

- The struggle against contract and temporary agency labour and other forms of precarious work that must continue. Not only are trade unions losing a lot of members because of CAL, they also are the most important organisations to stand up for CAL workers
- The ICEM's CAL campaign that must be continued to fight globally against contract and agency labour and any further degeneration of good employment relationships. In doing that, it will support trade unions in their efforts to protect permanent and direct employment. At the same time, the campaign will promote better working conditions, including job security, for contract and agency workers

- The ICEM continuing to work on better national and international legislation on CAL and other forms of precarious work, on the recruitment of CAL workers into regular trade union structures and on making sure that CAL workers' interest are defended in collective bargaining agreements
- The ICEM continuing to target the International Monetary Fund, the World Bank, the OECD and others to change their policy and stop them from recommending even more flexible labour markets
- The ICEM working together with the IMF and the ITGLWF, to continue its work as a leading organisation on CAL and other forms of precarious work under the auspices of the Council of Global Unions

## 8. Health and Safety

Globally, 2.3 million workers die as a result of their work every year, according to the ILO. The ICEM considers this number, shocking as it is, to be underestimated by at least a factor of ten. Many millions more are injured or made ill due to occupational disease.

ICEM affiliates work in some of the most dangerous and toxic workplaces on the planet. High-profile tragedies such as explosions and fires at oil facilities, out-of-control nuclear power plants, and cave-ins at mines attract only short-lived media attention and in any case represent only a tiny part of this systemic problem. The continuing toll of deaths, injuries and illnesses is quite simply unacceptable to the ICEM - and should be unacceptable to any thinking person.

As a health and safety issue apart, the ICEM believes that the HIV/AIDS pandemic is a trade union issue, not only because of the terrible impact it is having on workers and their families, but because in some parts of the world and in some industries, the workplace is both a key point of distribution of the virus and a key opportunity to carry out education and prevention activities.

ICEM has led the way in bringing occupational health and safety into Global Framework Agreements. ICEM has an ongoing campaign for the ratification of ILO Convention 176 on mine safety and a long-standing project on HIV/AIDS. The ICEM engages other international organizations, and assists affiliates on the complete range of occupational health and safety issues.

ICEM must demand:

- that nations respect the ILO Core Labour Conventions, particularly those protecting freedom of association, the right to organize unions, and the right to collective bargaining, recalling that unions make work safer and the first and most important workplace health and safety program is a strong union
- That the fundamental rights of workers with respect to occupational health and safety includes:
  - (i) The right to know about the hazards of work, receive training in how to do the job safely, etc.
  - (ii) The right to refuse - and to shut down - unsafe work
  - (iii) The right to participate in the formulation and implementation of workplace health and safety policies, programs, and procedures; best achieved through a Joint Health and Safety Committee (JHSC) that plays a central and obligatory role in the employer's internal responsibility system
- That employers must concentrate their efforts on making work safer. This means process safety management, identification and use of best available technologies, industrial hygiene, ergonomics, occupational disease recognition and investigation, and a precautionary approach to chemical, biological, physical and other hazards
- That employers must not be allowed to use tools whose principal purpose is to blame victims or suppress the reporting of accidents and artificially improve statistics (to gain improved workers' compensation experience ratings, premia reductions and rebates, and public relations points). This includes behaviour-based safety programs, workplace drug and alcohol testing (particularly post-incident), safety incentives that encourage under-reporting of accidents, fights against the recognition of workplaces diseases, etc.

The ICEM will:

- Respond to the specific health and safety concerns of its affiliates, whether in oil facilities, nuclear power plants, coal mines, or any other workplace

- Continue its work with affiliates, other international organizations and donors, to provide workplace responses to the HIV/AIDS pandemic, particularly in Africa
- As the pre-eminent global union for miners, continue its campaign for the ratification of ILO Convention 176 on Safety and Health in Mines, and the adoption of its associated Recommendation 183



## 9. Women

ICEM women operate against the background of systemic inequality which still persists, even in developed countries, as reflected, for example, in the discussions going on in many countries now about the necessity of quotas for women on company boards. The economic crisis at first seemed to affect men more than women, but the austerity measures taken by many countries in the meantime have a definite gender bias against women. Instead, policies that help women combine work and family life will contribute to families' economic resilience, boost economic growth and raise tax revenues. Nevertheless as concluded at the recent Women's World Conference under the slogan Dreams and Conquests, women have achieved a lot. But there is still a long way to go for real equality between women and men, and ICEM women have a positive contribution to make to it.

The 2007 Congress reaffirmed the policy to strengthen gender perspectives in all areas of ICEM work. In 2009 the ICEM Executive discussed to what extent the Congress resolution has been implemented. Certain areas have room for improvement, and vigilance must still be continued.

The 2007 Congress also adopted a resolution on women in Africa. The SSARO women's committee, together with the other structures and with the support of the men, has been particularly successful over the last Congress period, especially in drafting a charter for working women in Africa and monitoring the achievements against the charter. The provisions of the resolution on women in Africa are still valid and efforts should not be spared to continue working on these issues, but the SSARO region can be proud of what it has achieved.

Women are entitled to effective representation, not just in name only. Women who will drive the gender agenda need to be elected. And the women who are elected need to be enabled and equipped to participate in ICEM activities. The existing women's committees in the regions need to be strengthened and created, where they do not exist. The women expect their concerns to be taken seriously by the elected representatives on the Presidium and the Executive.

Certain themes are recurrent again and again in the women's committee. Violence and self-esteem, with their inherent link, are two of those. More focus has to be put on these issues if women are going to participate appropriately. The example of DRC is striking as one case of extreme violation of women's rights. The women's committee proposes to work on violence in these and other cases where it is possible to find solutions together with other partners.

One other recurring theme is women's leadership. The recent women's conference considered evidence that more and more women are working in ICEM's industries and are members of ICEM's unions. Nevertheless this presence is not reflected at international level. In order for ICEM to remain relevant, more efforts have to be made to ensure fair representation of women in ICEM's activities. Women's participation in ICEM's work on contract and agency labour, multinationals and other campaigns has to go up. ICEM needs to continue its work on HIV/AIDS and the informal economy, where women are generally present more than men. This work will include a campaign on wider use of the female condom. We call upon leadership of our affiliates to ensure that more women are involved in all of these campaigns.

Things are moving, but they are moving slowly. Women have understood that ultimately it is a question of power – women continue marching on and will not let up their struggle.

The ICEM must continue:

- To reaffirm its commitment to gender equality
- To continue and expand the good work done by ICEM's women's section
- To provide for stronger women's committees in the regions
- To campaign against violence against women
- To improve gathering of data to better record and reflect women's participation
- To raise women's participation in ICEM's industrial structures and decision-making bodies to a level commensurate with women's membership in ICEM
- To provide for women's training for collective bargaining and leadership
- To support women's networking over continents
- To monitor progress and results

## 10. Sectors

Structures to address issues specific to individual industrial or service sectors are a fundamental role of a multi-sectorial Global Union Federation. Since its founding congress in 1995, the ICEM has done that by organizing regular world sector conferences. These are forums to discuss developments and specific challenges in the sector and to agree on action plans in order to follow up on regular exchange of information, mutual assistance, joint organizing and corporate campaigning, and work on Global Framework Agreements.

