



Jobs for All, Justice for All – Unions make it Possible!

BWI Impact 2014 - 2017

Part 1: BWI Priorities



BWI
Building and Wood
Workers' International
www.bwint.org



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I. Introduction

The challenges facing workers and their trade unions at BWI's 2013 Congress in Bangkok have not disappeared. If anything, many of them have become more serious. In many countries, precarious work continues to grow and new inventions in job insecurity are afflicting workers, particularly young workers, and undermining respect for their rights. Globalisation continues to protect investor rights much better than workers' rights.

On the political front, populist nationalists have grown stronger and have gained parliamentary representation in a number of countries. In a few countries, including the United States, the Philippines, Poland, Hungary and Turkey, they have gained powerful positions. Bigotry, including anti-immigrant and anti-refugee sentiment, has been amplified by irresponsible political leaders and has led not only to electoral shifts, but also to Brexit in the UK.

In other words, political, economic, and social pressures have all undermined solidarity and collective action; even the very coherence of society. The work of BWI, whether it is for fair treatment of migrants, for steady employment rather than contract or precarious work, for gender equality at work, or cooperation among trade unions of all continents and regions, is faced with those multiple challenges that cut to the very core of the mission of trade unions. However, despite those challenges, over the Congress period, BWI and its member organisations have made progress in all of those areas.

BWI considers that the only way for workers to make sustainable improvements in their rights and working conditions is if they are able to organise, negotiate collective agreements, and influence policy. Although there are many priorities, that is the common thread. Whether BWI is intervening with governments, international organisations or multinational companies on policy or trade union rights, the purpose is to protect workers' rights. The job of member organisations is to help workers organise and bargain, and BWI's job, although distinct, is also organising. It is to create an international enabling environment in its sectors for organising and bargaining through building leverage and solidarity. In addition, BWI helps affiliates to organise, innovate, and cooperate with other members.

This activity report shows that, despite these challenges, BWI and its member organisations have made remarkable progress. Let me give one dramatic example. In cement, rapid job losses continue in many countries and contract labour is a common abuse in others, but the BWI conducted a landmark, revealing survey, and brought unions together in networks to share information and cooperate.

Together, BWI and its affiliates fought for and succeeded in extracting a global framework agreement from the largest MNC in the industry, LaFargeHolcim. This joint struggle in the cement industry has meant that thousands of contract workers have become regular employees. Unions representing cement workers are dealing with tough problems with hope, enthusiasm and solidarity. The industry is not changing of its own accord; unions are making it change.

BWI affiliates are rightly proud of the Global Sports Campaign for Decent Work and the "Red Card for FIFA" campaign. At that time, BWI demanded industrial relations and FIFA offered public relations. Who could have imagined that BWI would now have a regular, productive dialogue and agreements with FIFA or be on the ground and a recognised partner of the Supreme Council in Qatar?

There are many other examples in the report of union achievements. There have been major breakthroughs in organising and bargaining with Chinese construction MNCs in Africa, in organising cement workers in India and infrastructure projects in Panama. Construction workers in Turkey have received permanent employment and there has been progress through certification bodies for forestry workers in Africa and Asia.

The wide-ranging and detailed activities described in this report are linked with strategies that employ three connected and inter-dependent pillars: organising, representation, and influencing policy. Governmental and international bodies (like the UN, ILO, and World Bank) and even private organisations (for example, the Forest Stewardship Council) are all bodies where BWI influences policy and uses standards and mechanisms to protect workers' rights and create an enabling environment for organising and bargaining. Negotiations, including global framework agreements, provide freedom from fear to allow workers to organise.

All of this work, campaigning, mobilising, developing relationships, building respect and influence, and using leverage wherever it can be found or developed, are all about ensuring workers have the effective right to organise and bargain.

Globalisation does not have to be the exclusive domain and playing field of capital, companies, and the wealthy.

Solidarity, the glue that holds BWI member organisations together regardless of country, region or sector, is a powerful force to globalise social justice. It is part of building, brick by brick, a new globalisation where workers, through their trade unions, are no longer victims of forces beyond their control, but become global actors able to engage and shape their destinies.

