

# BWI@WORK



From  
Bangkok 2013  
to Durban 2017  
and Beyond



## Foreword

As BWI holds its very first statutory meeting after its 4th World Congress, this report is published to recap our activities and results for the period 2014 – 2017 as well as to capsulize the decisions of the Congress as we draw-up the details of our actions in the next 4 years.

The Congress theme underscores the expanded perspective of BWI work. “Amandla!” which is the South African slogan for power, and “Power to the People” which is the aim that we must pursue in these changing and challenging times, are the two elements that we need in creating global solidarity for global power which then guarantees that the goals of BWI could be achieved.

BWI actions, as embodied by its Strategic Plan 2018 - 2021 and the adopted Resolutions, are framed on “Innovative Unionism” as the need for workers’ organisations to rebuild, reform, and adapt its structures and actions becomes more urgent. The challenge of the new world order and the struggles at the workplaces require reinventing and transforming trade unions. The location of the struggles, engagements, and actions within the various contexts described together with the industrial, social and political counterparts of the working class will guide our global union federation.

The working people must maintain or, in many cases, capture their social power to ensure that a socially responsible present and a fair future are built through trade unions operating at the different levels of industrial relations, contestations, regulations, and policy making. BWI activities are strongly geared towards the concept of “Trade Union Effect” as we aim to validate how trade unions affect the various dimensions of the lives of workers.

The Congress days in Durban were unforgettable, thanks to the wonderful hosting of the BWI Affiliates in South Africa and the solid support from the rest of the unions of Africa-MENA Region. Through the cooperation and solidarity of the whole BWI global family, the Durban Congress have now laid down the tracks upon which the global leadership, the regional structures, the various affiliates and the secretariat shall work on to achieve the goals and targets of BWI.

## Message from the BWI Presidium



**Per Olof Sjöö, President:** “Thank you for placing the trust in me and entrusting the task to represent the BWI across the world. This is also a heavy responsibility, I hope I have proven my abilities in the last four years – these have been wonderful years. I visited Turkey where trade union work is so difficult nevertheless they continue their struggle. In Ecuador, I met people who have been through natural disasters, but their life is on the line every day.”



**Piet Matosa, Deputy-President:** “I am going to work within the collective and I need time to serve members of this organization equally. I am going to show that there is quality service to our members, unity and growth in membership. My union, National Union of Mine Workers and with this Congress – it is indeed an honour to get this opportunity to lead in the international arena, and rest assured, I am not going to disappoint you.”



**Dietmar Schäfers, Deputy-President:** “We have decided major changes at this Congress – this was not something we could have imagined 16 years ago. We have opened up the organization to the regions, people from other regions – congratulations Piet. We have shifted responsibility – we have brought youth and women in our structures. This means that we can integrate everyone in the work of the BWI and I should do all to make it a success.”



**Pierre Cuppens, Deputy-President:** “We can be proud of what we have done with regard to organizing and increasing our members in the cement sector. We have the first global cement union network in LafargeHolcim. We have published a global report on the working conditions of the cement workers... The actions taken by the women and youth delegates inspired me and I believe this is the future of BWI and we need to continue to support them.”



**Ambet Yuson, General Secretary:** “We have won global and local campaigns; and we have achieved a lot. I could have not done this without your support. I am proud of BWI and we have transformed our international organisation as a campaign and organising organisation who have shown our capacity to mobilise solidarity to both local battles and global campaigns. I would like to thank the global team of BWI. We have to recognise the tireless and committed BWI staff. Thank you BWI global team!”

Building and Wood Workers’ International (BWI) is the global union federation for free and democratic trade unions in the construction, building materials, wood and forestry and allied sectors. It is a member of the Global Union Council and works closely with the International Trade Union Confederation. It has consultative status with the UN Economic and Social Committee.

In 2017, BWI had a membership of 12 million members with 356 affiliates from 127 countries.

BWI headquarters is in Geneva and it has regional offices in Kuala Lumpur, Johannesburg and Panama; and two project offices in New Delhi and Brazil. BWI has project coordinators in Burkina Faso, Kenya, Lebanon, Philippines, Russia, Ukraine, Croatia, Turkey, Chile and Costa Rica. It has 50 staff members at headquarters and around the world.

## FROM BANGKOK TO DURBAN:

# A Struggle for all!



## 1. UNION BUILDING

### ■ Organising and Negotiating with Multinationals

BWI's challenge has been to find ways to get MNCs to recognise their responsibilities for the impact of their operations on human rights, not only as regards their direct workforce but also workers in supply chains, where exploitative working conditions are most likely to occur. BWI has used different opportunities to put pressure on MNCs to behave responsibly: through labour provisions in export credits and in procurement standards, as established by the World Bank and other regional banks; and by using the revised OECD Guidelines for Multinational Enterprises.

BWI has negotiated 21 International Framework Agreements (IFAs). Five new agreements were signed during the last Congress period and significant improvements achieved when renewing others. BWI now negotiates on a wider range of issues, including union access and neutrality; job security; migrant workers' rights; stronger OHS provisions; extension of provisions to sub-contractors and joint ventures. There are also stronger monitoring provisions, including the recognition of the role of BWI

global union networks. BWI also established dialogue mechanisms on specific issues with some MNCs, although an IFA does not exist.

In the cement industry, BWI commissioned a global survey of working conditions, which provided clear evidence of the alarming extension of sub-contracting, lack of union representation and the huge number of preventable fatal accidents. The survey of 113 plants in 40 countries was an impetus to form a new global cement union network in 2016, which has been instrumental in mobilising for effective campaigns. The agreement to negotiate a new IFA following the merger of Lafarge-Holcim, which will cover over 100,000 workers in 2,500 plants worldwide, is a major achievement for BWI and the result of decisive action and global solidarity.

BWI has also strengthened its organising work in Chinese MNCs, with the adoption of a global organising strategy at a 2015 conference on the issue. There has been a significant increase in collective bargaining agreements (CBAs), particularly in Africa, through targeted campaigns. The results have been impressive: organising has taken place in 153 Chinese MNE projects, with over 43,000 new members and 60 CBAs at company, sector and national levels

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– a testimony to workers’ power through coordinated strike actions.

### ■ Organising on infrastructure projects

BWI has negotiated important gains for construction workers in infrastructure projects, using the leverage of public procurement policies. It has been highly influential in shaping the World Bank’s new Environmental and Social Standard 2 (ESS2), a comprehensive human rights labour safeguard; and its new Procurement Policy, which has new mandatory clauses in Standard Bidding documents and construction contracts on international labour standards. BWI is now cooperating with the World Bank in drafting guidance and training materials on the new standards. BWI has also worked with the European Investment Bank and the European Bank for Reconstruction and Development to review the implementation of labour standards in their infrastructure projects.

A key event was the 2015 ILO Global Forum on Decent Work in Infrastructure and the Construction Industry, which adopted a set of points of consensus including the need for a promotional campaign for the ratification of the ILO Conventions No 94 on Labour Clauses in Public Contracts and No 167 on Safety and Health in Construction.

BWI has supported local unions to organise workers in infrastructure projects using public procurement policies, IFAs, or national industry agreements that secure trade union rights and health and safety standards. There have been many examples of successful organising on infrastructure projects, such as the Pan-European Corridor Projects with a focus on occupational health and safety (OHS); and in South Asia, where most infrastructure projects are funded through public finances or through International Financial Institutions (IFIs). In Southern Africa, new CBAs have been signed covering more than 20,000 workers, providing wage increases, OHS gains and new maternity and paternity leave provisions. In Latin America, BWI played an important role during the organising drive in the Panama Canal extension, by facilitating contacts between its affiliate, SUNTRACS, and the World Bank and the Inter-American Development Bank (IADB), leading to the union getting access to the site, organising the workforce and achieving improved terms and conditions of employment and much needed OHS safeguards.

### ■ Forest certification and labour rights

BWI is committed to supporting the two major certification schemes, the Forest Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification (PEFC), so that they can

## Innovative unionism has built a solid mountain of union resistance ready to fight back!

*Looking back over the last four years, I am most struck by BWI’s stunning level of growth throughout the region and the rise of a new union leadership aligned with the progressive pro-worker governments that came to power in all the sub-regions. There is a new innovative unionism giving priority to mobilisation and campaigns for workers’ rights, and the fight for better working and living conditions for all.*

*It is not just the numerical membership growth but what is really striking is the qualitative growth in terms of the political contributions of the affiliates to the global strategies of the international organisation. The Campaigns for Decent Work for the FIFA 2014 World Cup in Brazil and for the 2016 Olympic Games in Rio de Janeiro are good examples. These campaigns were successful because they were built upon the political process of forging a new trade union unity in action which benefited both construction workers and the wider communities affected by the mega-sporting events.*

*This political and membership growth has also been a consequence of the development of new organising structures: the multinational and sectoral networks, the creation of the regional youth committee and the groups of women leaders. In parallel, there has been vast improvement in communications and information exchange and above all a more operational and strategic functioning of the Statutory regional structures.*

*This innovative unionism has been sustained despite the negative political and economic changes that have occurred during the second half of this Congress period. The emerging forces of political conservatism and neo-liberal economics have found they must confront a trade union movement that is better informed, better organised and better equipped with effective tools for action that link the local, regional and international arenas: a solid mountain of resistance, ready to fight back!”*

**Saul Mendez Rodrigues,**  
Regional Vice-President for  
Latin America and Caribbean



deliver decent work and guarantee long-term sustainable forestry. It supports trade union networks in certified companies and has promoted certification as an organising tool. It has used their complaints mechanisms to advocate for



labour standards to be afforded equal importance as the economic and environmental standards to protect the world’s forests.

BWI strengthened its role within the FSC governance structures. Rulita Wijayaningdyah, KAHUTINDO, Indonesia was re-elected onto the FSC Board of Directors, representing the Social Chamber South. Over



the Congress period, 20 affiliates became actively engaged in the Social Chamber. In October 2017, BWI participated in the FSC General Assembly in Vancouver and submitted motions on the inclusion of labour standards in the FSC chain of custody. Although the outcome was less than satisfactory, BWI has created strong alliances within FSC and is confident that in time it will achieve this aim. Another of BWI’s goals is to build greater understanding of the role of trade unions among certification bodies and auditors.

BWI is also represented at the PEFC. Bill Street, IAMAW, was elected President of the International Board and made significant headway in strengthening labour standards. He has been followed by Michael Rose, from the same union, who was elected a member of the International Board in 2017. Michael is also a member of the PEFC Working Group on Chain of Custody, which has a mandate to update standards and include labour rights.



BWI supports its affiliates to use certification systems to advocate for workers’ rights. Affiliates have become active in national certification schemes in many parts of the world. However,

there are still many certified companies that fail to guarantee labour rights. In one high profile case, as a result of pressure from the BWI and the local union, the FSC and the PEFC both disassociated Sabah Forestry Industries, in Malaysia, on account of its continued use of judicial review proceedings to undermine workers’ rights. Although fighting for workers’ rights through using certification systems has its challenges and limitations, BWI has clear evidence that it can be an effective instrument to end corporate abuses.