Sectors are supported by industry officers in the Secretariat who help to coordinate activities and joint initiatives and with their specific experience and competences organize the representation of sector issues vis-à-vis employers, international organisations like the ILO, OECD, UNEP, WTO, the international financial institutions, and sector-based standard-setting bodies.

By ratifying the sector work plan, the ICEM Executive Committee commits to mobilize overall support in campaigning for the development of initiatives on major sectorial needs and issues. Networking among unions within a sector simultaneously provides a strong and consistent base for mobilizing support on issues that in general are identified as high priority for the ICEM, such as gender, sustainability, and Contract and Agency Labour.

This and the reports that follow on experience, impact, and future plans of action for work in the individual sectors bear witness to the relevance of sector work. In short, sectorial work needs to be continued and strengthened. And while coordination of action along issues of common interest of affiliates in more than one sector has already been practiced in the ICEM, the new Global Union Federation would offer considerable additional synergies for joint action along supply and value chains.

### ***Energy Industries Sector***

The Energy Industries are a key and central industrial jurisdiction of the ICEM and considerable synergies will result from the creation of the new global union with the IMF and ITGLWF. Workers mining coal and uranium provide raw materials for electric power generation and the oil and gas produced in the section is an essential feedstock for the chemical and pharmaceutical industries, as well as the synthetic fibres production of the textile industry. The majority of ICEM process industries are “energy intensive” industries and energy policies and prices are paramount to their production costs. Most forms of metal fabrication are “energy intensive” in operation and basic metal production and smelting is particularly so and this will ensure that energy policy of the integrated global union structure needs to be firmly grounded in cooperation and planning, involving the user as well as the production industries.

The new global structure will create numerous opportunities for increased work with new operations of the oil and gas industry increasingly developing in deepwater offshore and the construction of new drilling rigs and Floating Production Storage and Offloading (FPSO) units requiring shipbuilding skills and massive quantities of metal. Likewise in electric power, the construction of new conventional power stations and nuclear stations by particular specialist companies, largely organised by metalworker trade unions, will create new areas of cooperation. This has already begun with joint talks with AREVA over a possible Global Framework Agreement. The new structure will also be better placed to focus on organising in new renewable energy technologies.

Sustainable development that ensures a “Just Transition” will be a major focus and energy policy determination will be a key part of policy formulation. Carbon Storage and Capture remains an elusive but an essential component of such policy. Safety and environmental concerns regarding future oil and gas production as well as exploitation of “unconventional” resources will continue to be a related priority as will new, renewable technologies. Nuclear safety will be a global focus given the recent accident in Fukushima, Japan, and the new structure will need to ensure that it gives considerable support to all efforts to strengthen trade unions in the industries and continue to promote changing and balanced national energy policies.

The ICEM World Conference of the Energy Industry Section was held in Stavanger, Norway, September 6-8, 2010. Resolutions passed included safety in the industry and the Deepwater Horizon disaster, Nigeria and Iraq. A detailed Plan of Action was also debated and developed. We have continued to cooperate, where possible, with the International Transport Workers’ Federation (ITF) under the auspices of the ICEM-ITF Oil and Gas Workers Alliance. This has continued to work very well with Solidarity Centre supporting work in Iraq to the great benefit of our respective affiliates. There have been further developments regarding Global Framework Agreements, regional networks, and in the Middle East/North Africa Region.

Issues for future action will be:

- Sustainability and Just Transition
- Promotion of democratic energy policies including solidarity between unions of exporting and importing --countries of energy and industrial cooperation between energy producers and consumers
- Continued work on Global Framework Agreements
- Continued support to the ICEM-INWUN Network of nuclear workers and an increased focus on industrial networks at regional and sub-regional levels
- Mounting effective campaigns in support of affiliated trade unions faced with attacks by governments and employers, particularly in Iraq, Colombia, Mexico, and Nigeria. Giving support to union organising drives in the sector

## ***Chemical Industry Sector***

ICEM has a strong tradition of sector work in the chemical industries, which has created opportunities to all affiliated trade unions to be actively involved in building solidarity and global industrial relations via various instruments. The ICEM World Conference for the Chemical Industries, which took place in Istanbul, Turkey, on 27-28 October 2010, set up priorities and ways forward for the upcoming period.

ICEM Chemical sector work gives priority to carrying strong and mature labour relations practices to the global scale. Within this framework, the sector considers global industrial relations as a general framework to engage in constructive relations between ICEM and affiliated unions and employers’ organizations and multinational companies. A major tenet in this relationship is ensuring respect for freedom of association and the right of collective bargaining in the industry and within companies concerned.

Developing global social dialogue with global employers’ organisations and companies will continue to be a priority in ICEM’s action plan for chemicals in the upcoming period. The first-ever

meeting with the International Chemical Employers' Labor Relations' Committee (LRC), which was held on 26 May 2011, is going to be a base for the future work.

Global social dialogue will be reflected in work at ILO platforms and meetings. ICEM will cooperate with LRC at the upcoming Tripartite Meeting on Promoting Social Dialogue on Restructuring and its Effects on Employment in the Chemical and Pharmaceutical Industries, which will take place on 24-28 October 2011 in Geneva. The same effort will be put forth for the ILO Global Dialogue Forum on initiatives to promote decent and productive work in the chemical industry which is scheduled in the period of 2012-13.

Along with this, the ICEM Chemical Industries will also try to promote dialogue with individual employers by using different opportunities. The regional social dialogue efforts with BASF is one example, and the Global Safety Platform with Rhodia is another excellent model.

Engaging toward more Global Framework Agreements with special attention to facilitate organising activities through provisions such as neutrality and plant-site access will remain a priority in the chemicals sector. With the current Global Framework Agreements with Rhodia, Evonik, and Umicore, active involvement of affiliated trade unions in monitoring processes has been reinforced. Special issues such as Contract and Agency Labour, precarious work, temporary employment, etc., as well as health, safety, and environmental standards within global agreements will be strengthened.

Developing networks at company and sectoral level on global, regional, and national scales by targeting leading and emerging multinationals will be an important area of work. The priority will be given to improve current network activities with more effective administration through active involvement of affiliated trade unions, particularly the communications tools of social media.

Activities of current sectoral and sub-sectoral networks, namely Global Pharmaceutical Industry Unions' Network, Asia Pacific Pharmaceutical Unions' Network, Central and Eastern European Chemical and Pharmaceutical Unions Network, and Middle East/North Africa Petrochemical Unions Network will be empowered. Likewise, company networks at global, regional and national levels, namely Akzo Nobel, Unilever (together with IUF), Dupont, ExxonMobil, Novartis, BASF, Akzo Nobel, Solvay, Bayer, Novartis, Sanofi Aventis, Lanxess, Dupont, Dow Chemicals in Latin America; BASF and Linde in Asia Pacific Regional Networks will strongly be supported. With a view to enriching quality of work of these networks, more resources will be sought.

In this connection, ICEM chemical sector work will deepen close cooperation with the European Mine, Chemical and Energy Workers' Federation (EMCEF) within the context of industrial policy, European Works Councils and Employee Forums, European Social Dialogue, and regarding collective bargaining;

The ICEM chemical sector work will increase its efforts to maximise use of relations with outside organisations, such as the ILO, other UN agencies like UNEP, and the OECD, etc., as well as standard setting and monitoring agencies, forums, multi-stakeholder groupings, and non-governmental organisations;

Establishing close links with cross-sectoral activities such as Sustainable Development, Precarious Employment, Health and Safety, Gender Issues, and Campaigns and Communications, which will be another important area for the chemical sector to address particular problems.