II. Union

1. Organising and Negotiating with Multinational Companies

Introduction

Although there are variations among sectors and companies, in general, multinational companies (MNCs) are reducing their direct employment and organising their work so that much of it is performed by other enterprises working with and for them.

In other words, problems including trade union rights and industrial relations that could once be resolved by the intervention of the main company with its subsidiary in another country have become more complicated. Difficulties are often with sub-contractors or suppliers or companies in other business relationships. It has been very difficult to persuade companies to recognise their responsibilities towards the human rights of workers who are not direct employees.

This re-organisation of work complicates corporate structures and is associated with the increase of precarious forms of work. It creates yet more challenges for organising and bargaining. In many cases, workers have the right to organise and bargain on paper, but in reality, they do not have the “effective” right to organise. The distance between workers and the real decision-makers in industry has increased. International trade union structures are more necessary than ever to facilitate such connections.

The dispersal of corporate structures has not diminished the influence of MNCs, which still make key decisions that affect global supply chains. It means, however, that trade union policies and activities must be innovative and respond to a diverse, but inter-connected workforce; and that unions need to understand how companies, investors and other international financial players function and make decisions.



BWI seeks to create an enabling environment for organising and bargaining so that workers are free to form and join unions and engage with companies without fear and intimidation. That is true for all workers, but there are some special opportunities to influence MNCs that are not available with purely national enterprises.

Organising and negotiating with MNCs is one of the priorities of the BWI Congress Period 2014-2017 and falls under the pillar of Organising. It is also linked with the two Congress Resolutions: Composite 2 on International Framework Agreements and Composite 4 on Chinese Multinational Companies.

Engaging the MNCs

National governments have the responsibility to protect workers’ human and labour rights. One of BWI’s points of leverage with MNCs is based on the use of national labour laws as well as international policy issues that affect MNCs.

The BWI recently associated with the ILO Freedom of Association complaint filed by the Australian Council of Trade Unions on behalf of the BWI affiliate, CFMEU, with respect to the reconstitution of the Australian Building and Construction Commission (ABCC) and the related building code. The ILO complaint was filed against the Government of Australia, but indirectly, it is also a challenge to the companies that supported the legislation and that allows them to violate workers’ rights in the construction industry. The decision on

the case will be important in Australia, but it will also send a signal to companies on whether they should promote similar ideas in other countries.

MNCs are also influenced by the international trade and investment environment. BWI has opposed any provisions that would, in effect, provide protections to foreign investors that are not available to national investors or that would privilege property rights over workers' rights. Such provisions and the legal mechanisms associated with them exist in many trade agreements and were also under consideration in further agreements that are no longer viable due to opposition from trade unions. BWI work in policy areas such as migration, gender equality, youth employment and climate change are also relevant to engagement with MNCs and corporate campaigns.

At national and international levels, procedures exist that allow trade unions to put pressure on MNCs to behave responsibly. These include labour provisions in export credits by some national governments, labour standards provisions on procurement (national, EU or international) in such bodies as the World Bank and the regional development banks, as well as the World Bank's Investment Finance Corporation (IFC) that provides loan guarantees for private enterprises. For example, it was lobbying on procurement standards in Africa that generated BWI's first productive contacts with Chinese MNCs and laid the groundwork for later agreements.

BWI has used the revised OECD Guidelines for Multinational Enterprises in cases against companies and against FIFA. The revised Guidelines incorporate the UN Guiding Principles on Business and Human Rights. BWI was involved in the development of those principles and has used them to support the sports campaigns and as avenues to dialogue with MNCs, particularly concerning responsibilities in supply chains and in business relationships. BWI's knowledge and practical experience with the UN Guiding Principles has gained it respect in many forums, such as the FIFA Human Rights Advisory Council.

BWI has negotiated many international framework agreements (IFAs) and continues to improve them in subsequent renewals. It also seeks to influence corporate behaviour and engage even with companies where there are no agreements. BWI established mechanisms for dialogue and resolution of specific conflicts with some MNCs, such as MECO Constructora in Costa Rica, Odebrecht in Brazil, Arauco in Chile, WBHO in South Africa and Vinci in France.