### ■ ‘Fair Play, Fair Games!’: Sports campaign and organising

BWI has used the public spotlight on mega-sporting events (MSEs) as an opportunity to organise workers, improve working conditions and safety standards and campaign for workers’ rights using the BWI call for action ‘Fair Play, Fair Games!’ From 2014 to 2017, the BWI engaged simultaneously in several MSEs: from the 2014 World Cup in Brazil to the 2020 Summer Olympics in Tokyo, Japan; and the 2022 World Cup in Qatar. In Brazil, overcoming many obstacles, a unified set of demands was agreed between the unions, and



the campaign resulted in new affiliates, increased membership, and substantial collective bargaining gains. In Rio, unions organised an impressive 50,000 workers and a key achievement was the 2016 Olympic Games Health and Safety Protocol. In Russia, BWI exposed the brutal exploitation of North Korean migrant workers, and its advocacy led to a joint labour inspection agreement between the BWI affiliate RBWU, FIFA and the FIFA Local Organising Committee (LOC) to ensure decent and safe working conditions for the construction and renovation of the 2018 football stadiums.

In Qatar, after three years of advocacy, and much negative publicity on migrant workers’ employment conditions, BWI signed two MoU with the companies Vince, France and BESIX, Belgium. It then signed a joint inspection agreement with the Qatari Supreme Committee for Delivery and Legacy on decent work and health and safety for the 2022 World Cup sites. The MoU allows for joint inspections of construction

sites and accommodation facilities and an agreement that BWI will work with the Supreme Committee on health and safety and workers' welfare. This milestone agreement was a result of BWI's determined advocacy as part of the 'Red Card for FIFA' campaign.

The 'Red Card for FIFA' campaign included coordinated letters to national football associations calling for FIFA to adopt and implement policies that respect international labour and human rights standards; a global day of action in May 2016, and demonstrations outside the venue of the FIFA Congress. BWI filed a complaint against FIFA to the Swiss national contact point under the OECD Guidelines for Multinational Enterprises, for failing to engage in due diligence concerning human rights for migrant construction workers in Qatar. BWI won this case and FIFA finally accepted responsibility to use its influence to ensure decent and safe working conditions on the 2022



World Cup sites and beyond. With the appointment of the new FIFA Secretary General in early 2016, an independent advisory board on human rights was established with the BWI General Secretary as a member. Furthermore, FIFA included reference to the need to respect international labour standards in its bidding documents for the 2026 World Cup.

In contrast, the relationship with the International Olympic Committee (IOC) has been disappointing and the IOC has not responded concerning serious health and safety issues in both Brazil and South Korea and in relation to massive wage arrears in South Korea. The challenge continues!

The BWI published research and policy papers, including investigations into working conditions at World Cup constructions sites in Russia and Qatar, campaign materials and videos. The BWI is also a member of a number of coalitions to highlight the impact of MSEs including the Mega-Sporting Events Platform for Human Rights (MSE Platform) chaired by Mary Robinson. The BWI Global Conference on Nexus of Sports

and Migration was held in Berlin, in June 2017, and reviewed the progress over the Congress period. BWI has become a highly visible player and is a respected and recognised voice among MSE organisers, particularly in relation to health and safety concerns. It has made major advances but there is still much more to be done!

## 2. SECURING DECENT JOBS

### ■ Occupational health and safety

BWI sectors are among the most dangerous workplaces in the world and there are high rates of tragic fatalities and injuries, as well as occupational diseases. Data is very deficient, but available information indicates that the situation in many countries is not getting better. In South Asia for example, it is estimated that 4,500 workers die each year in building collapses.

Over the Congress period, BWI has supported unions to establish safety representatives and health and safety committees based on strong legal rights and standards. It also supported training programmes for over 1000 safety representatives every year. It provides information materials to support these training programmes. It aims to establish networks of trained union officers and well-informed workers' representatives as the first line of defence in the battle for safe working conditions.

BWI has carried out advocacy for better industry agreements and practices on OHS in collective agreements and in IFAs. BWI continued to work to improve construction health and safety agreements with international contractors, multilateral banks (MDBs) and the International Federation of Engineers. It advocates for the ratification and effective implementation of relevant ILO Conventions. At national level, it promotes working parties on sector specific prevention strategies and national action



## Unions are growing in strength and influence as a recognised voice for civil society

*“With BWI's support, I have seen how the Ukrainian affiliates have grown in strength and influence over the last Congress period. PROFUD, the construction union, gained a major victory in 2017 when it signed the first national CBA after ten years. The agreement included significant wage increases and boosted the legitimacy of the union. During the 2017 Spring Offensive in support of the new CBA, the BWI General Secretary visited the country and that had an important impact.”*

*The negotiations for the EU-Ukraine association agreement also opened new opportunities for the unions in Georgia, Moldova and Ukraine. They have participated in the Platforms of Civil Societies which are official association agreement bodies and have held meetings with IMF officials and are able to put forward the problems that the working classes face.*

*The unions have participated in the BWI global campaigns, such as on migration and equality and non-discrimination, and through this work, they have developed closer ties with other civil society organizations. BWI is also known in the country through its global campaigns on IKEA and Lafarge Holcim. BWI provided crucial on-the-spot assistance on how to negotiate with MNCs in the case of Heidelberg, one of the biggest cement companies in the country. PROFUD gained recognition by local management and the implementation of the CBA and it has also established a MNC coordinating council.*

*PROFUD also played a leading role in protests against anti-working class measures and has now come to act as a spokesperson for popular discontent. BWI's training on social networks and new communication tools have been very important in this regard. The unions have become a lot more visible because of TV appearances and their press releases and statements are now getting substantial coverage in mass media. PROFUD has become a central player, consulted by government and by the construction parliamentary committee.”*

**Johan Lindholm**, Regional Vice-President for Europe

plans to reduce workplace fatalities, injuries and ill health, as well as prevention campaigns on specific hazards, such as machinery hazards, occupational cancer, and exposure to asbestos, dust and chemical substances.

In Central Asia, in Kazakhstan and Tajikistan, Georgia and elsewhere, unions have systematically implemented training programmes on OHS risk assessment and prevention for union inspectors. In Macedonia, SGIP organised programmes to license OHS representatives and was then able to sign a MoU on health and safety with the Chinese MNE Sinohydro and the sub-contractors. They published OHS guides for inspectors and workers and launched an information campaign 'Building roads without victims!'

BWI is a long-standing member of the campaign to ban asbestos and has organised conferences, international solidarity missions, protests, press conferences and other media actions. It also participates in the International Workers' Memorial Day, 28 April, when over 100 national events are organised to give visibility to workers' rights to safe and healthy jobs. As a result of austerity policies, it has also become a day to defend health and safety from budget cuts and policies designed to weaken regulation and enforcement mechanisms. Every year BWI profiles its affiliates' actions to show that indeed 'Unions make work safe!'

### ■ Fighting precarious work

Wide-spread in developing countries, particularly in the private sector, precarious work is now increasingly prevalent in many industries in developed countries. The economic crisis and related austerity programmes have undermined employment security in the great majority of countries. Global policy makers, governments, and employers have promoted labour code reforms to increase so-called 'flexibility' in labour markets; something that typically includes eliminating employment protection, and, in some cases, also affects the rights to organise and bargain.

Rights, in law and in practice, are mainly linked with direct employment relationships. However, direct employment contracts are being replaced by temporary contracts, fixed-term contracts, casual labour, agency work, seasonal contracts (often year-round), on-call work, and bogus self-employment. Many companies have few or even no direct employees so as to avoid their obligations. In this difficult context, BWI and its affiliates have been mobilising and campaigning for decent wages and working conditions as an alternative to precarious work.

In BWI's negotiations with MNCs, precarious work is a priority concern as the IFAs also cover workers in supply chains. BWI also promotes new labour regulations to limit precarious work: for example, in Belgium, the Netherlands, and in South Africa, new

regulations limit the use of fixed-term and temporary contracts. Despite the difficult political context, the Turkish construction workers' union YOL-IS won a major victory, ending sub-contracting for 10,000 workers in the General Directorate of Highways. In Asia, progress has been made in organising contract workers, particularly in cement and construction, including in the Philippines, Cambodia, and Myanmar



where unions negotiated for contract workers to be covered by CBAs with guarantees for equal employment rights. In Korea, the KFCITU embarked on a long-term campaign to tackle the widespread use of sub-contracting. By August 2017, fifty subcontractors had agreed to sign a sectoral CBA, which includes clauses on wages, an 8-hour workday, Sunday rest, secure employment, and preferential re-hiring of union members.

#### ■ Decent work in the forest and wood industries

Regional network meetings of wood and forest unions were conducted every year during this Congress period. These meetings helped identify organising targets, develop policy positions, and provide assistance to affiliates in their engagement with employers, governments, and international organisations. Research studies of the various sub-sectors were conducted to inform sectoral strategies and activities. In this way, the 'wood and forestry sectoral identity' and inter-union solidarity has been consolidated and there are improved channels for information exchange.

BWI carried out national capacity-building programmes in Africa, Asia-Pacific, and Latin America to provide information to affiliates on certification and to strengthen their organising strategies. There have been some notable successes with workplace organising, union recognition, collective bargaining and equal treatment for contract workers. For example, in India, the TKTMS took a case to Chennai High Court against Tamil Nadu Newsprint Paper Ltd,

## Giving unions that fighting chance

*In Asia-Pacific, workers' rights are at the knife-edge as a result of the dramatic rise in authoritarian Governments that have introduced regressive labour reforms so as to give business the 'freedom' to do as they please. In BWI, we have carried out solidarity actions, and worked together with other global unions and the ILO, so as to give affiliates much-needed support. Many unionists face persecution and personal danger and yet they continue to file for recognition and submit collective demands. In this context, BWI is giving unions that fighting chance. I consider the fact that our membership is growing has been our greatest victory!*

*In Thailand, BWICT has significantly increased density in the building materials sectors, despite the 2013-4 coup d'état which undermined the rule of law and made it much more difficult for unionists to speak out against Government policy.*

*In Australia, the re-establishment of the Australian Building and Construction Commission and the associated Building Code violates the rights of construction workers and is an attack on the CFMEU and ETU. BWI has associated with a complaint by the Australian unions to the ILO Committee on Freedom of Association against the government of Australia.*

*In the Philippines, ALU, NUBCW and the FFW form part of the critical voices against President Duterte's dictatorial tendencies and his unashamed violations of fundamental human rights. The unions have also exposed his broken electoral promise to end contractualisation.*



*In Pakistan, the PFBWW is organising construction workers and negotiating collective agreement, braving military repression and arbitrary judicial attacks to win improved working conditions and health and safety.*

*In Cambodia, BWTUC is organising new unions in building materials and construction projects, despite severe restrictions on the right to freedom of association and the dismantling of the political opposition.*

*In Sarawak, Malaysia, TIEUS is organising workers in the Tokyo 2020 Olympic timber supply chains, pushing back against restrictive industrial relations law and attacks on migrant workers' rights to rebuild labour standards in a long de-unionised part of the industry."*

**David John Noonan**, Regional Vice-President for Asia-Pacific



**USA: Machinists hold first Wood, Pulp and Paper Conference**

because contract workers performing similar tasks had lower wage and service conditions. The Court ordered the formation of a Special Committee to look into the situation of contract workers in the whole of the paper industry.