Determining industry and company-wide best standards for health and safety will be an important area for the ICEM chemical sector, with special attention on reinforcing union participation at plant

and company level. Newly emerging nanotechnology shall be addressed, and cooperation with ILO on this will be undertaken. Involvement by ICEM and its affiliates in the industrial policy initiatives affecting industry's regulations at global scale, such as SAICM, Responsible Care, GHS, REACH, and ILO tools will be encouraged.

ICEM Chemical Industries Section will show a special attention to women workers as well as young workers for creation of special opportunities for them to work in labour markets through important tools such as training.

## ***Mining/DGJOP Sector***

The ICEM Mining Sector is a strategic focal point to develop global trade union power and contribute to the sustainable development of resource rich countries concentrated throughout the Global South. The commodity boom, largely fuelled by the growth of China and India, has created unprecedented demand for coal, mineral resources and precious stones. Mining trade unions are strategically placed in many developing countries to impact greatly the development of the overall trade union movement and civil society. This is clearly seen in countries such as Zambia, Ghana, Peru, Mexico, and Mongolia.

Most of the worldwide mining industry is in private hands, and major multinational mining companies rival oil companies in profits. South Africa, Australia, Canada, and USA have significant mining industries which are expanding at home and abroad. Although once dominated by Western mining companies, large multinational enterprises from Brazil, Russia, India, and China have become global players.

Mining in many developing countries is the major source of foreign direct investment and exports. Far too little of the profits are shared with workers and communities. Environmental and human rights abuses associated with mining remain common. Bribery and corruption in some key mining countries are used to gain access to raw materials. Chinese mining companies are particularly noteworthy for lack of transparency and abusive labour, environmental, and human rights practices.

Preventable fatal disasters in the mining industry, especially in coal mines, continue throughout the world. Opposition to strong mining trade unions remains a principal cause of mining accidents.

The ICEM Mining Sector has been at the forefront of campaigns and attempts to organize global trade union power. Establishing closer links among trade unions with common employers and direct relationships between well resourced mining unions and developing unions has been a key focus of ICEM work. Grupo Mexico, Vale, Rio Tinto, BHP, and Xstrata have been the targets of ICEM campaigns. Promoting ratification of ILO Convention 176, the Health and Safety in Mines Convention, has been central to ICEM's work. ICEM has been involved in the Initiative for Responsible Mining Assurance to: (1) open lines of communication with mining companies at a global level and foster deeper relationships with key NGOs; and (2) bring about sustainable mining practices through higher standards and third party verification. ICEM has made significant efforts to overcome trade union divisions, which diminish union power with mining employers in some countries, and has promoted wide ranging debate and discussion on sustainable mining development and transparency. ICEM has fostered two seminars on radiation exposure in Africa.

There is future need to:

- Organize strong global networks among the largest multinational mining companies to support recruitment and contract campaigns
- Promote the development of a pilot study on a strategically chosen mining company to expose unacceptable practices and misreporting, and signal a new proactive approach by ICEM to hold mining companies accountable
- Establish a regular working group on mining with the IMF which has several mining affiliates
- Support mining trade unions in efforts to increase government transparency and direct trade union participation in negotiating mining company access to raw materials
- Seek opportunities between ICEM mining affiliates and major non-governmental organisations to develop a common agenda on sustainable development in mining
- Continue commitment to participation in the Initiative for Responsible Mining Assurance (IRMA)
- Work to strengthen relationships with ITF affiliates through the Mining and Maritime initiative
- Renew commitment to the Campaign on ILO 176 Ratification; challenge the ILO to more aggressively support ratification and ensure compliance with ILO 176 of countries where ratified; and demand that major multinational companies make a public commitment to ILO 176 ratification in countries where they operate
- Seek to form a Coal Mining Advisory Committee in which global health, safety and environmental issues of particular relevance to coal miners can be addressed in more detail
- Work affirmatively with affiliates to overcome divisions and fragmentation among mining unions in key mining countries
- Assist donor organizations and well-resourced mining affiliates in understanding the critical role played by mining trade unions to overall development of trade unions and civil society in the Global South and encourage increased funding and development of coordinated programs to support nascent mining unions
- Continue the work on radiation safety training in mines in Africa and promote closer relationships between uranium mining unions and affiliates which participate in INWUN
- Strengthen current global campaigns against Grupo Mexico and Vale and thereby signal the entire industry that the ICEM has the ability to challenge corporate power and win
- Make recommendations on how ICEM can address issues confronting workers in the DJGOP sector

## ***Pulp and Paper Sector***

The argument for strong sector work in any global union federation might be found in the ICEM development of the Pulp and Paper Sector, which began in earnest when a work group was nominated at a pre-meeting of the ICEM Congress in Bangkok in 2007. That work group has a strong chairman, it meets yearly, and it also coordinates in between those meetings as different situations arise regarding collective bargaining, safety and health, or, unfortunately, redundancies and plant closings. Behind the regionally balanced work group, some 350 pulp and paper trade union leaders on both national and local levels stand as activists and are prepared to deliver instant solidarity or protest via the internet. This has regularly worked inside this ICEM sector and has been a consistent thread through the work plan of 2007.

The work plan of the ICEM's Pulp and Paper Sector includes four concise points: Collective Bargaining, Aid and Assistance to unions of the Global North experiencing contraction, Global Framework Agreements, and a Latin American paper project within the Mercosur countries that has meant specific challenges. But within each of those points is general latitude to bring any number of different circumstances to the attention of the sector. The ICEM has brought awareness and action to a number of collective bargaining challenges in the pulp, paper, and packaging sector including in Finland, Spain, Sweden, France, the Netherlands, UK, US, and Canada. It has engaged with Latin American/Caribbean Region affiliates, as well as with Turkish affiliates and those in Asia-Pacific to build power and to win respect opposite companies.

It has conveyed through communication the tough but strategic choices made by North American affiliates in bankruptcy bargaining with the world's biggest producer of newsprint, AbitibiBowater, to maintain jobs and it has assisted an Asia-Pacific affiliate in organising a majority for enterprise bargaining at an Australian company seeking to retain a past government's individual work agreements. Sector activities include support and solidarity to European affiliates undergoing hard bargaining or redundancy consultations to letter-writing to certification agencies or companies themselves on proper social conduct in Latin America.

Regarding Global Framework Agreements (GFA), the ICEM Pulp and Paper Sector stands as example in how to make them "living, breathing" social dialogue forums in order that they not stagnate and "lie on a shelf," as the saying goes. Bringing life and activity to different issues or situations inside any part of a signatory company's global operations has been a priority in this ICEM sector work plan. It has meant being in the middle of a relatively hidden but harsh labour dispute inside a part of a paper mill of Norske Skog in New Zealand. The company caused a situation where there were no winners and the integrity of the GFA had to be defended. If there was any gain, it was the solidarity built between ICEM and host Norwegian union Fellesforbundet in recognising that language inside the GFA had to be protected, thus a joint stand had to be taken. In the other Pulp and Paper Sector GFA, SCA, constant probes are used to pry open opportunities to use the language of the GFA. This has occurred with the Swedish company's joint venture operations in Turkey and Latin America, and it is currently happening in Mexico where ICEM is investigating the plant-level unions in different states in an industrial sector of Mexico that does have a national union.