In March 2016, the BWI and the ceramic union of Argentina, FOCRA, filed a complaint against the Etex Group under the OECD Guidelines for Multinational Enterprises. The complaint was on grounds of lack of consultation and cooperation with FOCRA throughout the restructuring process, which entailed the dismissal of 540 workers in several plants. After delaying their responses to the National Contact Point (NCP), in April 2017, the BWI and NCP met with ETEX in Brussels.



In Turkey, in May 2015 after four months on strike, 218 wood workers at SFC, which is owned by Kronospan, the world's largest manufacturer of wood-based panels, went back to work after concluding an agreement on a wage increase and improved working conditions. Throughout the strike, Kronospan tried to undermine the union in the company. However, 170 workers refused to leave the union and, finally, the employer accepted their demands on wage increases and the right to organise. To support its affiliate AGAC-IS, the BWI organised a solidarity mission to visit the striking workers in Kastamonu.

BWI is also fighting against one of the most abhorrent trade union busting methods found in the developed world – blacklisting.

The fight against blacklisting of union members



The BWI released a position paper on Skanska's operations, including blacklisting of union members in the United Kingdom and poverty wages and unsafe working conditions in the United States.

Skanska is one of the largest multinational construction companies in the world. It is a Swedish company with a good reputation that claims to take social responsibility seriously. Yet it has been involved in serious violations of workers' rights in a number of countries, including the UK and the USA.

The paper was released simultaneously with press statements in the UK and the USA, urging the company to work with BWI in creating a monitoring and training team to help expand Skanska's Code of Conduct to cover not only Sweden but its operations around the world.

In the UK, the biggest 'blacklisting' scandal in construction industry history resulted in a victory in a court case, as 256 workers were set to receive more than £10 million in compensation in 2016.

Individual pay-outs could range from £25,000 up to £200,000, depending on such factors as the loss of income and the seriousness of the defamation. UNITE, the union, made a determined legal stand resulting in a further £4 million compensation for 97 of the 256 claimants, because the union considered the original offers were inadequate.

The union had waged a five-year fight against more than 30 construction firms, which were part of a blacklisting conspiracy that saw hundreds of workers lose those jobs and have their lives ruined for carrying out legitimate trade union activities, such as health and safety checks.

At the centre of the scandal were the machinations of the secretive Consulting Association, which was raided by the Information Commissioner in 2009.

BWI has supported the unions. The claims were brought against Balfour Beatty, Carillion, Costain, Kier, Laing O'Rourke, Sir Robert McAlpine, Skanska UK and VINCI, all of which used and paid for the blacklisting services provided by Consulting Association.

Making International Framework Agreements operational

BWI has negotiated 21 international framework agreements with MNCs. Using the UN Guiding Principles and the OECD Guidelines, BWI argued that companies should take responsibility for the impact of their policies on human rights not only as concerns their direct employees but also in their supply chains and in other business relationships.

BWI also argued human rights concerns include issues related to employment contracts, use of private employment agencies, occupational health and safety (OHS) and other issues. The first agreement addressing employment relationships, including limits on the use of private agencies was with GDF Suez, now ENGIE. BWI has advocated for company due diligence because companies must be aware of potential impacts and address them. BWI has also made progress on the priority issue of trade union access to workers.

Some agreements are currently in their final stages of negotiation. The renewal of agreements provides opportunities to incorporate new issues, such as union access and neutrality; rights of migrant workers; stronger OHS provisions; job security and supply chain issues. Over time, agreements have become more serviceable and comprehensive. For example, the agreement signed in January 2017 with Veidekke ASA, Norway's largest construction company, includes provisions that apply to sub-contractors and joint ventures. There are also new operational provisions, such as recognition of the role of BWI global union networks in the monitoring of review the agreements and in problem resolution.

The IFAs are used on the ground to create a climate in which organising and bargaining can take place. For example, in the Andean region of Latin America, AW Faber Castell Peruana announced extensive layoffs and refused to negotiate. Using the IFA with the company, the BWI helped obtain recognition for

the union and the first collective bargaining agreement (CBA) for workers. Experience on the ground helps to demonstrate what the agreements really mean and forms the basis to improve them.