A 'global approach' to the supply chain has been a pivotal element of organising strategies on the ground. Wood and timber products and by-products are traded not only between countries but inside MNCs. BWI has been instrumental in assisting unions address these issues in their organising strategies. The IFAs with wood and furniture companies have been strengthened and used to gain union recognition and collective agreements, for example in the case of the Faber Castell plant in Lima, Peru. The IKEA IFA was shared with relevant affiliates so they could carry out organising work in Indonesia and Malaysia, and an IKEA Suppliers' Unions Network in Asia was formed. The involvement of GS Sweden in the IKEA Networking in Asia has facilitated union-to-union alliance building. BWI has also worked with MNCs that do not yet have IFAs with BWI and its affiliates and have also met with non-European companies.

Combatting illegal logging and promoting better governance in the forestry industry to generate more job opportunities have also been key priorities. Aside from the forest certification systems (covered in another section), the EU Forest Law Enforcement, Governance and Trade Voluntary Partnership Agreements (FLEGT-VPAs), which address illegal logging, have been used as a tool for organising in Ghana, Cameroon, Cote d'Ivoire and Gabon.

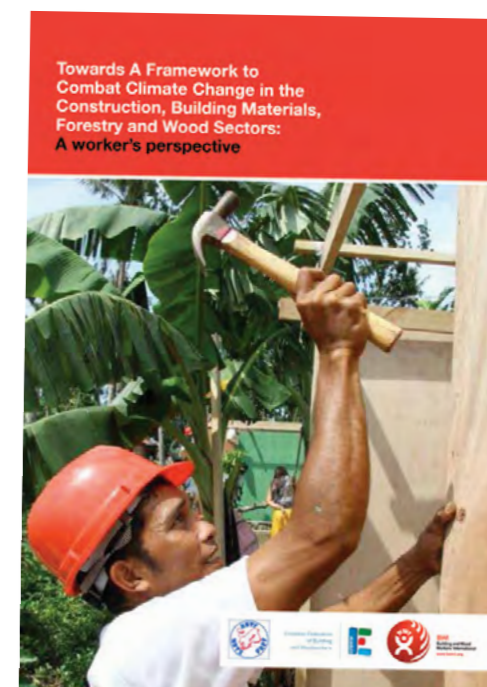
#### ■ Climate change, just transition and decent work

BWI and its affiliates addressed the undeniable challenges posed by climate change and the need for a just transition. Unions were a strong voice for setting new standards for green buildings and sustainable

infrastructure, as changes in construction methods and materials can result in significant reductions in greenhouse gases. BWI therefore increased its participation in international forum on the environment and climate change.

BWI sent a strong delegation to the COP 21 climate conference in December 2015, where the Paris Agreement was adopted with its global action plan to put the world on track to limit global warming to below 2° C. BWI published

a booklet 'Towards a Framework to Combat Climate Change in the Construction, Building Materials, Forestry and Wood Sectors' which has been used as a training resource. At COP 22 in Morocco in 2016, BWI developed a list of advocacy points focusing on the potential for public sector tenders and loan banks to develop requirements for calculating carbon reduction options; calling for building codes and standards to include carbon abatement and emission reduction



targets; and that public procurement systems should require that all wood fibre products are sourced from sustainable managed forests.

BWI affiliates in Africa-MENA region participated at the 14th World Forests Congress in 2015 in Durban, South Africa and took part in side events with FSC and PEFC and other civil society organisations. BWI also partici-

pated in the Major Groups at the United Nations Forum on Forests (UNFF) calling for the forum to fully respect its goal to 'Enhance forest-based economic, social and environmental benefits, including improving the



livelihoods of forest dependent people' (UNFF Goal 2). BWI published a position paper entitled 'Global Core Forest Indicators' on measurement of the conditions of forestry and indicators of SDG achievements.

At national level, unions have been working on climate and sustainability issues. In Turkey, TARIM ORMAN-IS took part in the COP 21 meeting on the UN Convention to Combat Desertification and published a report on policies to fight deforestation and climate change. It also campaigned to halt a privately-owned gold mining project in Cerattepe, which threatened the forest and water resources of the area. The TARIM ORMAN-IS members from the local forestry office supported the community, because the Ministry had approved the company's proposals

on the basis of an inadequate environmental impact assessment. IGBAU Germany has advocated for sufficient resources to refurbish buildings to improve energy efficiency so as to reach the target of a reduction of primary energy demand of buildings by 80% by 2050. The Spanish construction workers' union MCA-UGT together with employers have carried out training in energy-efficiency renovations of buildings. In Latin America, cement workers' unions have developed environmental action plans to reduce harmful gas emissions. UOCRA in Argentina has produced training manuals to promote sound environmental practices.

The tragic environmental disaster in Brazil, when the Mariana Dam collapsed in 2015 causing the death of 14 BWI members and massive ecological and economic destruction, prompted the BWI to develop a new initiative around health and safety and the environment in dams. Over the next Congress period, BWI will continue its work as an advocate for a sustainable planet under the banners 'there is no planet B' and 'there are no jobs on a dead planet!'

### 3. STANDING UP FOR RIGHTS

#### Trade union rights

BWI and its affiliates have proudly stood together in support of the trade union principle 'an injury to one is an injury to all!' BWI has engaged on a wide range of human rights issues, primarily trade union rights on freedom of association and collective bargaining

but also including equality and non-discrimination, forced labour and trafficking, child labour, migrant and refugee rights and on OHS standards.

In cases of violations of trade union rights, attacks against trade unionists, such as dismissals, imprisonment or other repressive measures, the BWI launched



appeals at the request of affiliates, calling for solidarity messages on-line, and coordination of rallies or other actions. In urgent and extremely grave cases, the BWI also carried out solidarity missions. Over the Congress period, BWI launched a large number of solidarity appeals, including in the cases of Zimbabwe, South Korea, Australia, Swaziland and Panama. It has also supported its affiliates on issues concerning union recognition, protests or strikes to oppose contracting out or redundancies, over dangerous working conditions, or the failure to implement CBAs or renegotiate their provisions.

BWI has also taken cases of rights violations to the ILO Committee on Freedom of Association and the ILO Conference Committee on the Application of Standards (CAS). It joined with other global unions to defend the right to strike at the ILO which the employers' group had challenged. In February 2015, BWI took part in a global day of action to defend the right to strike, which led to an agreement for social dialogue with the social partners to develop a framework for examining the ILO supervisory mechanisms.

In many countries, governments have sought to introduce regressive labour reforms to deregulate the labour market and undermine trade union rights. BWI and its affiliates joined with other global unions to support national campaigns, including strike action in some cases, to protest against these reforms. BWI affiliates participated in protests against new labour law proposals in over ten countries in different parts of the world, including in Europe.

## Women on Board: Growing anew from strong roots!

“As a region, we are very proud to have hosted a most historic Congress, where BWI statutes were amended to include a Deputy President from the Global South, where youth structures were recognised for the first time at regional and international level and where BWI reaffirmed its commitment to a target of 30% representation of women in decision-making.

Over the Congress period, I've seen a gradual but significant change for women in our region. Although most unions are still led by men, there are impressive women leaders and more than ever, unions are giving priority to the concerns of women members. Equal pay and the gender pay gap are increasingly part of trade union work. Women have been active in campaigning against gender-based violence, unfair labour practices at workplaces and gender discrimination. Trade unions in Africa and Middle East are finding new ways to engage with women members,



The region has campaigned for inclusion of women leaders in decision-making bodies. The focus on achieving 30% participation and representation was achieved in some unions. Unions elected women to top leadership posts, including MANWU-Namibia, BCCEAWU-Malawi, ZCATWU-Zimbabwe, TWU-Ghana, NUBEGW-Zambia, among others. The MENA

region saw the establishment of a vibrant women's network and women have recently gained seats in union Executive Committees in Egypt, Lebanon, Palestine, Tunisia and Bahrain.

As we moved towards BWI 4th Congress, the aim was to ensure that women were elected to the BWI global leadership. For Africa and Middle East Region, we are proud to count our achievements: Justina Jonas Emvula, General Secretary of MANWU Namibia, who started as a youth leader, and Elizabeth Amuto from Uganda Building who is also the Regional Women's Committee Chair were elected to the World Council. With women on board, our movement is growing anew from strong roots!”

**Abdelmonem Ibrahim Mohamed Elgamal,**  
Regional Vice-President for Africa-Middle East and North Africa



BWI affiliates in Europe, Asia Pacific, United States and Canada have joined protests with social movements against free trade agreements, including the Transatlantic Trade and Investment Partnership (TTIP), the EU-Canada Comprehensive Economic Trade Agreement (CETA), the Trade in Services Agreement (TiSA) and the Trans Pacific Partnership Agreement (TPP) because they undermine workers' rights as well as because of other concerns.

BWI affiliates have also been at the forefront of many political struggles for democracy, human rights and the rule of law. BWI has consistently provided solidarity and support for these struggles, for example in Cambodia, Tunisia, Burkina Faso, Thailand, and in Hong Kong.

### ■ Migrant workers' rights

Migration and refugee movements are inherently international issues. BWI has been an active voice at

## North America: Moving towards a greater regional identity

*The North American region covers the USA and Canada and has strong potential for increased membership and new affiliation in all of BWI sectors. The strategy of using BWI IFAs as an organising entry point has been successfully tried and tested with the high profile campaign run by IAMAW in partnership with the Swedish union GS, over union recognition at the IKEA supplier, Swedwood in Danville, Virginia. Many MNCs, signatories to IFAs with BWI, have major operations in North America. Affiliates have discussed how to take advantage of these potential organising opportunities, whether through partnerships with MNC headquarters' unions or through the sectoral networks.*

*North American affiliates have been actively engaged in BWI's campaigns, particularly on the sports' campaign and occupational health and safety. Their contributions have added legitimacy and reach to BWI's campaigns. The national tradeswomen conference 'Women Build Nations' is an example of an innovative organising strategy. At the last event in October 2017, the conference attracted over 1000 participants, bringing tradeswomen and union leaders together, through an interactive and informative event, to 're-energise careers' and provide resources and support networks.*

*The North American affiliates met during the BWI 4th World Congress in December 2017 and there was a consensus that North America needs to develop a greater regional identity, with regular meetings and the longer term aim of working towards setting up a formal regional structure. Moving forward over the next Congress period, the North American region has now drawn up an initial work plan and schedule of meetings."*

**Michael Rose**, Regional Vice-President for North America

regional conferences on labour migration to develop plans of action, establish networks for organising and advocacy and to forge bilateral partnerships of BWI affiliates from countries of origin and destination. A global conference in October 2015 followed, which took place at the time of the mass movements of refugees and migrants into Europe. The conference heard directly from migrant workers, reviewed organising strategies, and debated how to strengthen relations with other stakeholders, including governments,

employers, migrant communities and civil society in order to ensure migrant workers' rights.