Another aspect of GFAs that is important is developing an active trade union network inside each one. This is essential in order to do regular queries into different operations of a signatory company and also to maintain a constant flow of information, both labour-related and business, about the company, usually from the secretariat outward but also creating a forum of comments and shared information. This is best undertaken when affiliated unions allow direct access to shop-floor union leaders inside a particular company. There are hurdles, namely buy-in from unions that are not affiliated, as well as information and access to workplace leaders in non-union environments, but regardless, fulfilment of the duty inherent in a "living, breathing" GFA cannot be done without establishing a trade union network.

A new work plan for the ICEM and beyond that includes sector work must encompass many of the same elements included in 2007's Pulp and Paper Sector work plan. It must be short and concise, yet allow the flexibility of staff to quickly and effectively respond and create solidarity actions through a rapid response internet network. In this sector, the work group may have to be reconfigured from time to time to create the very best activism, but the formula that includes constant interchange and constant action must be preserved.



The ICEM will continue:

- To support a Work Group in the Pulp and Paper Sector to coordinate activities
- To lend aid and assistance to pulp and paper trade unions under threat by consolidation, restructurings, and adverse collective bargaining stands by employers
- To work to unite the pulp and paper unions in Latin America
- To monitor the commitments made in Global Framework Agreements and to use GFAs as both an organising tool and one to improve social conditions everywhere

## ***Rubber Industry Sector***

The Rubber Industry has seen sharp change and restructurings for many years. Multinational companies, which dominate the sector, have shifted production to low-cost, low-wage places by closing factories in mature markets. This trend was re-triggered during the global economic crisis because the automobile industry was badly affected. In this context, some regions, particularly Asia driven by China and India, have gained important ground in the sector.

ICEM work in the rubber sector has been longstanding, with a special work culture developed. The ICEM World Conference for the Rubber Industries was held in Nashville, USA, on 12-13 May 2009, and a series of actions were developed for the four-year period.

Since deteriorating trade union rights and union organising is a reality in rubber, ICEM will organize active global actions and solidarity efforts to defend and promote basic trade union rights. Campaigning against violations by employers and/or governments will be one such tool. Effective solidarity will be done to support, assist, and defend workers and their unions who face closures, shutdowns, and mass dismissals.

Improving current networking activities at company level (Goodyear and Bridgestone Global Union Networks, Pirelli Latin America, and Goodyear Asia Pacific Regional Network), and on the regional level (Asia Pacific Rubber Unions' Network, Central European Rubber Unions' Network, Latin American Rubber Unions' Front FUTINAL), will be an important working area with a view to effective administration in order to reach objectives. Providing and exchanging timely information at collective bargaining processes in various countries will be important objective for communication among the sector unions.

Creating new rubber workers' networks by targeting leading and emerging multinationals in tire and non-tire segments will be prioritized. Special attention will be given on efforts for inter-sectoral networking drives, particularly between auto and auto-supplier industries, as well as between auto-maker networks and tire company networks. The new Global Union with the IMF and ITGLWF will offer immense opportunities for that.

Campaigning for sector-wide standards inside employment relationships that demand decent work instead of precarious work will be another objective. ICEM will encourage its affiliated unions to extend collective agreements to cover decent work for all with a view to securing equal treatment and rights, achieve equal pay, and the same terms and conditions of work.

Engaging toward more Global Framework Agreements with special attention to facilitate organising activities through provisions such as neutrality and plant-site access will remain a priority in the rubber sector. With the current Global Framework Agreement with Freudenberg, active involvement of affiliated trade unions in monitoring processes has been reinforced. Special issues

such as Contract and Agency Labour, precarious work, temporary employment, etc., as well as health, safety, and environmental standards within global agreements will be strengthened. Along with Global Framework Agreements, seeking possibilities to engage in meaningful dialogue with multinationals and/or sectoral level employers' organisations will be sought.

## ***Materials Industry Sector***

Networking unions within multinationals and organising workers exploited by Contract and Agency Labour (CAL) have been key agenda issues for the Material Industries sector. Currently, company workers' networks are operated at Imerys, Lafarge, and Holcim. There are regional networks in the North American and Asian cement industries.

New networks agreed to be set up are at Saint Gobain (North America and Asia Pacific) and Corning (Global), with support of CFDT-FCE and USW respectively.

To deal with the issue of CAL in the cement industry in Indonesia, India, Malaysia, and the Philippines, a research report will be produced and used as resource documents for applying pressure campaign on companies for fair treatment and compliance of trade union rights. For the purpose of revising labour legislation to assure protection of non-regular workers, a meeting on social dialogue with employers and governments will be organized in respective countries.

In order to encourage unions to recruit non-regular workers and to include CAL issues on collective bargaining tables, the Materials Section will continue education programs.

To obtain new GFAs with Holcim, Saint Gobain, and Asahi Glass, ICEM will continue dialogue with support from member unions in respective home countries (UNIA Swiss, CFDT-FCE/CGT Verre-Ceramique France, Kakaku Soren Japan).

## 11. Regions

Vibrant and dynamic regional work in the ICEM is the base for an effective response to specific regional challenges and needs through regular communication and the development of joint actions and initiatives of affiliates in the individual regions.

It also ensures that the general political agenda of the ICEM is implemented in the region and regional support is mobilized to follow up on congress decisions.

The forums for such coordination of activities are regular regional conferences and other meetings which also serve the discussion and preparation of project work in the region. Regional solidarity in regard to trade union building and support in conflict situations is offered by strong unions in the regions to those affiliates which are still weak.

It is all assisted by regional contact persons and other staff from the ICEM's head office (and from the regional office in Johannesburg) and by project coordinators who work in the field.

The relevance and impact of ICEM work in the different regions is described below. It needs to be continued and we expect it will be strengthened by the building of the new Global Union Federation which also offers a more direct regional presence by regional offices where appropriate.

### ***Asia Pacific Region***

The Asia Pacific Region has the largest population on earth, with the largest reserve of mineral resources. It is also the region with the highest economic growth rate but lowest union density and highest income disparity. These characteristics are long-standing and affect the entire trade union movement in all industries across the region. With rapid economic recovery in the AP region and projected stable economic growth over forthcoming years, organizing multinationals and Contract and Agency Labour (CAL) workers should continue to be the priority action plan, with campaigns of social dialogue. In India and China, with double digit record rates of GDP growth and industry development, trade unions must work out strategic planning of the organizing drive.

The number of Fortune 500 listed multinationals based in Asia Pacific has been increasing, from 89 in 2005 to 147 in 2011. Among them, 27 are active in the ICEM sectors, chemical (5), electric power (6), oil and gas (9), mine and minerals (5), rubber (2). Only one fourth of them are organized. In Africa, Asia-based multinationals have been purchasing large numbers of mines and plants of natural resources, but non-compliance of Core Labour Standards and ignorance of basic trade union and human rights has caused serious social unrest and increased workers' protest.