This Congress period saw the signing of five IFAs, including with the Spanish construction multinationals Sacyr, Acciona and Dragados in October 2014. BWI also signed an IFA with Veidekke ASA, Norway's largest construction company in January 2017. New global agreements are expected to be signed with Besix, Belgium, a construction company, LafargeHolcim, a Swiss cement company and Stora Enso, a Swedish-Finnish paper and forestry company. The 2014 IFA with Salini Impregilo, a company specialising in the construction of major infrastructure projects, is much improved over the previous agreement, signed in 2004. Workers' rights are now guaranteed in all operations and Salini Impregilo pledged to facilitate trade union access to worksites. The BWI and its Italian affiliates renegotiated the IFA with Impregilo, when the company merged with another Italian company Salini to create Salini Impregilo in 2014.

In February 2015 after a series of negotiations and intervention by the BWI, MANWU Namibia signed an agreement with Salini Impregilo regarding health and safety issues at the Neckartal Dam construction site in the Karas region in southern Namibia. Prior to the agreement, MANWU had raised serious OHS concerns at the site ranging from lack of shaded structures for lunch and rest periods, cold drinking water, and toilet facilities for the more than 500 workers.

GDF Suez, now renamed ENGIE, one of the largest energy companies, which also has construction activities, signed a global OHS agreement with BWI, PSI and IndustriAll in 2014 as an addendum to the 2010 IFA. The objective is to guarantee better safety conditions at the workplace; to eradicate fatal accidents in the company; and to improve the health conditions of workers by eliminating hazardous products across its entire operations, including with sub-contractors. As soon as the revision of the IFA is completed, a health and safety group will be established.

In February 2015, the BWI began discussions to renew and update its IFA with IKEA due to the company's significant industrial and organisational changes. BWI affiliates from Poland (Budowlani), Netherlands (FNV), Sweden (GS), and the United States (IAMAW) took part in the negotiations. The BWI World Council in November 2016 reviewed the draft agreement which includes new issues, including extending the scope to workers in IKEA's suppliers; clarification of the relationship between national and international standards; trade union recognition and access; and agreement on the recognition of the IKEA global union network.

In Russia, the BWI worked with the Russian timber union to develop and implement an organising plan targeting workers at the IKEA plant in Tikhvin, near St. Petersburg. The plant is in a very isolated location, more than 230 km from the nearest trade union office. There was a lack of skilled organisers in the area, so with the support of BWI, the union hired temporary, skilled organisers to reach out to workers in a systematic manner. The determined work of the union resulted in the creation of a core network of worker-

List of BWI IFAs

1.	ENGIE (energy and construction, France)
2.	Faber-Castell (pencils, Germany)
3.	Stabilo (instruments for writing and cosmetics, Germany)
4.	Staedtler (writing and drafting instruments, Germany)
5.	Hochtief (construction, Germany)
6.	Pfleiderer (wood, Germany)
7.	Wilkhahn (office furniture, Germany)
8.	Impregilo Salini (construction, Italy)
9.	Ballast Nedam (construction, Netherlands)
10.	Royal BAM Group (construction, Netherlands)
11.	Veidekke (construction, Norway)
12.	Dragados (construction, Spain)
13.	OHL (construction, Spain)
14.	Sycyr (construction, Spain)
15.	Acciona (construction, Spain)
16.	FCC (construction, Spain)
17.	Ferrovial (construction, Spain)
18.	IKEA (furniture, Sweden)
19.	Skanska (construction, Sweden)
20.	Stora Enso* (paper, wood and forestry, Sweden/Finland)
21.	Lafarge Holcim* (building materials, Switzerland)
22.	Besix* (construction, Belgium)

* for signing

activists. Together with GW, the Swedish union, BWI will continue to support the union in its work for recognition by the local management at the plant.

Resumption of production at the Faber Castell Unit in Goa State in India was a major victory for the workers and their families who were on the brink of losing their livelihoods following a decision by Faber Castell India management to close the unit after a fire in 2010. The workers were satisfied with the resumption of long stalled production in the new facilities in May 2014. Utilising the global agreement, BWI took up the issue with the management. A social audit, various meetings and missions took place. Faber Castell finally decided to restart the production at Goa, overruling the decision of Faber Castell India. An agreement was also signed accepting union demands on wages, annual increments and seniority payments.