BWI and affiliates have implemented outreach programmes to organise migrant workers. Some unions have sought to organise workers prior to departure,



through pre-departure training programmes, as for example in India, Nepal and Tajikistan. Affiliates have signed bilateral agreements, such as between unions in Haiti and Brazil, including on transfer of union fees. At the initiative of FNSCBA-CGT France, the European Network for Fair and Responsible Posting (REDER) was established with contact points in nine EU countries, with information leaflets distributed to over 50,000 posted workers through unions on construction sites, through faith-based networks, and at government social security offices. The network has supported over 100 cases of transnational fraud faced by posted workers. In February 2015, the Finnish Electrical Workers Union won an important case at the European Court of Justice concerning posted workers from Poland whereby the court ruled that the Finnish CBA applied to all workers in the country regardless of the national origin of their employer.

The BWI is also experimenting with new social media tools, including the 'BWI Connect' App, first piloted in Qatar, to provide information and support to migrant workers. Because the workforce

in the upcoming MSEs, including in Russia, Qatar, South Korea and Japan is predominantly migrant workers, the BWI is working with unions in the origin countries to develop cooperation and outreach programmes. In June 2016, a regional conference on 'Decent Work and MSEs' held in Seoul, South Korea, brought together BWI affiliates from Korea, Vietnam, Philippines and Thailand to develop strategies on how to ensure respect for migrant workers' rights in the construction sites for the 2018 PyeongChang Games. In this way, the MSE

campaigns and migrant workers' campaigns have become mutually reinforcing.

### ■ Youth and the successor generation

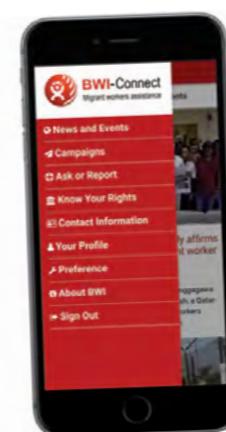
BWI committed to an agenda of work for the 'successor generation' focusing on negotiating improved vocational training programmes; targeted organising and leadership training programmes and promotion of youth committees; research studies on youth and employment and on equal treatment for young women. Established in May 2014, an Ad-Hoc Working Group on Youth developed a BWI Youth Policy and affiliates have been encouraged to recruit young people, and set up specific structures and include them in on-going campaigns. Each region has now set up groups designed to increase the effective participation of young people in union work, many using social media networking tools. Many affiliates have adopted new policies on the role of young workers in unions. There have been some remarkable achievements with a visibly younger profile of union leaders in many countries and an increase in the proportion of young workers and young women in the overall membership.

Youth leaders have been trained in corporate campaigns targeting MNCs and infrastructure projects at



youth camps or summer schools. Young workers have participated in BWI's global campaigns, notably for example Swedish young builders supported migrant workers in Qatar and there were many youth activities to commemorate International Workers' Memorial Day (April 28) and International Youth Day (August 12).

In July 2017, the BWI organised a Global Youth Summer School, hosted by UNITE, UK, bringing together 25 young leaders and activists from 18 countries. The event motivated participants to work to strengthen youth structures within the global trade union movement. It also was an opportunity to discuss draft resolutions for submission to the 4th BWI World Congress.



## ■ Valuing gender equality

BWI has encouraged women to join trade unions, take up leadership positions and take part in negotiating teams. BWI launched the 'Value Women's Work' campaign, in March 2016, designed to bring together BWI affiliates to advocate for greater gender equality in the work place, unions, households and communities. The campaign was presented in



a series of regional and sub-regional meetings that provided training on leadership, organising and campaign skills and participants developed action plans to take back to national unions. The meeting for the MENA region in April 2017 was particularly significant as there are still very few women activists in BWI affiliates in that region.

As a consequence, BWI affiliates have increasingly anchored gender issues in their policies and budgets; and unions have taken up issues such as enforcement of laws on gender equality, reducing the gender pay gap and the promotion of women's vocational training in the building trades. At the World Social Forum in Montreal, Canada in August 2016, the BWI conducted a well-attended workshop showcasing the 'Value Women's Work' campaign.

The Global Young Women's Conference on building the successor generation held in Kathmandu, Nepal in June 2016 brought together 40 young women unionists with the aim of training the next generation of women union leaders. Participants shared their campaign strategies on issues such as women workers' rights; the links between women's rights and forest certification; migration and organising women informal workers; and how to negotiate on pay equity, reproductive health and vocational training. The International Women's Committee adopted an innovative mentoring programme whereby young women trade unionists were paired with more experienced leaders to provide guidance and train them in global and regional campaigns and union work. A survey showed



that there are now significant numbers of women holding key national leadership positions in over 40 affiliates.

BWI has continued to commemorate March 8, International Women's Day, to highlight different themes, including ending gender-based violence at the workplace. BWI also participated in activities to promote the adoption of a new ILO instrument on gender-based violence in the world of work and to shape its proposed form and content. It is notable that on March 8, the BWI website has consistently registered the highest number of visitors in any day throughout the year, evidencing the interest in gender issues among the BWI community.

## ■ Schools programme and advocacy for an end to child labour

Child labour is a long-standing BWI priority dating back to the 1990s. Child labour is a violation of a child's right to education and furthermore it suppresses adult wages, weakens union structures and reduces bargaining power. A key area of intervention has been to address the problem of child labour in the vast informal sector in India through a holistic strategy that includes strengthening trade unions, maintaining school facilities to remove children from workplaces and to campaign for improved policy frameworks on child labour and education as well as labour standards in general. The on-going programme, supported by SSO's, has been implemented with ten partners in India and Nepal, and covers the brick kilns, minor forestry products, and construction and stone quarries. These are all sectors with low wages, migrant and seasonal, informal employment with the widespread use of family labour, because of a piece-rate wage system.



In early 2017, there were 23 different schools and preparatory centres in India and Nepal, with over 2000 children in attendance. The local unions have sought to persuade State governments to take responsibility for the schools but there are various impediments. The union schools follow the respective State curriculum and maintain regular contact with the government schools so as to facilitate transition to the formal school system.

There has been a significant membership increase, but because union fees are low, reflecting very low wages and irregular work, it has been difficult for

unions to become self-sufficient as far as support for the schools programmes is concerned. One of the key services offered by unions has been to link workers and communities with government schemes, such as the State Construction Workers' Welfare Boards. As a result of this work, union leaders have become much more influential, and have been appointed onto the Boards and other Government committees on child labour and minimum wages.

BWI affiliates have carried out sustained campaigning in alliance with other civil society organisations to make education compulsory in India and to align the minimum age of work with the end of mandatory schooling. The campaign for the abolition of child



labour drew momentum from the passage of the 2010 Right of Children to Free and Compulsory Education (RTE) Act. In 2016, the child labour law was finally amended in line with long-standing union demands: it now prohibits all forms of child labour up to 14 years of age and in specified occupations and processes, for children up to 18 years.

The schools programme is managed through the annual Child Learn Board meeting and biennial Joint BWI –SSO evaluation workshops. The programme has adapted its strategies, and is considering possible replication in other sub-regions, in close partnership with the SSOs. The programme also benefits from the support of the Dutch foundation 'Stichting Child Learn' which organises the annual Schimmert Marathon to highlight the issue of child labour. The programme has also received volunteers to learn and assist in the schooling programmes.

Recently, BWI expanded its work to the natural stone sector. BWI has become a key constituent of the TFT Dutch Responsible Stone Programme and in 2016 helped establish a multi-stakeholder alliance National Stone Industry Coalition in India, comprising certification agencies, civil society, trade unions, research and legal experts as well as employers and government agencies.

## ■ BWI's enabling mechanisms

BWI identified three enabling mechanisms: organising, sustainability and communications, as the requisites for the sound functioning of the global union and the facilitators of BWI's actions to implement the Strategic Plan 2014-2017 and to attain its long-term goals.

**Organising:** Over the Congress period, BWI focused on union building and networks to strengthen the organisational base of its affiliates. It carried out capacity building courses for over 7,500 national and local leaders on specific issues. In 2017, BWI had 15 sectoral or company networks as well as other ad-hoc working groups. Every region formed campaign networks that were instrumental in mobilising in support of BWI campaigns. Youth structures were established and women's participation in union work and leadership has also increased.

**Sustainability:** There has been an increase in the self-reliance and sustainability of regional operations and the Regional Committees have been active in recruiting new affiliates and monitoring affiliation contributions. Union-to-union and individual projects, so crucial to achieving BWI's goals as framed in the Strategic Plan, are funded through the generous cooperation of 20 solidarity support organisations (SSOs). There were around 45 on-going projects supported by 20 SSOs in 2017.

BWI set up a special SPOC fund or the Sustainability of Projects and Organising Campaign fund in 2011 which has raised donations used for BWI's sports and migration campaigns and other activities. While sustainability remains a continuing challenge, it is encouraging that there are potential new affiliates, particularly in the global south and North America, and areas of expansion in strategic occupations. There are also new potential partnerships with regards to solidarity projects.

**Communications:** BWI has shaped a new communication strategy designed to reach the widest number of members, workers and the general public. It has consolidated its image profile and branding and launched a new website which also acts as a platform for digital campaigning. It has made wide use of social media and produced a series of videos and podcasts to accompany key meetings or urgent actions. The sports campaigns in particular have been picked up by mainstream media and the 'Red Card for FIFA' has become synonymous with the BWI.

The SmartFocus service first piloted in April 2017 enabled BWI to increase its mailing lists and send text messages to statutory body members. Two-way information flows have been greatly enhanced, creating a sense of community and partnership, and generating greater knowledge, participation and mobilisation in BWI campaigns and other urgent actions.



# Amandla! for the Future:

## OVERVIEW OF THE STRATEGIC PLAN 2018-2021

The Strategic Plan 2018-21 is the result of a participatory consultation process coordinated by the Strategic Plan Working Group, appointed by the World Board as the responsible statutory body, and it is enriched by the contributions from regional conferences, and regional roundtables and a global forum prior to the World Congress on the topic of innovative unionism for the future.

### A. BWI'S VISION- MISSION-GOALS

BWI is committed to achieving sustainable development and decent work for building and wood workers through the defence and promotion of trade union rights, organising new members in both formal and informal work; and seeking to strengthen tripartism and social dialogue so as to improve employment and labour practices at national, regional and international levels.

**Vision.** A world with strong, independent, and democratic trade unions in the building and timber trades, where all workers have equitable access to stable jobs, fair wages and safe and healthy working and living conditions. We want to see an enabling environment for trade unions, where international labour standards are promoted, implemented and enforced, and where social justice, gender equality and respect for trade union and human rights prevail.

**Mission.** Our fundamental mission is to defend and advance workers' rights, and to improve working and living conditions in our sectors. The BWI, above all, has a rights-based approach. We believe that trade union rights are human rights and are based on equality, solidarity and democracy, and that trade unions are indispensable to good governance. The international labour standards of the International Labour Organisation (ILO), the Declaration of Fundamental

Principles and Rights at Work and the Decent Work agenda of the ILO is a trade union agenda in our sectors. We demonstrate the positive contribution from organised labour, the "Union Effect" in achieving these development objectives and in making workers' rights a priority. Our trade union networks are ready to confront exploitative employment and labour practices and to stand up for the rights of all workers in the building and timber trades.