The Asia Pacific Region has focused on Promotion of Social Dialogue with multinationals and networking of Unions in multinationals in Oil and Gas, Electric Power, Pharmaceutical, Rubber and Materials sectors, since the World Congress in 2007. Specific focus was on 12 target multinationals in five countries (Thailand, India, Indonesia, Korea, and Vietnam). The most remarkable activity was the Tripartite Social Dialogue Conference in Thailand in 2009, joined by 239 participants including 23 human resource managers of multinationals. An ICEM AP survey found that multinationals use CAL workers for more than half of total employment, with one third to one fourth the rate of wages compared to permanent workers. AP Region will continue its project program to enhance awareness of the urgent need of organizing non-regular workers. The best way is for member unions to encourage and accept non-regular workers into existing unions. An

alternative is to support non-regular workers' unions into the ICEM network. For consolidation of union strength and effective organising drives, the ICEM took initiatives in forming national coordinating councils of affiliates in India, Indonesia, and Thailand.

ICEM shall continue:

- To provide resources for the program of Promotion of Social Dialogue with multinationals and Networking of Unions in multinationals is one priority for the AP Region
- To operate sector networks – Electric Power, Rubber, Oil and Gas and Materials, and corporate networks as part of ICEM global network. Such companies as Goodyear, Bridgestone, Lafarge, Holcim, BASF, Rhodia, Linde, and Novartis are examples. New networks planned are for Saint Gobain, Corning, Owens Corning, Asahi Glass, Bayer, and LG Chemical
- To support organizing campaigns at companies in the Petro-Chemical sector in Indonesia, Malaysia, and India, which have a heavy presence of company-spawned “yellow” unions. There is urgent need to form industrial federations or networks with assistance of ICEM national councils in respective countries. ICEM will provide necessary assistance for unions in Pacific Islands, Mongolia, and Laos, where mining companies are rapidly expanding their investment. CFMEU Australia is committed to support ICEM work in the monitoring of multinationals and organizing trade unions with assistance from member unions of New Zealand
- To take part in the global campaign for restoration of democracy in Burma. Joint action will continue with the ITUC and GUFs and international pressure on multinationals from France, South Korea, Thailand, and Italy
- In accordance with ICEM policy of engagement on China, the AP region will cooperate with the ACFTU in limited areas, such as multinational company organizing, networking, and monitoring. The India Affiliates Council with support of ICEM shall develop this
- To work towards the realization of new Global Framework Agreements with Asia-based companies Asahi Glass, Takeda, and LG Chemical
- To seek resources to hold an annual regional meeting of women representatives and to promote the campaign for fair representation and a living wage and to encourage affiliates to support this work

### ***Sub-Sahara Africa Region (SSARO)***

There is now political stability in some parts of the region but we witness serious problems in Cote d'Ivoire, Zimbabwe, Swaziland, Somali and recently Nigeria. The other worrying development is the situation in North Africa and the Middle East.

The SSARO region though having huge mineral resources is still undeveloped and its citizens are the most poor in the world. The region is the major consumer of imported finished products which has led to the collapse of the manufacturing industry.

We must call on governments to create an environment where investments contribute to economic growth and job creation. Beneficiation of mineral resources must form part of the economic policies of the region.

We must discourage leaders who use military and police repression on their people and critically follow the role of the UN and international community which seeks to influence the African political and economic landscape in the benefit of the West.

Trade unions in the region are characterised by being weak in terms of membership, collection of subscriptions, representation and protection of members, financial sustainability, and worker participation in decision making:

Through our Organisational Development Project we are working with all the participating unions helping them to: Develop Organisational Development Plans and implementing the plans. We are training trainers to help run educational activities for these affiliates. We are helping our affiliates in Tanzania (TAMICO) and in Zimbabwe (ZEWU and ZCPAWU) to consolidate their growth and develop further the participation of their members in union business.

We are arranging meetings with unions in Guinea, Sierra Leone, and Senegal to work out strategies to deal with the proliferation of unions and on how best to build membership that pays subscriptions. Generally, all our projects (HIV and AIDS and CAL) contribute towards union building.

We have organised workshops on FDI to help equip affiliates to deal with these challenges. We organised a workshop on Mining and Petroleum in West Africa to map out the riches of the sub region and what must be done.

We are developing a campaign on ratification of the ILO Convention 176 on mine safety and this campaign is led by Ghana Mine Workers' Union (GMWU).

As uranium mining is becoming of more interest in Africa we are focusing on radiation safety. We will be working more on this as the number of countries to mine uranium is increasing fast. Our second workshop took place in Namibia recently; we thank the Canadians for their support.

The work on the implementation of the AngloGold Ashanti (AGA) GFA is gaining momentum; our first AGA shop stewards council took place in March in Johannesburg.

## ***Western Europe and Nordic Region***

There are no official ICEM regional structures in Western Europe and in the Nordic countries. Affiliates of ICEM in Western Europe, the Nordic countries, and indeed, also Central Europe and Turkey, are part of our sister-organisation, the European Mine, Chemical and Energy Workers Federation (EMCEF) which represents their common interests vis-à-vis the European government (Council of Europe and European Commission), the European Parliament, and with European Employer Associations. EMCEF is also a driving force in the European Social Dialogue, which as part of EU policy is an official institution established in the chemical, extractive, paper, electricity, and gas sectors.

The same applies to the establishment of European Works Councils, which now exist in 450 companies in the EMCEF sectors. Coordinating the action of European Works Councils, developing joint cross-border strategies on collective bargaining, and initiatives on safety & health and the environment are other major tasks of EMCEF. It also organises solidarity in case of conflicts with companies and governments and offers its coordinating role when unions in Europe are confronted by company plans of restructuring, outsourcing, and relocation.

EMCEF has been and is a major part of Europe-wide coordinated mobilisation and action against the present government policies of social cuts and pressure on workers' rights. EMCEF is also

immensely focused on industrial policy and more recently has entered into active cooperation with the European Metalworkers Federation (EMF) and the European the European Textile, Garment, and Leather Workers' Federation (ETUF/TCL) on the future of the European manufacturing industry. As ICEM is on the global level with IMF and ITGLWF, these three European federations are in a process to merge into a joint federation. In the Nordic and Baltic countries Nordic-In is a sub-regional trade union federation that already combines affiliates of the IMF, ITGLWF, and major sectors of the ICEM.

Affiliates in Europe have been a major force in getting understandings with companies over the usefulness of global social dialogue with ICEM's Global Framework Agreements, networks, and regional union networks that involve managers. But they also contribute usefully on global campaigns, be it in a conflict with a company or a government, as part of global organizing, trade union rights, or on other social issues such as HIV/AIDs or the increase in irregular work. Of utmost value to ICEM affiliates in the developing world and emerging economies is what European and Nordic affiliates contribute to our project work. There is direct cooperation with EMCEF in projects in South-Eastern Europe and Turkey. And regularly we coordinate action in support of unions in struggle with companies throughout Europe, many of them Asian, on trade union rights in Turkey, Central or South-Eastern Europe. The importance of joint networking on sector issues and coordination of initiatives on sustainability and climate change is immense and wide-ranging. EMCEF also played its role on global issues, for instance with ongoing negotiations of a free trade agreement between the EU and Colombia.