As a result of strike action from the local union and advocacy at global level from BWI and IGBAU, BWI affiliate SINTEC-FETRACOMA in Chile has been recognised by Hochtief and Strabag in the Alto Maipo hydroelectric project. SINTEC negotiated on behalf of more than 3,000 workers. Workers were demanding a wage increase, salary readjustments in every professional category, improvements in accommodation, social security coverage and a productivity bonus. FETRACOMA also concluded CBAs with OHL and Acciona, companies building the metro in Santiago covering over 5,000 construction workers.

In May 2016, BWI and the French company, Vinci, together with its Qatari partner, Qatari Diar Vinci Construction (QDVC) negotiated a MoU to improve the working and living conditions of all workers, including migrant workers in QDVC projects in Qatar. Although the 10-point MoU has been agreed, the parties are waiting for the official sanction of the Qatari Ministry of Administrative Development Labour and Social Affairs before it can be implemented. In the meantime, the BWI has provided advice on various social welfare programmes initiated by QDVC for migrant workers, including the strengthening of the Workers' Welfare Committees (WWC). In November 2016, there were company-wide WWC elections involving over 5,000 workers. The BWI provided recommendations on the election process to ensure transparency and the full participation of workers.

In addition, the BWI provided input to the audit conducted by Business for Social Responsibility commissioned by Vinci to review all of its projects in Qatar. BWI's French affiliates, including the FNCBA-CGT, have also played a critical role in pressing Vinci to take action to protect the rights of migrant workers in Qatar.

Global Organising in the Cement Industry

More than ever, cement, is a truly global industry. Seismic changes in recent decades have impacted on the quantity and quality of employment, in particular as a consequence of the recent mega-mergers of the largest cement companies. The industry in developed countries has become more capital-intensive and in part because of technological changes, the overall number of workers employed has decreased. In developing countries, the number of permanent workers has decreased, replaced by contract or casual workers to reduce wage costs.

BWI and IndustriAll had signed an IFA with Lafarge. With the merger of Holcim and Lafarge, the new company was not interested in an agreement. BWI and IndustriAll launched a long and determined global campaign, *"No merger without workers' rights"*.



The company shifted position and reached an agreement on a text for an IFA that will cover 100,000 workers from 2,500 cement plants. The agreement will focus on fundamental rights, health and safety, exchange of information, conflict-resolution and recognition of the global cement union network.

Given the many problems in the cement industry and the differences among regions, BWI organised a global cement union conference in late 2016, as well as regional conferences to discuss developments in the industry. The global and regional networks that have emerged from these conferences have been very effective in sharing information and cooperating to develop common bargaining strategies. In this way, BWI's overall work in the building materials sector has been strengthened.

The agreement with LafargeHolcim would not have been possible without major mobilisations of the global cement network. There were actions at the stakeholders' annual meetings in Zurich, 8,500 protest letters, and more than 100 local plant protests in 2016. The actions highlighted workplace fatalities and the link to precarious employment, the illegal replacement of workers in British Columbia, Canada, the use of child labour in Uganda, and the unfair treatment of families in the Ambuja plant in India.

The Declaration of the LafargeHolcim trade union conference in Hyeres, France in October 2016 clearly affirmed the need for social dialogue, timely solutions to problems and a written global agreement.



In Minas Gerais, Brazil, a court ordered the reinstatement of 87 dismissed LafargeHolcim workers at SINTICOMEX in December 2015. The victory was in part a result of the work of the LafargeHolcim global network, ensuring that workers' rights are preserved after the merger.

In South Africa, at least 800 workers at LafargeHolcim went on a 12-day strike for wage and benefit increases.

Contract Workers included in National Cement Wage Agreement in India

With nearly 390 million tonnes of cement production annually, India is the second largest cement producer in the world. The INCWF, an umbrella trade union federation and BWI affiliate, has a significant presence in cement plants across India. The INCWF has been concerned about the decline in the numbers of permanent workers and the increase in contract workers throughout the cement sector in India. To curb this practice and the undermining of rights of contract workers, the INCWF has been prioritizing the issue of contract workers in their organizing strategy.

This was endorsed by the Executive Committee of the INCWF and as follow-up, the leadership embarked on exhorting its affiliated unions at the plant-level to organize contract workers and ensure protection of their rights along with continuous lobby for better working conditions and wage payments. The INCWF's efforts have resulted in enrolment of about 1500 contract workers under Unions' fold in major cement plants and additionally formed 12 unions specifically for contract workers across India.