#### BUILDING INDUSTRY



#### WOOD INDUSTRY



**Goals.** To improve working and living conditions in the building and wood sectors and promote sustainable industrial development. Our global union of 12-million members from 351 affiliates in 128 countries commit to:

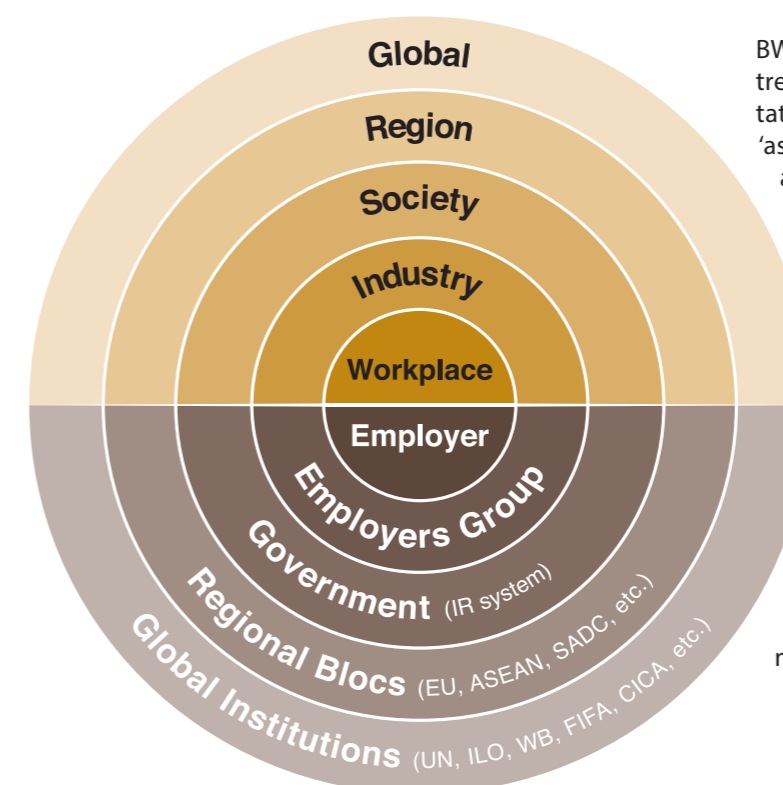
- Promote and defend human and trade union rights. Demonstrate the positive "Union effect" in achieving sustainable development and Decent Work through campaigns, networking, communications and development projects.
- Increase trade union strength. Provide support for constant growth of trade union membership among formal and informal workers and improve

trade union capacity to represent workers in sectoral policy, collective bargaining and workplace organising activities.

- Promote a stable and high level of employment in our sectors. More direct employment and wider collective bargaining coverage is essential to guarantee trade union and employment rights, living wages for men and women, proper working hours, good standards of health, safety and welfare, and skills development to minimise the health risks for workers and to maximise their employability and quality of work. BWI will combat social dumping caused by heightened competition between companies on wages and working conditions.
- Influence policy and strengthen the capacity of institutions and tripartite structures in our sectors.** Aim to improve employment and labour practices, and to promote, implement and enforce labour standards through tripartism, social dialogue and sustainable industrial policy development. Provide support for greater trade union participation in the decision-making processes.

### B. ARENAS OF TRADE UNIONISM

BWI has identified five main arenas for workers engagement which are inter-connected and include various components of BWI's action at the different levels: local level; industry/sectoral level; national State level labour relations policy and consultation mechanisms; regional level economic and trade bodies; at global level, with ILO and UN, MNEs, IFIs,



certification systems; global sports bodies and multilateral forums on urbanisation, forestry and migration.

### C. THREE STRATEGIC ACTIONS

BWI identifies three intersecting strategic actions: organising, negotiating and influencing.

**Organising:** The overall aim is to halt the decline in membership and retain the current membership levels over the Congress period.

The new BWI Global Organising Academy will train the next generation of skilled organisers and act as a coordinating platform for a network of labour rights' defenders. Affiliates will be encouraged to (1) draw up organising strategies focusing on the more modern, formal segments of the BWI industries so that, from a position of strength, unions can better defend the interests of precarious workers; (2) work towards organisational unity or where appropriate union mergers, so as to prevent the atomisation of the union movement in certain countries.

BWI will continue to support the existing MNE networks, and the three global networks in cement, wood and forestry, and migration, which have proven very effective in coordinating advocacy and campaigns; and where appropriate, create new occupational networks, for electricity and power workers, tower crane operators, and dam construction workers, as well as new MNE networks even though they are not yet covered by an IFA.

BWI plans a new campaign to expose the increasing trend to introduce alternative non-union representation bodies, first started in Costa Rica with the 'asociaciones solidaristas' or solidarity associations, and spreading in the Latin American continent and elsewhere. These associations or labour management councils are used by employers to undermine and eventually replace trade unions which genuinely represent the interests of the workforce.

In all aspects of this organising work, BWI will seek to harness the talents and competencies of activists, ensure a gender-fair approach, and include political awareness-building in its training programmes. Regional structures and the secretariat will be fine-tuned to meet the demands of the new Strategic Plan with the aim of creating a strong culture of solidarity and mobilisation.



### Build!

- Organise unions and recruit members
- Continue **pilot organising projects** in BWI engine countries and sub-sectors
- Develop **membership retention** strategies with affiliates
- Organise company and trades-based **networks**
- Assist in strengthening **legal and para-legal capacities** of affiliates
- Use other tools to reinforce union organising like IFAs, **child labour** programme, social security provisions and welfare boards, and migrants advocacy
- Update studies on BWI industries and on focus groups like women and youth
- Create a **knowledge base** on the BWI industries and value chains
- Facilitate greater **ownership and role of affiliates** from MNC home country



### Defend!

- Push employers into basic mechanism of **binding agreements** – either through collective agreements or other pathways that retain trade unions as the workers representative
- Conduct **social audit and problem solving** thru IFAs
- Scale up the use **complaint mechanisms** in ILO, OECD, and forest and other commodity-based certification systems
- Sustain **social dialogue** with counterparts in the industry and the governments as well as other stakeholders
- Continue to **negotiate-lobby** the global sports bodies on workers' issues
- Deepen and institutionalise the significance and broaden the actions around **major workers' days** like May Day, 8th of March and 28th of April



### Advance!

- Build cases and pressure through **investigations and exposé**
- Conduct **rights-based campaigns** and representation work
- Intensify **urgent actions** on trade union rights violations through public pressure and representation
- Formulate reform agenda and build alliances for **labour law reforms**
- Advocate for strict enforcement of **labour clauses** at all levels
- Lobby and advocate for **labour standards and workers' rights** before Governmental, Inter-Governmental and International Bodies including on Trade Blocs and Agreements
- Use **new and creative campaign** actions at national and international levels

**Negotiating: The overall aim is to protect and promote the institution of collective bargaining as both States and employers seek to weaken or abandon this fundamental right.**

BWI will strengthen coordination around collective bargaining by sharing best practices and model bargaining frameworks over the next four years.

BWI will scale-up its engagement with the 21 MNEs that have signed IFAs so as to strengthen union coverage throughout the supply chain of each company. It will also negotiate and campaign for the protection of workers' rights in corporate mergers, using the successful model of the Lafarge Holcim campaign of 'No merger without workers' rights' and in the face of privatisation. BWI will negotiate for joint labour inspections or social audits and further develop its competencies in this area. It will also use the OECD Guidelines on Multinational Companies as leverage to negotiate for the application of labour standards and the extension of collective bargaining rights.

**Influencing: The overall aim is to sustain and reinforce BWI's advocacy work and global policy-making through knowledge exchange, the sharing of responsibilities and resources across affiliates, and strengthening union commitments to participate in mobilisations and urgent actions.**

BWI will continue to advocate for strong labour standards whether at the ILO and other UN agencies, with the MDBs, and IFIs, and through regular consultations with the World Bank.

The BWI will continue to participate in the FSC and PERC certification systems and use their respective complaints systems where appropriate. BWI will also be an active voice on migrant workers' rights and climate change in support of the call for a just transition.

BWI will draw up a new communication and campaigning strategy document designed to strengthen outreach in the media outlets of its affiliates and in the mainstream media. Using the 'Spotlight Project', BWI will expose exploitative practices of major MNEs to pressure them into responsible business conduct.

## D. BWI'S CONVERGENCE

There are seven inter-related priority areas of action for the next Congress period, called the 'Convergence' to emphasise the need for BWI structures and affiliates to act in concert for common goals. Organising, negotiating and influencing are the three constants summed up in the BWI call for action: build, defend and advance!



**Rights For All.** Rights for all can only be achieved through a strong, self-reliant, and democratically legitimated trade union movement nationally and internationally.

*Actions will include:*

- **Build** the BWI organising academy at global and regional levels and establish more networks in new sectors or occupations, including in the public sector
- Establish mechanisms to integrate migrant and posted workers into unions and develop a 'Migrants Rights Index' and database
- **Defend** sectoral bargaining to strengthen joint regulation of working conditions
- Sign four MoUs between unions from countries of origin and destination on migrant workers' rights
- **Advance** through campaigns on living wages, against wage theft and for the right to social protection and fair pensions for workers in BWI industries
- Carry out advocacy for the general liability of the main contractor throughout the supply chain and in order to reduce the practice of sub-contracting
- Carry out advocacy with governments to safeguard the rights of migrant workers, those in precarious employment and for the eradication of child labour



**Safe Work.** BWI has a central role in ensuring safe work: that workplaces do not kill, injure or make workers sick. BWI will continue to work for the culture change that will make this happen.

*Actions will include:*

- **Build** a BWI labour inspection system and standards; and a global network of labour inspectors
- Promote workplace health and safety committees and implement a systematic training programme for OHS officers at union level
- **Defend** strong health and safety provisions in protocols or agreements with employers
- **Advance** international health and safety standards with a particular focus on dam construction
- Using a 'Building Collapse Watch' monitor, put pressure on governments to enforce labour standards
- Keep up the campaigns to ban asbestos and for a 25 kilo limit on cement bags
- Set up a global labour inspection mechanism for large infrastructure projects and mega-sporting events



**Youth in Unions.** Leadership training for the successor generation of young men and women and structures for their participation in union life will lay the foundation for our future union movement

*Actions will include:*

- **Build** global and regional BWI young workers structures and set up a youth leadership programme
- Set up a successor generation database and mobilise young workers to take part in campaigns
- **Defend** job security for new entrants and ensure equal rights and benefits for young workers
- **Advance** youth employment policies and programmes, as well as vocational training programmes



**Gender Equality.** BWI will promote the integration of women into trade unions, develop specific organising and negotiation agendas and promote women's equal access to employment in BWI industries.

*Actions will include:*

- **Build** women's leadership programmes and conduct gender sensitivity training for leaders and negotiators
- Undertake a gender audit in BWI structures and affiliates, promote affirmative actions in union leadership and structures; and develop a women's leadership database
- **Defend** non-discriminatory practices and provisions to end gender-based violence at work
- Negotiate for equal pay for work of equal value and similar work; increased parental leave; provisions on women's reproductive health concerns
- **Advance** the campaign on 'Valuing Women's Work' and launch new global campaigns on 'Stop Macho Culture!' and 'Women in Trades' to highlight women's skills
- Share affiliates' best practice on gender issues



**Sustainable Industries.** BWI will advocate with international standard setting bodies and key industry leaders for sustainable and socially responsible industries anchored in decent work.