Cooperation with EMCEF and a future joint federation of EMCEF/EMF/ETUF-TCL affiliates must continue. We must better use our joint potential in support of trade union rights everywhere, but especially in places like Turkey where the right to join a trade union gets trampled or in Central and Eastern Europe where there is a great need for union capacity building. Cooperation on sector networking and establishing regular dialogue between affiliates in Central and Eastern Europe needs to be expanded. And the support of affiliates in Europe and of the European Works Councils remains crucial in making companies that have Global Framework Agreements practice respectful social conduct everywhere they do business.

Turkey has been a priority country on the ICEM's agenda mainly because it is an emerging economic country. Its geographic closeness to many regions like the Balkans, Middle East, North Africa, Caucasus/Central Asia, Black Sea, and Mediterranean gives Turkey great economic advantages. Even though Turkey is a candidate country to the EU with ongoing membership negotiations, trade union freedoms and workers' rights in Turkey barely exist. Current legislation serves as a barrier against union organising drives, even at a time when Turkey has ratified ILO Conventions 87 and 98. Public workers do not have the right to collective bargaining and or to strike.

The ICEM has in place a Turkish Coordinating Committee for harmonising activities with its member organisations. A Dutch project on Organising and Social Dialogue was highly successful and the ICEM has held three sector conferences in Turkey in the past four years.

ICEM will actively campaign for modification of Turkish labour legislation in line with ILO norms and EU criteria together with Turkish affiliates, as well as Global Unions Council, ITUC, and other GUFs. ICEM will also maintain its supportive role for organizing efforts driven by its affiliates in Turkey by mobilizing capacity with international institutions, employers, and public opinion. The ICEM also will press the government of Turkey to ratify ILO Convention 176 on mine safety, recognising that regulation of sub-contractors and training in Turkish mining is lax. As well, considering the large informal economy and nature of precarious work, ICEM's Contract and Agency Labour (CAL) campaign is important in Turkey.

## ***Central Europe Region***

Countries in the region that have already lost many jobs in ICEM sectors due to economic transformation after the collapse of the command-style economy of the past received a second major blow by the global financial and economic crisis. But since then, there has been a good increase of growth in most Central European countries, but recovery of the labour markets is still slow. And further recovery and economic development is endangered now by harsh austerity measures by the governments in the region, which is having a devastating effect on salaries and social benefits. In Romania, Albania, and other countries unions see themselves in need to mobilise and take workers to the streets in defence of trade union and workers' rights.

ICEM has offered solidarity in this struggle to affiliates, together with the European Mine, Chemical, Energy Federation (EMCEF). Since nearly all Central European countries have become members, or have candidate status with the European Union, it is EMCEF that represents their interest vis-à-vis the European institutions and assists them in the process of integration and harmonisation of policies and standards. But as the region becomes more and more part of the global economy, the ICEM together with EMCEF has organised meetings to address specific challenges and to build industry-wide regional networks.

The special support ICEM has mobilised for affiliates in struggle has been effective. ICEM is also well positioned to promote the establishment of cooperation and joint action with affiliates in the wider region, especially in Eastern Europe, Turkey, the Caucasus, and the Middle East. ICEM support for the South Eastern European Energy Network reflects the role of that sub-region as a bridge for energy transfer from those countries to Western Europe. Assistance in exchange of information and coordination of activities on privatisation is another area of ICEM policy in the region.

Mainly due to the effects of economic transformation and company restructuring, but also because of aggressive anti-union action by companies, union density has fallen considerably across the region. And in some countries that has reduced the status and influence of unions considerably. It was sometimes worsened by the trend of union fragmentation and division. There has been encouraging work among ICEM affiliates to overcome this negative trend and the ICEM specifically has contributed to unity and union capacity building by project work together with the IUF and IMF which is well coordinated by the joint project office in Zagreb.

ICEM needs to continue:

- Providing information, organising exchange of information regarding regional economic and social challenges and together with EMCEF give support to networking. Special attention has to remain on the establishment of cooperation with the affiliates in Eastern Europe and Turkey
- Organising solidarity for affiliates that are attacked by global companies
- Strengthening the trend for more unity among unions and make use of the new opportunities offered by the founding of a new Global Union Federation together with the IMF and ITGLWF
- Continuing the work on trade union organisational development in South-East Europe

## ***Eastern Europe, Central Asia and the Caucasus Region***

ICEM has held an active policy in Eastern Europe, Central Asia, and the Caucasus since the early 1990s. At present, ICEM affiliates number 32 trade unions from 11 countries. In general, the entire post-Soviet region is characterized by instability in the political, financial, and social spheres. Revolutions, domestic and international financial crises, high level of unemployment, lack of stable social and legislative framework – all of these factors affect in a negative way the lives of workers and the conditions of their daily work.

ICEM has been active in the region through the support and solidarity of member organizations, the implementation of projects in various fields, mutual exchange of delegations and signing of Global Framework Agreements, thereby making change for the better. One of the positive examples in this direction is a signed and repeatedly extended Global Framework Agreement with the Russian company Lukoil. The company made a commitment to conduct their operations in 42 countries in a socially responsible way. The ICEM is working with other companies in Eastern Europe, Central Asia, and Trans-Caucasus countries to guarantee trade union rights, to improve working conditions, especially safety and health standards. The work ICEM is doing in the Caspian region on social dialogue and organising is one example.

ICEM must continue:

- To take all efforts to strengthen the ICEM affiliates in the region
- To fight against repression and for free and independent trade unions
- To strengthen cooperation with ILO, ITUC, PERC and other international trade union institutions
- To forge ties with IMF and ITGLWF affiliates under a unified global federation of industrial unions
- To continue supporting initiatives of affiliates of the region on gender and youth issues
- To promote networking and joint actions of affiliates on campaigns such as ratification of ILO Convention 176 and other issues
- To strengthen the bonds between affiliates in Eastern Europe and affiliates in Central Europe

## ***Middle East/North Africa Region (MENA)***

Massive change is sweeping across the Middle East and North Africa. It is impossible to say yet how the changes brought about by the “Arab Spring” will end but the wave of popular uprisings that continues at the time of writing, has already ensured that the entire region will never be the same again. Dictatorial regimes in Egypt and Tunisia have fallen, massive opposition is met by government repression in Bahrain, Yemen and Syria and the situation in Libya can only be described as an all-out war. Demonstrations have taken place elsewhere with populations everywhere demanding democracy, jobs, better living standards and an end to widespread corruption.

The region is immensely important in a global context. The majority of the world’s oil supplies come from the region with present resources the cheapest in the world to extract. Rising oil prices have massively increased the resources of the Sovereign Wealth Funds of the oil-rich countries of the Gulf that have become major investors in global industry. All such funds in the region lack any transparency and create new challenges to trade unions everywhere. Across the region migrant



labour is exploited and abused. The region is of immense geo-political significance, subject to considerable outside interference and far too important to ignore in the new International.

The MENA region is the weakest regional structure in ICEM and does not seem to have stronger structures in either of our partner Global Union Federations, IMF or ITGLWF. Indeed the latter divides the region between Africa and Asia Pacific. None of the three GUF's has a permanent presence in the region or an internal capability to routinely use the Arabic language.