The INCWF has been at the forefront in the National Wage Agreements signed with the Cement Manufacturers Association (CMA) signed every four years. The Federation for the first time in the history of National Cement Wage Settlements signed on 29th July 2015 included the contract workers engaged in packing, loading and unloading works. The workers must be paid the minimum wages ("E" grade wages) that the regular workers are getting. As of 01 February 2017, the wage is to Rs 27,500 per month (US\$423). In all, the wage settlement covers 135,000 workers (including regular workers) who are major beneficiaries. The INCWF is monitoring through its constituent unions that the agreed wages are being paid at the cement plants.

Challenges were also faced as in Ukraine, PROFBUD has an organized CRH cement plant (Lafarge before) in western part of the country after protest actions against job cuts – company launched compensation program when workers who voluntarily agreed to quit working places received compensation from 60 to 120 months' salary. 300 workers of 450 agreed on this and PROFBUD lost 70 percent of its membership in the plant. The union leadership were twice at the CRH plant in 2015 and 5 times met with CRH country HR director. One of more CRH plants organizing efforts is Kamenets-Podolski plant (core asset in Ukraine) where local union after leadership change in September 2015 started internal organizing campaign to increase union membership and strengthen union organization.

For South East Europe, the cement networking activity in November 2015 served as an initial platform for unions from the cement industry to assess baseline information and evaluate union strategies on organising workers and concluding CBAs in several companies like Holcim, Nasicecement, Lafarge, TITAN and CRH.

In direct engagement with managements, one case is the assistance of IGBAU Germany, BWI met with the Heidelberg senior management to discuss workers' rights in the merger process with Italcementi. BWI has an IFA with Italcementi but Heidelberg refused to recognise it. BWI, together with IGBAU Germany,

IndustriALL and the European Works Council, is developing a global campaign to put pressure on Heidelberg to negotiate a new IFA. BWI raised several cases of violation of workers' rights around the world. BWI and PROBUD succeeded in bringing the Ukrainian management back to the bargaining table and BWI is negotiating for the resolution of cases in Egypt and Jordan.

BWI work in the cement industry also includes MNCs without global framework agreements and national enterprises. In the context of the vast structural changes in the cement sector, and growing workforce insecurity, BWI and the well-respected French socio-economic research institute, SECAFI, conducted a global survey on working conditions in the cement industry. The survey shows an alarming extension of sub-contracting in the industry, leading to lack of trade union representation and a huge number of preventable fatal accidents in the sector.

The BWI Global Cement Survey: Unions tell cement industry to clean up their act

As part of the BWI survey, workers' representatives in 113 cement plants from 40 countries gave their opinions on five subjects: trade union rights, sub-contracting and outsourcing, health and safety at work, climate change and remuneration and social protection.



The survey shows an alarming extension of sub-contracting in the industry, tantamount to a wholesale outsourcing policy of core production activities that affects up to 75 per cent of activities in new plants. This situation is all the more worrying because the survey also reveals just how vulnerable sub-contracted workers are. They are often not reached by trade unions, the companies exclude them from the coverage of CBAs and they are therefore more liable to exploitation, bad working conditions, occupational accidents, diseases and fatalities.

The overall health and safety assessment is frightening since 30 per cent of the cement plants surveyed reported at least one death over the last 3 years and 60 per cent recognise the existence of occupational diseases. However, in 20 per cent of the plants, management still does not provide regular medical check-ups for workers.

The cement industry needs to clean up its act. Cement is a hazardous industry, and prevention of accidents and disease is seriously undermined by abusive outsourcing in the sector and the companies' refusal to take responsibility for bad working conditions. The survey confirms that there is an absence of genuine consultation with unions. Unions have expertise to offer but they are not given a role because they expose the industry's

exploitative employment policies and labour practices. In their drive to keep profits high, companies are cutting costs at the expense of workers, affecting working time, wages, social protection, equality and health and safety.

The growth of precarious work in the cement industry has been masked by corporate social responsibility public relations campaigns. The survey clearly reveals that companies do not carry out due diligence and there are many issues with respect to the rights to organize and bargain. Companies are increasingly sub-contracting operations as well as hiring contract workers without job security and union rights. BWI is calling on the cement companies to take responsibility for their entire operations.