*Actions will include:*

- **Build** BWI membership in the renewable energy industry and develop policy competence on industry sustainability
- Campaign for responsible construction and sustainable forest management in alliance with civil society groups
- **Defend** workers, their unions and labour standards in privatisation processes
- Negotiate labour standard compliance in forest certification systems in the chain of custody and controlled wood
- Strengthen BWI's engagement and promote tripartism on the issue of the future of work
- **Advance** green and decent jobs through better regulation of BWI industries and improved vocational training and life-long learning
- Strengthen engagement with the FSC and PEFC certification systems, and with other multilateral processes such as UN Habitat, COP Climate Change Conference, the UN Forest Dialogue and the MDBs



**Fair Games.** The BWI Sports Campaign will combine workplace union organising, advocacy with host countries and the global sports bodies and, as a new element, the promotion of a professional labour inspection system for sports-related work sites.

*Actions will include:*

- Build membership at sports-related worksites
- Use affiliates communication tools for awareness and mobilisation
- Defend the right to bargain and sign CBAs at sports-related worksites and where applicable use IFAs and sign agreements to conduct labour inspections

- Lobby or seek membership in advisory or supervisory bodies with oversight of sports-related worksites
- Advance the use of forest certification as integral to the concept of Fair Games
- Advocate with corporate sponsors of MSEs on workers' rights issues and on the need for due diligence in the selections of host countries, using the 'BWI Migrant Rights Index'
- Take part in multi-stakeholder platforms and alliances on the responsibilities of sports bodies



**Organized Value Chains.** Some MNEs that have signed IFAs with BWI act irresponsibly in developing countries and in their supply chains. BWI will focus on organising in the supply-value chain of both MNEs that have signed IFAs and with other MNEs.

*Actions will include:*

- Build membership in MNE's supply chain including with non-European companies
- Develop six new MNE organising projects and six new company networks and, where applicable, form alliances with other global unions in multi-sectoral value chains
- Defend workers by holding to account global and national managements for their anti-union practices and labour rights violations
- Negotiate six new IFAs and strengthen IFA reference groups
- Advance IFAs as stronger instruments to protect labour standards
- Continue the 'Stop Exploitation for Development' Campaign in public infrastructure projects to promote decent work; and strengthen social dialogue with Chinese MNEs
- Use stakeholder workers' capital such as pension funds to put pressure on MNEs to respect workers' rights
- Support the adoption of a binding UN Treaty on Transnational Corporations and Human Rights

## AMENDMENTS TO BWI STATUTES

These amendments strengthen representation of the global south, young workers and women in BWI decision-making structures and facilitate increased capacity of the regional organizations. Below there is a summary of the new clauses and an explanation of the composition of the World Board and World Council as amended by the 4<sup>th</sup> World Congress December 2017.



**Article 8.7:** The World Board will allocate budgets to the regional offices linked to the regional action plans.

**Article 9.3 & Article 12:** The World Congress will elect three Deputy Presidents, representing respectively the global north and the global south.

**Article 9.7:** World Congress delegations should aim to ensure that the composition reflects the percentage of young members in the union and that at least one-third of delegates are women.

**Article 10.2:** The World Council will include the President, three Deputy Presidents (as above); five Regional Vice-Presidents who will be elected by the affiliates in the region and confirmed by the World Council; the General Secretary; representatives of the country groups and first and second substitutes, as approved by Congress on the basis of nominations from affiliates, and World Council decisions on the composition of country groups; all members of the International Women's Committee and the International Youth Committee; the five Regional Representatives as ex-officio non-voting members. Each country group should aim to ensure that at least one-third of the members and substitutes are women. The overarching aim is to reach the goal that one-third of World Council members are women.

**Article 10.3:** The World Council will normally meet every two years.

**Article 11.2:** The World Board will comprise: the President, the three Deputy Presidents (as above); five regional Vice-Presidents (and if a Vice-President is elected Deputy President, the Regional Committee will nominate a new Vice-President from among its members, to be confirmed by the World Council); ten other members from the World Council (of whom one shall be the elected representative from the Pan European Council); the chairs of the International Women's Committee and the International Youth Committee; the five regional representatives as ex-officio non-voting members. The overarching aim is to reach the goal that one-third of World Council members are women.

**Article 14:** There will be four auditors, including at least one from the global south and one residing in the same country as the Secretariat.

**Article 15:** The World Board is tasked with developing a transition plan over a four-year period to achieve progressively stronger regional structures based on greater regional autonomy. The European region will be represented by the European Federation of Building and Woodworkers (EFBWW)<sup>1</sup>. A Pan-European Council (PEC) will represent affiliates in non-EU countries; the PEC will be represented on both the World Council and World Board and coordinated from the BWI headquarters. There will be a joint conference of the PEC and EFBWW every two years. The European Women's Committee will cover the whole European region.

**Article 15.2:** BWI recognises EFBWW's autonomy and responsibility as regards representation in relation to EU institutions. The Europe regional shall be governed by the EFBWW Statutes. The EFBWW President and General Secretary shall act as Vice President for Europe and Regional Representative for Europe respectively and shall be represented in the World Board and World Council.<sup>2</sup>

**Article 19:** The International Youth Committee will comprise the chairs of the regional youth committees. There will be first and second substitutes. There will be a Chair and two Vice-Chairs appointed by the World Council on the basis of nominations from the regions. The Chair will be a member of the World Council and the World Board and the Vice Chairs will act as substitute members. Vacancies will be filled by the appointment of a representative from the respective region and ratified by the World Board. The Committee will meet every two years following the World Council and the meetings costs will be covered by the BWI, on the basis of regulations established by the World Board.

**Annex 1:** Includes proposals for new country groups in Brazil and Australia.

<sup>1</sup> This amendment will take effect on 1 July 2018, pending the decision of the Extraordinary EFBWW General Assembly to act as the BWI regional structure in Europe.

<sup>2</sup> This amendment will take effect on 1 July 2018, pending the decision of the Extraordinary EFBWW General Assembly to act as the BWI regional structure in Europe.



# CONGRESS RESOLUTIONS

## A. SOLIDARITY ACTIONS

### Resolution 01: Conflict Zones

BWI calls on affiliates to assist workers, affected by the many challenges related to terrorism and other attacks, as well as refugees and migrants, by raising their plight at the ILO, UN and global union meetings, with a particular focus on health and safety issues.

### Resolution 04: Trade Unions in India Condemn Anti-Workers Labour Reforms

BWI condemns the Government of India for introducing regressive labour law reforms without due consultation with trade unions; encourages affiliates to campaign in alliance with central trade unions to oppose their adoption; and calls on the government to respect the principles of tripartism and consult with key stakeholders before introducing further labour reforms.

### Resolution 05: Australian Building and Construction Commission (ABCC)

BWI condemns the re-establishment of the ABCC and the associated Building Code which violates the rights of construction workers; it pledges to work with Australian affiliates, CFMEU and ETU, to challenge its provisions before the ILO Committee on Freedom of Association and elsewhere.

### Resolution 06: Restore the Rights to Freedom of Association in Cambodia

BWI urges the Cambodian Government to suspend the Trade Union Law, drop all criminal charges against trade union leaders exercising their legitimate rights, and implement the recommendations of the 2016 ILO Direct Contact Mission, so as to promote freedom of association, assembly and expression, which are the pillars of a democratic society.

### Resolution 09: Root causes of migration should be eliminated

BWI commits to working to eradicate the root causes of migration, which are fuelled by capitalism's exploitation of natural resources and labour, which has in turn led to violent wars and conflicts and increasing inequalities.

### Resolution 24: Condemn Extra-Judicial Killings in the Philippines

BWI calls on the Philippines Congress to condemn the government's war on drugs which has claimed up to 10,000 lives; and also condemns all other forms of violence by armed insurgents or terrorist groups; calls on the government to continue peace talks with the armed insurgency; and fully investigate and punish perpetrators of extra-judicial killings; and to recognise and protect workers' rights.

### Resolution 25: Electrical Workers

BWI recognises the Power Unions and Electrical Workers as a BWI sector and will encourage Global Union Federations with members in the sector to work together and cooperate with the Steering Committee of the GPTU.

## B. YOUTH

### Resolution 14: BWI Youth Global Activism and Organising

BWI commits to creating and resourcing an International Youth Committee (IYC) to coordinate youth campaigns together with a global youth activist network; and to promote youth activists' participation in BWI global campaigns. The IYC will comprise the Chairs of the Regional Youth Committees and youth will also be represented on the BWI World Board, in line with proposed statutory amendments.

### Resolution 16: Global Activist Academy

BWI commits to establishing a Global Activists Academy, in parallel with the Global Organising Academy. Its structure, training programmes and operational framework will be determined by the World Council and the Global Youth Committee.

## C. NEOLIBERAL TRADE AGREEMENTS

### Resolution 07: No to neoliberal trade agreements in the Asia-Pacific

BWI condemns attempts by Asia Pacific governments to deny unions a role in the negotiation of trade agreements; encourages all affiliates in countries involved in the Regional Comprehensive Economic Partnership (RCEP), the Trans-Pacific Partnership minus 1 (TPP-1) and the Trade in Services Agreement (TISA) to engage with their governments to demand protections for workers' rights and a labour rights resolution mechanism as core parts of these agreements.

### Resolution 10: Struggle for nature is a constant part of workers' struggle

BWI condemns the privatization of forests, which leads to deteriorating working conditions and deforestation; and proudly commits to continuing the fight against climate change and for the protection of natural resources and the environment in parallel with the fight for decent work.

## D. INTERNATIONAL AGREEMENTS

### Resolution 08: Demand the inclusion of international labour standards in AIIB Policy Documents

The Congress urges BWI Statutory Bodies to lobby the new China-backed multilateral development bank, Asia Infrastructure Investment Bank (AIIB) (i) to amend

its Environmental and Social Frameworks and Policy to include direct reference to ILO Core Conventions; (ii) to enter into a cooperation framework with BWI for joint inspection of work sites.

### Resolution 12: Global Framework Agreements (GFAs)

In order to expose and root out anti-trade union practices in multinationals that have signed GFAs, BWI commits to review all its GFAs; survey affiliated organisations on the application and adherence to the GFAs; and where appropriate, renegotiate GFAs.

### Resolution 13: Resolution concerning the International Framework Agreements (IFAs) relating to workers' representatives

When negotiating IFAs, BWI commits to contact the affiliate(s) in the home country of the company, and if there is no European Works Council (EWC), although legally mandated, the BWI will strongly encourage that the EWC be established. If there is an EWC, the BWI will ensure that the home country affiliate(s) and the EFBWW EWC coordinator are involved in the IFA negotiations. BWI further commits that each new IFA will include a reference group, including the home country affiliate(s), as well as BWI and company representatives; and to the extent possible, seek to establish both a global trade union network to help monitor implementation of the IFA and a World Union Committee, composed of the reference group members and EWC representatives.