Trade union organisation varies immensely in the region. In Tunisia, Bahrain and to some extent Yemen, unions are at the forefront of the push for change, in other countries union structures are dominated and controlled by the state, in Egypt brave attempts are being made to create a new independent trade union structure. In Iran similar attempts immediately led to repression and imprisonment of union leaders. In Iraq new trade unions face immense difficulties in organising with a government that continues to use Saddam era legislation against them. In many Gulf countries, trade union organisation of any kind is completely illegal, in others rights that exist on paper have so far proved impossible to implement. The new international will need to ensure that it gives considerable support to all efforts to strengthen trade unions throughout the region. There are considerable potentials for increased affiliations and a need for increased project work.

The major focus of the ICEM in the MENA region has been one of consolidating the participation of relatively newly affiliated unions in the region. We have established the regional structure that was approved at Congress and exposed the unions to the various international instruments that can help union organization including GFAs. As well as supporting and publicizing union struggles, together with the International Transport Workers' Federation (ITF), we have worked extensively with Iraqi oil and transport trade unions. To facilitate communication with affiliates we have set up a part-time contract with Ahmed Kamel, and have been assisted by the Amman office of the ITF as well as the Solidarity Centre and the Freidrich Ebert Foundation (FES) in our MENA work.

Issues for future action will be:

- Increased project and union building activity in the region
- Continued focus on Iraq and Palestine
- Use of GFA's in the region particularly in the Iraqi oil and gas industry
- Greater integration of the region in global activities of ICEM

## ***Latin America/Caribbean Region***

The face of Latin America has changed. Brazil is now recording its lowest level of inequality in the last fifty years. Externally Brazil is leading the BRICS to represent new muscle on the world stage. Nevertheless the risk of escalating inflation especially in Argentina and Brazil is very real. In addition the region still struggles against insecurity. Drug-related insecurity is particularly critical in and around and between Colombia and Mexico.

Multilatinas, multinationals headquartered in the region, are growing and in the meantime investing in other parts of the world. This is particularly true for Petrobras, the Brazilian oil giant, with whom ICEM is developing a relationship. Other companies such as the Colombian national oil company, Ecopetrol, have also become multinationals and thus multilatinas. In connection with the energy discussion in the region one other topic that emerges again and again is the issue of bio-fuels. Energy is attractive not least for Chinese investors, who are arriving in the region in ever greater numbers, especially in Brazil, Argentina, Chile and Peru.

In 2008 the region started the Congress period with a planning workshop supported by FES in Uruguay. Since then the achievements have been monitored against the grid developed at the meeting. Both sectoral and cross-sectoral work is important in the region. The region is leading in network activity, where for example the BASF network has been running successfully for more than ten years. In Brazil and Colombia due to project work more young people are joining trade unions. The region can lead with networks, social dialogue and successes in the area of gender, where the regional committee's target of 30% representation of women was exceeded when the region elected the new regional committee in April 2011.

The most striking problem ICEM suffers from in the region is the fragmented structures which keep unions weak. The structures make it impossible for them to influence business and governments and limit their capacity to build the power that unions in such strategic sectors should have. In Colombia ICEM unions are working together to build one national union in ICEM industries. In Chile coordination in this direction is also going on together with the IMF. Creating a new GUF will not make the trade union more powerful unless consolidation moves on at national level.

Cooperation with IMF is good in the region. ICEM will be strengthened in the region by joining together with the IMF in the mining sector above all. But other areas such as the work on multilatinas and maquiladoras and enterprise processing zones (EPZs) will be highly enhanced by combining resources. With added resources it will be easier to carry out work in the Caribbean which has been neglected up to now.

ICEM is proud of the Latin American and Caribbean region for being dynamic and progressive. ICEM is stronger in the region than in 2007, but we must not be complacent.

We need:

- To continue to support networks and social dialogue in the region
- To continue work on multilatinas
- To continue to promote work on creating national unions
- To do more to organise youth
- To continue to keep an eye on Chinese investment in the region
- To strengthen and expand work on gender
- To support trade unions in Colombia and Mexico and wherever else trade union and human rights are violated

## ***North America Region***

North America continues to be the most economically important region on earth. Issues that affect workers here, whether they are attempts to roll back labour rights, strip social security, prevent health care reform - affect workers in other parts of the world.

North America is one of ICEM's most important regions. Despite its economic power, it has deep structural and social problems. Canada has surrendered sovereignty of its natural resources and is now economically dependent on continuing to sell them off quickly and cheaply. In particular it has become an "energy colony" of the USA.

Mexico, economically linked with North America but culturally part of Latin America, is an increasingly militarized state where the perpetual USA-funded "war on drugs" is used as an excuse

to trample human and labour rights. The USA ranks last out of 34 OECD countries in spending on social programs (but leads the world in military spending), has the greatest income inequality of high-income countries along with the weakest labour laws, and a tradition of labour conflict rather than social dialogue.

The ICEM has played a significant role in political and industrial actions in the North America region. Recent examples include the "Days of Action" for labour rights in Mexico, the use of ICEM Global Framework Agreements as an organizing and bargaining tool, discussions of continental energy, finance, and trade issues, and support for the protests against the attempted stripping of trade union rights in Wisconsin.

The ICEM in North America will:

- Continue to oppose energy policies that have become a key factor in continental economic integration, and also a key obstacle to the ability of governments to address climate change
- Use political and industrial action, build on the momentum of the Wisconsin protests to win positive changes in labour laws in the region
- Remain focused on the fight to end the repression of independent trade unions and the protecting of human rights in Mexico
- Help to inform other regional labour leaders about the interconnectedness of issues within the region, and between the region and the rest of the world. In particular, the ICEM can provide a forum to discuss such corporate power and the financial sector's orgy of greed and fraud which began in the USA and almost brought down the global economy, or the link between threatened cuts to social programs and bloated military spending
- Reach out to potential members by campaigning for the establishment and protection of social programs, recalling that poverty alleviation is a trade union issue
- Where appropriate, use its global reach to coordinate corporate campaigns
- Use Global Framework Agreements as a way to initiate and strengthen organizing campaigns
- Join the voice to demand creation of sustainable jobs that provide decent work

## 12. Project Work

As the expectations and demands of ICEM affiliates for international support – more often than not, and increasingly so – exceed the services that the ICEM can provide to its affiliates working only through income from affiliation fees, the ICEM works with additional (external) donor “project” funding as a strategically important addition to its regular activities.

The ICEM sees this project work as an integral part of its national and international trade union activities and believes that project work should be planned with links to, and be in support of the ICEM’s day-to-day work, thereby contributing directly to the key ICEM objectives. All targets and objectives of ICEM projects, which are only carried out with affiliates in good standing, are therefore selected and agreed upon on the basis of their capacity to move forward on ICEM priorities, especially those set at the ICEM Congress.

Whereas in theory, a project could be set up in any country or region, working on one specific or on a series of priorities, in practice donor funds can be (and are) usually mainly used for campaigns and activities in non-OECD countries, working with those affiliates that need the assistance the most. While doing that, the ICEM aims to avoid “donor dependency.” As its goal is to make ICEM affiliated unions stronger and more independent, project work should assist affiliates to indeed become independent without throwing them a permanent lifeline.

Over the last few years, the ICEM has seen a significant growth in the number of projects it is engaging in, as well as in the total amount of funding attracted for this purpose. The ICEM currently works with 23 project coordinators and project consultants in 17 different countries. 16 of these are working full-time for the ICEM and 4 are working on a half-time basis. This ICEM system of working with local and regional project coordinators is generally seen – by the ICEM, its affiliates and its donors alike – as a system that has been working particularly well.