### Resolution 27: Engagement with Forest Stewardship Council (FSC)

BWI commits to (i) campaign for the FSC to submit concrete recommendations on how ILO Core Conventions can be guaranteed by the Chain of Command (CoC) certificate holders; (ii) call on affiliates to organise direct industrial action in CoC and Controlled Wood certificate holder companies where workers are denied fundamental rights; (iii) develop a joint organising strategy with other Global Union Federations that cover workers in the supply chain; (iv) pressure the FSC to resolve long-standing BWI complaints; (v) create an ad-hoc FSC campaign working group to report to the World Council on future engagement with the FSC.

## E. GLOBAL ACTION TO DEFEND WORKERS

### Resolution 11: BWI Commitment to Internationalism and Political Action

BWI and its affiliates reaffirm their support for the implementation of the Global Strategic Plan; call upon affiliates and solidarity support organisations to respect internal processes in the definition of regional priorities; extend global solidarity to unions in dire need; and commit to sustained investment in organising and political action.

### Resolution 17: Global Political Action in Defence of Workers' Rights

BWI commits to launching political campaigns against repressive governments, funded by the International Solidarity Fund; and to create a new Global Organising and

Campaign Fund, to support the BWI global team and to expand organising campaigns targeting workers in MNCs, infrastructure projects and certified companies, among others.

### Resolution 18: BWI Political Action Fund and Campaigns in Latin America

BWI commits to support an action fund for its affiliates in Latin America and the Caribbean to campaign to strengthen local trade unions in their organising on existing, restarted and new construction projects so as to ensure decent working conditions, including career paths for professionals, and to promote the development of young and women union leaders.

### Resolution 19: Workers' organisations in countries where trade unions are illegal

BWI recognises the need to develop alternative mechanisms and solidarity networks for supporting representative organisations in countries where trade unions are illegal, while continuing to demand full recognition for the right to freedom of association and collective bargaining in those countries.

### Resolution 26: Migrants and Refugees

BWI commits to promoting partnerships and alliances with trade unions in host and countries of origin of migrant workers and refugees; to lobby relevant institutions and governments to allocate resources to the poorest countries, from where migrants originate; to promote peace processes in consultation with trade unions from concerned countries; and to encourage material and social reconstruction efforts in countries in conflict.

## F. COOPERATION BETWEEN THE BWI AND THE EFBWW

### Resolution 21: Pan European Unity and Solidarity

Based on the conclusions of the 2 July 2015 workshop held in Vienna, Austria, BWI commits to continuing to support trade unions in Central, South East and Eastern Europe where ILO Core Conventions are not recognised and unions are under attack and weak; and to give unions in Eastern Europe representation in the global and European bodies of the BWI.

### Resolution 22: Strengthening cooperation between EFBWW and BWI

The Congress calls upon BWI and EFBWW Statutory Bodies to reinforce cooperation with the aim of strengthening transparency of structures and methods and avoiding duplication including in relation to finances and meetings. This process should be guided by the need to strengthen the national trade unions and any solution, while taking into account European interests, should be globally applicable, and in line with BWI statutes.

# LIST OF ELECTED OFFICERS 2018-2021

## A. BWI PRESIDIUM

<b>Per Olof Sjöö</b> President	<b>Dietmar Schäfers</b> Deputy-President	<b>Pierre Cuppens</b> Deputy-President	<b>Piet Matosa</b> Deputy-President	<b>Ambet Yuson</b> General Secretary
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## B. BWI WORLD BOARD

**Per Olof Sjöö**, President  
**Dietmar Schäfers**, Deputy-President  
**Pierre Cuppens**, Deputy-President  
**Piet Matosa**, Deputy President  
**Ambet Yuson**, General Secretary  
**Johan Lindholm**, Regional Vice-President for Europe  
**David John Noonan**, Regional Vice-President for Asia-Pacific  
**Abdelmonem Ibrahim Mohamed Elgamal**, Regional Vice-President for Africa-Middle East and North Africa  
(1st substitute: Amechi Asugwuni and 2nd substitute: Oloka Mesilamu)  
**Saul Mendez Rodrigues**, Regional Vice-President for Latin America and Caribbean  
(1st substitute: Adalberto Galvao and 2nd substitute: Victor Hugo Brandan)  
**Michael Rose**, Regional Vice-President for North America  
**Vasyl Andreyev**, Interim Chair, International Youth Committee  
**Rita Schiavi**, Chair - International Women Committee  
**Kyungshin Kim**, Board Member  
**Marta Pujadas**, Board Member  
(1st substitute and Board Member 2020-21: Nilson Duarte Costa and 2nd substitute: Richenel Ilario)  
**Nicole Simons**, Board Member  
(1st substitute: Fritz Heil and 2nd substitute: Moritz Greil)  
**Zamaney Menso**, Board Member  
(1st substitute: Ellen Hoeijenbos and 2nd substitute: Janna Mud)  
**Gail Cartmail**, Board Member  
**Ramazan Agar**, Board Member  
(Substitute: Vasyl Andreyev)  
**Josef Muchitsch**, Board Member  
(Substitute: Nico Lutz)  
**Justina Jonas**, Board Member  
(1st substitute: Amechi Asugwuni and 2nd substitute: Oloka Mesilamu)  
**Scott Doherty**, Board Member  
(1st substitute: Michael Martin and 2nd substitute: Bob Matters)  
**Christian Roy**, Board Member  
(1st substitute: Serge Plechot and 2nd substitute: Pauline Bidaud)  
**Nilton Freitas**, Regional Representative — Latin America and Caribbean  
**Crecentia Mofokeng**, Regional Representative — Africa - Middle East and North Africa  
**Apolinar Tolentino**, Regional Representative — Asia-Pacific

## C. BWI WORLD COUNCIL

**Per Olof Sjöö**, President  
**Dietmar Schäfers**, Deputy-President  
**Pierre Cuppens**, Deputy-President  
**Piet Matosa**, Deputy President  
**Ambet Yuson**, General Secretary  
**Johan Lindholm**, Regional Vice-President for Europe  
**David John Noonan**, Regional Vice-President for Asia-Pacific  
**Abdelmonem Ibrahim Mohamed Elgamal**, Regional Vice-President for Africa-Middle East and North Africa  
(1st substitute: Amechi Asugwuni and 2nd substitute: Oloka Mesilamu)  
**Saul Mendez Rodrigues**, Regional Vice-President for Latin America and Caribbean  
(1st substitute: Adalberto Galvao and 2nd substitute: Victor Hugo Brandan)  
**Michael Rose**, Regional Vice-President for North America  
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**Rita Schiavi**, Chair - International Women Committee  
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**Marta Pujadas**, Board Member  
(1st substitute and Board Member 2020-21: Nilson Duarte Costa and 2nd substitute: Richenel Ilario)  
**Nicole Simons**, Board Member  
(1st substitute: Fritz Heil and 2nd substitute: Moritz Greil)  
**Zamaney Menso**, Board Member  
(1st substitute: Ellen Hoeijenbos and 2nd substitute: Janna Mud)  
**Gail Cartmail**, Board Member  
**Ramazan Agar**, Board Member  
(Substitute: Vasyl Andreyev)  
**Josef Muchitsch**, Board Member  
(Substitute: Nico Lutz)  
**Justina Jonas**, Board Member  
(1st substitute: Amechi Asugwuni and 2nd substitute: Oloka Mesilamu)  
**Scott Doherty**, Board Member  
(1st substitute: Michael Martin and 2nd substitute: Bob Matters)  
**Christian Roy**, Board Member  
(1st substitute: Serge Plechot and 2nd substitute: Pauline Bidaud)

## TITULAR MEMBERS OF WORLD COUNCIL 2018-2021

Group	Country	Titular members	Substitute members
1	Denmark, Faeroe Islands, Finland, Iceland, Norway, Sweden	<b>Johann Lindholm</b> , BYGGNADS, Sweden  <b>Matti Harjuniemi</b> , Rakennusliitto, Finland  <b>Gunde Odgaard</b> , 3F/BAT	<b>1st: Mikael Johansson</b> , Malareförbundet, Sweden <b>2nd: Valle Karlsson</b> , SEKO, Sweden  <b>1st: Jan Olav Andersen</b> , ElogIT <b>2nd: Jari Nilosaari</b> , Finish Industrial Union  <b>1st: Kristjan Thordur Snaebjarnarson</b> , RAFIDNADARSAMBAND, Island <b>2nd: Juul Rasmussen</b> , Dansk Elektriker Forbund, Denmark
2	Belgium, Luxembourg, Netherlands	<b>Tom Deleu</b> , ACV CSC, Belgium  <b>Zamaney Menso</b> , FNV, The Netherlands  <b>Brahim Hilami</b> , FGTB-ACCG, Belgium	<b>1st: Justin Daerden</b> , ACV CSC, Belgium <b>2nd: Patrick Vandenberghe</b> , ACV CSC, Belgium  <b>1st: Ellen Hoeijenbos</b> , FNV, The Netherlands <b>2nd: Janna Mud</b> , FNV, The Netherlands  <b>1st: Gianni De Vlamincq</b> , FGTB-ACCG, Belgium
3	Germany	<b>Robert Feiger</b> , IGBAU, Germany  <b>Nicole Simons</b> , IGBAU, Germany  <b>Michael Knoche</b> , IGMetall, Germany	<b>1st: Dietmar Schäfers</b> , IGBAU, Germany <b>2nd: Fritz Heil</b> , IGBAU, Germany  <b>1st: Ulrike Laux</b> , IGBAU, Germany <b>2nd: Fritz Heil</b> , IGBAU, Germany  <b>1st: Wilfried Hartmann</b> , IGMetall, Germany <b>2nd: Brigitte Doeth</b> , IGMetall, Germany
4	Austria, Switzerland	<b>Josef Muchitsch</b> , GBH, Austria  <b>Nico Lutz</b> , UNIA, Switzerland	<b>1st: Richard Dragosits</b> , GBH, Austria <b>2nd: Brigitte Schulz</b> , GBH, Austria  <b>1st: Guido Schluep</b> , Syna, Switzerland <b>2nd: Bruna Campanello</b> , UNIA, Switzerland
5	France, Italy	<b>Christian Roy</b> , FO BTP, France  <b>Claudio Sottile</b> , FILCA CISL, Italy	<b>1st: Serge Plechot</b> , FNSCBA CGT, France <b>2nd: Pauline Bidaud</b> , FNCFB-CFDT, France  <b>1st: Mercedes Landolfi</b> , FILLEA CGIL, Italy <b>2nd: Massimo Trinci</b> , FENEA UIL, Italy
6	Portugal, Spain	<b>Pedro Hojas</b> , FICA UGT (2018 – 2019)  <b>Vicente Sanchez</b> , CCOO, Spain (2020-2021)	<b>1st: Vicente Sanchez</b> , CCOO, Spain (2018-2019) <b>Pedro Hojas</b> , FICA UGT (2020 – 2021) <b>2nd: Juan Carlos Barrero</b> , FICA UGT (2018 – 2019) <b>Jesus Fernandez</b> , CCOO, Spain (2020 – 2021)
7	Republic of Ireland, United Kingdom	<b>Gail Cartmail</b> , Unite, UK	<b>1st: Paul Mooney</b> , Unite, UK <b>2nd: Greg Ennis</b> , SIPTU, Ireland
8	Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovak Republic	<b>Gyula Pallagi</b> , EFEDOSZSZ, Hungary	<b>1st: Ieva Gretere</b> , LCA, Latvia <b>2nd: Inga Ruginiene</b> , LMPF, Lithuania
9	Bulgaria, Romania	<b>Gheroghe Balaceanu</b> , FGS Familia, Romania (2018-2019)  <b>Ioanis Parteniotis</b> , FCIW-Podkrepa, Bulgaria (2020-2021)	<b>1st: Ioanis Parteniotis</b> , FCIW-Podkrepa, Bulgaria (2018-2019) <b>Gheroghe Balaceanu</b> , FGS Familia, Romania (2020-2021) <b>2nd: Dan Anghel</b> , FSLIL, Romania
10	Albania, Bosnia-Herzegovina, Croatia, Macedonia, Serbia, Montenegro, Slovenia	<b>Petar Necak</b> , SSPD, Serbia (2018 – 2019)  <b>Ivan Peshevski</b> , SGIP, Macedonia (2020-2021)	<b>1st.: Ivan Peshevski</b> , SGIP, Macedonia (2018-2019) <b>Petar Necak</b> , SSPD, Serbia (2020 – 2021) <b>2nd: Lejla Catic</b> , SSSPDPBIH, Bosnia Herzegovina

TITULAR MEMBERS OF WORLD COUNCIL 2018-2021

Group	Country	Titular members	Substitute members
11	Azerbaijan, Georgia, Kazakhstan, Kyrgyzstan, Uzbekistan, Ukraine, Russian Federation, Tajikistan and Moldova	<b>Boris Soshenko</b> , STROP; Russian Federation (2018 – 2019)  <b>Vasyl Andreyev</b> , PROFBUD, Ukraine (2020 – 2021)	<b>1st: Vasyl Andreyev</b> , PROFBUD, Ukraine (2018 – 2019) <b>Boris Soshenko</b> , STROP; Russian Federation (2020 – 2021) <b>2nd: Marina Kurtanidze</b> , The Georgian Constructors and Foresters Independent Trade Union
12	Cyprus, Greece, Israel, Malta, Turkey	<b>Ramazan Agar</b> , YOL-IS, Turkey	<b>1st: Yitzhak Moyal</b> , HISTRADUT, Israel <b>2nd: Yiannakis Ioannou</b> , SEK, Cyprus
13	Canada, United States	<b>Michael Martin</b> , Iron Workers Union, United States  <b>Scott Doherty</b> , UNIFOR, Canada	<b>1st: Chris Carlough</b> , SMART, United States  <b>1st: Bob Matters</b> , USW, United Steel Workers, Canada
14	Benin, Burkina Faso, Cameroon, Central African Rep., Chad, Gabon, Rep. of Guinea, Ivory Coast, Mali, Niger, Senegal, Togo, Democratic Republic of Congo	<b>Diarraf Ndao</b> , SNTC/CNTS, Senegal	<b>1st: Constant Michel Bruno Nabyoure</b> , FTBBF, Burkina Faso <b>2nd: Léon Mebiame</b> , UTBTBPSP, Gabon
15	Ghana, Liberia, Nigeria, Sierra Leone	<b>Amechi Asugwuni</b> , NUCECFWW, Nigeria	<b>1st: Pius Michael Quainoo</b> , CBMWU, Ghana <b>2nd: Isaac Jideofor Egbugara</b> , CCESSA, Nigeria
16	Angola, Botswana, Lesotho, Malawi, Mauritius, Mozambique, Namibia, Swaziland, South Africa, Zambia, Zimbabwe	<b>Justina Jonas</b> , MANWU, Namibia	<b>1st: Jeremias Duzenta Timana</b> , SINTICIM, Mozambique <b>2nd: Mohumad Reeaz</b> , CMWEU, Mauritius
17	Burundi, Djibouti, Ethiopia, Kenya, Uganda, Rwanda, Seychelles, Tanzania	<b>Oloka Mesilamu</b> , UBCECAWU, Uganda	<b>1st: Rajabu Wellington Mwondi</b> , KUPRIPUPA, Kenya <b>2nd: Boniface Yohana Nkakatisi</b> , TUICO, Tanzania
18	Algeria Egypt, Mauritania, Morocco, Tunisia	<b>Hassen Chebil</b> , FGGB – UGTT, Tunisia (2018-2019)  <b>Ahmed Bahannis</b> , SNBB, Morocco (2020 - 2021)	<b>1st: Ahmed Bahannis</b> , SNBB, Morocco (2018 – 2019) <b>Hassen Chebil</b> , FGGB – UGTT, Tunisia (2020-2021)
19	Bahrain, Jordan, Kuwait, Lebanon, Palestine, Yemen, Iraq Kurdistan	<b>Mahmoud Salem Abbas Alhyari</b> , GTUCW, Jordan	<b>1st: Antoun Antoun</b> , GSTU, Lebanon <b>2nd: Abdel Kader Abdel Karim Al Shehani</b> , GFBTU, Bahrain
20	Hong-Kong, Japan, Mongolia, Taiwan, South Korea	<b>Akira Shinohara</b> , SHIRINROUREN, Japan	<b>1st: Battsogt Barouu</b> , MCWTUF, Mongolia <b>2nd: Patkan Chan</b> , CSGWU, Hong Kong
21	Cambodia, Indonesia, Malaysia, Philippines, Singapore, Thailand, Myanmar, Vietnam	<b>Nor Azlan Bin Yaacob</b> , TEUPM Malaysia	<b>1st: Rasmina Pakpahan</b> , FKUI, Indonesia <b>2nd: Santiago Vicen Nolla</b> , NUBCW, Philippines
22	Bangladesh, India, Nepal, Pakistan, Sri Lanka	<b>Dr. Rama Chandra Khuntia</b> , INBCWF, India	<b>1st: Muhammad Aslam Adil</b> , PFBWW, Pakistan <b>2nd: Aminur Rashid Chowdhury</b> , BBWWF, Bangladesh
23	Fiji, New Zealand, Papua New Guinea, Solomon Islands, Vanuatu	<b>John Alexander</b> , CETWUF, Fiji	<b>1st: Louisa Jones</b> , First Union, New Zealand
24	Australia	<b>David John Noonan</b> , CFMEU C&G, Australia	<b>1st: Allen Francis Edward Hicks</b> , ETU, Australia <b>2nd: Nigel Bernard Price</b> , CFMEU C&G, Australia
25	Bolivia, Colombia, Ecuador, Peru, Venezuela	<b>Hoover Delgado</b> , FEDESOMECE, Ecuador	<b>1st: Palmides Escorcía</b> , SINTRAPIZANO, Colombia <b>2nd: Luis García Sanchez</b> , SITRAPESA, Peru
26	Argentina, Chile, Paraguay, Uruguay	<b>Marta Pujadas</b> , UOCRA, Argentina	<b>1st: Jorge Hernandez</b> , FETRACOMA, Chile <b>2nd: Jorge Gornatti</b> , USIMRA, Argentina

TITULAR MEMBERS OF WORLD COUNCIL 2018-2021

Group	Country	Titular members	Substitute members
27	Brazil	<b>Nilson Duarte Costa</b> , SITRAICP – Rio de Janeiro, Brazil	<b>1st: Dulcilene Carneiro De Morais</b> , Pernambuco MARRETA, Brazil <b>2nd: Itaci de SA</b> , CERAMISTAS Criciuma, Brazil
28	Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Mexico, Panama	<b>Saul Mendez Rodriguez</b> , SUNTRACS, Panama	<b>1st: Pedro Julio Alcantara</b> , FENTICOMMC, Dominican Republic <b>2nd: Walter Soto</b> , UNATROPYT, Costa Rica
29	Barbados, Bermuda, Curacao, Guyana, Jamaica, Surinam	<b>Richenel Ilario</b> , SEBI, Curacao	<b>1st: George Scott</b> , Bermuda <b>2nd: Rudolph A. Thomas</b> , BITU, Jamaica

**Nilton Freitas**, Regional Representative — Latin America and Caribbean  
**Crecentia Mofokeng**, Regional Representative — Africa - Middle East and North Africa  
**Apolinar Tolentino**, Regional Representative — Asia-Pacific

D. BWI AUDITORS COMMITTEE

**Steinar Krogstad**, Fellesforbundet, Norway  
**Fatimah Mohammad**, UFES, Malaysia  
**Michael von Felten**, UNIA, Switzerland  
**Franck Reinhold von Essen**, FNSCBA CGT, France

E. BWI INTERNATIONAL WOMEN'S COMMITTEE (IWC)

**Chair**, Rita Schiavi, UNIA, Switzerland, Europe  
**1st Vice-Chair**, Dora Cervantes, IMAW, United States, North America  
**2nd Vice-Chair**, Marta Pujadas, UOCRA, Argentina, Latin America and Caribbean

**Members:**  
**Kyungshin Kim**, KFCITU, South Korea, Asia Pacific  
**Elizabeth Amuto**, UBCECAWU, Uganda, Africa and Middle East



BWI Global Staff

## Vision

A world with strong, independent, and democratic trade unions in the building and timber trades, where all workers have equitable access to stable jobs, fair wages and safe and healthy working and living conditions. We want to see an enabling environment for trade unions, where international labour standards are promoted, implemented and enforced, and where social justice, gender equality and respect for trade union and human rights prevail.

## Mission

Our fundamental mission is to defend and advance workers' rights, and to improve working and living conditions in our sectors. The BWI, above all, has a rights-based approach. We believe that trade union rights are human rights and are based on equality, solidarity and democracy, and that trade unions are indispensable to good governance. The international labour standards of the International Labour Organisation (ILO), the Declaration of Fundamental Principles and Rights at Work and the Decent Work agenda of the ILO is a trade union agenda in our sectors. We demonstrate the positive contribution from organised labour, the "Union Effect" in achieving these development objectives and in making workers' rights a priority. Our trade union networks are ready to confront exploitative employment and labour practices and to stand up for the rights of all workers in the building and timber trades.



**Build!**



**Defend!**



**Advance!**

## Goals

To improve working and living conditions in the building and wood sectors and promote sustainable industrial development. Our global union of 12-million members from 351 affiliates in 128 countries commit to:

- **Promote and defend human and trade union rights.** Demonstrate the positive "Union effect" in achieving sustainable development and Decent Work through campaigns, networking, communications and development projects.
- **Increase trade union strength.** Provide support for constant growth of trade union membership among formal and informal workers and improve trade union capacity to represent workers in sectoral policy, collective bargaining and workplace organising activities.
- **Promote a stable and high level of employment in our sectors.** More direct employment and wider collective bargaining coverage is essential to guarantee trade union and employment rights, living wages for men and women, proper working hours, good standards of health, safety and welfare, and skills development to minimise the health risks for workers and to maximise their employability and quality of work. BWI will combat social dumping caused by heightened competition between companies on wages and working conditions.
- **Influence policy and strengthen the capacity of institutions and tripartite structures in our sectors.** Aim to improve employment and labour practices, and to promote, implement and enforce labour standards through tripartism, social dialogue and sustainable industrial policy development. Provide support for greater trade union participation in the decision-making processes.



BWI • BHI • BTI • IBB • ICM  
[www.bwint.org](http://www.bwint.org)

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