It may be important to note that the ICEM is not dependent on any donor funding for its core operations, not should it be. Donor funding serves to support activities that come on top of the regular ICEM work, allowing the ICEM to do much more.

The ICEM will:

- Continue its project work as it is an essential and additional element to its regular day-to-day work. Where possible and appropriate, this will be increasingly done in cooperation with the IMF and the ITGLWF, especially where new projects are started
- Continue to work with local and regional ICEM project coordinators who, supervised by and working in very close contact with the ICEM, coordinate the various national and international projects
- Continue its project work on trade union priorities, including:
  - (i) Trade union capacity building and the strengthening / modernisation of trade unions
  - (ii) Organising and recruitment of new members
  - (iii) Building of branch or industrial unions, at national and/or regional level, thereby moving away from company unionism
  - (iv) Trade union consolidation at national level
  - (v) Defending basic trade union rights
  - (vi) Educating and working on issues relating to multinational companies, including global framework agreements and, most prominently, international networks

- (vii) Promoting collective bargaining and social dialogue
- (viii) Health and safety and sustainable development, including HIV/AIDS
- (ix) Contract and agency labour and other forms of precarious work
- (x) The gender dimension, which continues to be important in all ICEM projects
- (xi) Specific sectoral topics, such as, for example, the campaign on the ILO convention 176 on Health and safety in mining

## 13. Internal Structures/Finance/Communication

The move of venue from Brussels to Geneva as decided by the 2007 Bangkok Congress put some strain on the staff of the ICEM, but it was tackled successfully and proved to be a valuable experience in more meaningful cooperation with the IMF and to establish a platform for the building of a joint Global Union, together with the ITGLWF.

The move also helped to strengthen ongoing activities with other global unions, such as BWI, UNI, IUF, and PSI. The move also gave us a stronger bearing on the policies of the ILO.

A number of staff members for personal reasons were unable to move from Brussels, but a good number of the team from Brussels did move with us to Geneva, giving us consistency, keeping the activist ICEM culture going, and ensuring there was not a brain drain. We also proved successful in recruiting committed, dedicated, and competent new staff members.

In spite of the fact that ICEM staff was reduced considerably, the work agenda has become more complex and ambitious. It was possible only to tackle the added workload with a team of committed, hard-working people in Geneva, Brussels, and Johannesburg, and a team of project coordinators and consultants fully dedicated to ICEM affiliates and their needs from around the world.

A special thank you must be extended to affiliates who as cooperateurs agreed to use the gain from the sale of the building in Brussels to cover a major part of the costs of the move. This limited greatly the financial burden.

It is due to the fact that ICEM affiliates in general continue to pay statutory affiliation fees, but also it is because of responsible and cautious financial management that the ICEM finances are very stable today. In fact, we have generated a considerable annual surplus since the move to Geneva.

With its experienced and committed staff, and a financial position that is on very solid ground, the ICEM is well prepared to enter into a joint organisation with the IMF and ITGLWF.

One joint endeavour of the three organisations has already come in Communications and Campaigns. The three teams are producing joint newsletters, there have been joint press communiqués on common forums and issues, and there now must be joint actions along global supply chains to prove the adage “An Injury to One Is an Injury to All!”

ICEM press and newsletter work has given the organisation global identity. From mine safety issues in Chile to union organising or dispute resolution in South-East Europe and Asia to spreading the news and views of trade union affiliates everywhere, information generated from the ICEM is sourced and oftentimes not sourced in spreading the trade union message.

Congress Resolves:

- To applaud ICEM staff, project coordinators, and consultants for their tireless commitment to the objectives of the ICEM and the needs of its affiliates
- To make sure present ICEM staff play key roles among staff of a new Global Union Federation that allows them to make best use of their competences and experience
- To review thoroughly any financial liabilities that may come up in the future and make needed and timely adjustments on expenses, so the financial stability that has been secured will serve as a model for the future

- To assure that regular and constant information to affiliates and the greater labour world continues

## 14. External Cooperation

During the last decade there has been a general trend towards more unity and meaningful cooperation in the international trade union movement. The founding of the ITUC not only bridged the historical split between the former ICFTU and WCL, but also created a now more vibrant organisation with a stronger focus on concrete initiatives. And the establishment of the Council of Global Unions lifted the relatively informal relationship between Global Union Federations, the ITUC, and TUAC to a new level of concrete cooperation, joint initiatives, and coordinated action.

One example is the work relationship group, headed by the General Secretary of the ICEM. It combines the forces of all Global Unions in the fight against precarious employment and establishing concrete action plans in a number of different countries.

Side by side with the ICEM, other Global Unions and the ITUC and TUAC are fighting for trade union rights in Mexico, Iraq, Turkey, Colombia, and other countries. There was broad coordination of activities and joint actions in the Vale campaign and much support for the ICEM initiative on ratification of ILO Convention 176, the mine safety convention.

At the same time, the established cooperation with BWI in the cement industry and in the pulp, paper, and forestry sector, and with ITF in the oil and gas industries, has taken a number of joint initiatives.

Most important, though, has been the complex cooperation that we have developed with the IMF and ITGLWF since the 2007 Bangkok Congress. There has not been any initiative, campaign or other form of action that was not strongly coordinated with the IMF and ITGLWF. Whether in the response to the effects of the global crisis, on sustainability and climate change, campaigns for trade union rights in several countries, and in solidarity with affiliates that were attacked by multinational companies, the ICEM, IMF, and ITGLWF have stood side by side. We have also developed joint strategies on Contract and Agency Labour and other forms of irregular and precarious employment. And whenever an ICEM affiliate was in need of effective support, the IMF and ITGLWF were prepared to mobilise support from their affiliates.

Encouraged by the positive impact of such cooperation and joint action, discussions of building a joint Global Union Federation with the IMF and ITGLWF are in progress.

This is following the recommendation of our Bangkok Congress and based on the understanding that by combining our forces in one Global Union Federation, we will better be able to make use of these opportunities:

- Greater capacity for mobilising workers and organising unorganised workers throughout supply chains
- Creating a powerful counterpart to transnational companies
- Create effective trade union networks in multinational companies
- Strengthen the fight for good quality industrial jobs and against precarious work
- Stronger campaigning against violators of trade union rights
- More impact and regard for the concerns of industrial workers on global discussions and decisions regarding sustainability and climate change
- Strengthening the work on Gender, and Safety and Health
- Building strong and self-reliant unions throughout the world
- Creating a stronger regional presence



Congress Resolves:

- To support cooperation with the ITUC, TUAC, and other Global Union Federations and within the Council of Global Unions, and to make best use of any opportunity of joint action
- To applaud the impact and success of joint action with IMF and ITGLWF
- To promote the building of a joint Global Union with the IMF and ITGLWF, and to reach an understanding to finalize the process and hold a founding congress of the new organisation in 2012
- To encourage ICEM affiliates to make use of any opportunity of meaningful cooperation with present IMF and ITGLWF affiliates and build more trade union unity at national level

**Therefore, be it Resolved by the 5th Statutory Congress:**

- **That ICEM follow this action plan as its policy for the future**

**one together**

**todas y todos**

**tous ensemble**

**alle gemeinsam**

**alla tillsammans**

**BCE BMECTE!**

**みんなでひとつに**