The survey was an important impetus, leading up to the formation of the BWI global cement union network established at the 2016 Panama Global Cement Conference, with the participation of 150 union leaders from 45 countries. Based on the survey findings, the conference discussed the alarming trends concerning the erosion of workers' rights in the cement industry. The network is a vehicle for contacts and information exchange, and coordination to facilitate organizing and bargaining and act on issues such as occupational health and safety.

The conference adopted the global action plant that will focus on a global organizing campaign targeting the following cement companies: Heidelberg, CRH, Titan, Siam, Taiheyio, Cemex, Argos, Dangote, Portland and Votorantim.

Six regional cement union networks have been instrumental in mobilising solidarity in regional and global campaigns. The dynamism of the Latin America and Caribbean cement union network has attracted several plant level unions that facilitated the formation of the Chilean Cement Federation. The Africa and Asia cement

union networks are leading the fight against contract labour in the cement industry. The Arab cement network is defending existing CBAs while the South Eastern Europe cement union network is negotiating new CBAs.

Chinese MNCs

Prior to and during the last World Congress in Bangkok, there were extensive discussions about the experience, mostly in Africa with Chinese MNCs. These companies are very active in construction and work closely with many African governments. As a follow-up to the Congress discussion, the African construction network conducted and published research.

The network has enabled trade unions to convince governments to respect trade union rights, especially in public infrastructure projects (PIPs) and procurement processes. Union recognition and CBA negotiations as well as problem-solving on the ground have led to engagement with Chinese companies and improved relations. During the Congress period, a relatively short period of time, union membership in these companies grew and peaked at around 50,000 though this number has fluctuated with the completion of many projects.



BWI held its first Global Conference on Chinese MNCs in 2015 in order to develop a global strategy, with the participation of affiliates from different regions, other global union federations (GUFs), ILO and other partners. By the end of 2016, Chinese MNCs' poor response on workers' rights and working conditions had led to many union actions. In Africa, BWI recorded a significant increase in membership in Chinese MNCs: 30,200 new members in 137 Chinese MNCs, 74 new CBAs and 66 strikes held in 2016.

CBAs were signed with the following Chinese MNCs: include Sino Hydro, CCC, CRBC, Jiangxi-GeoEngineering, China Sichuan Company, CATIC, CCECC, CGC, EEC, TEC and China Zhongap. Below are some of the results from the affiliates:

- In Zimbabwe, ZCATWU recruited 1,002 workers employed by Chinese MNCs including Sino Hydro. CLAWUZ used an existing CBA to recruit 90 per cent of workers in the Chinese company, Eddington.
- KBCTFIEA Kenya recruited 1,879 members at Standard Gauge railway construction site operated by China Road and Bridge Corporation.
- UBCCECAWU Uganda recruited 169 workers from Sino Hydro; recruited 150 workers at the China Zhongmei Engineering Group Company; and 200 from China International Water and Electric Corporation.
- CBMWU Ghana signed a CBA in 2014 with Sino Hydro, one of the seven giants of Chinese MNCs operating in Africa.
- EIFCMWCOTU Ethiopia recruited 76 workers at CREC, a Chinese company constructing the Djibouti – Addis Ababa road.
- In 2014 BWI supported the strike by Pakistan affiliate, PFBWW, at the T4 Tarbela Dam project operated by the Chinese Sino Hydro. Around 2,000 workers took part and now the union is a member of the Grievance Redressal Committee.
- In Bolivia, the CSTCB was able to engage in a dialogue with Chinese companies. BWI has been supporting its affiliate in a campaign focusing on trade union rights and labour legislation.
- China Harbour Company in Chile which is constructing a new port has been organised but the union had to go on strike for their rights to be respected.
- In 2015, SGIP Macedonia's campaign "*Building Roads without Injuries and Fatalities*" resulted in safety dialogue with Sino Hydro and its contractors.
- In 2016, the BWI Montenegro affiliate carried out an organising drive among workers at the Chinese company, CRBC, which is the main contractor at the highway project Bar–Boljar.

Organising and Negotiating in a Chinese MNC

The Zimbabwe construction union, ZCATWU, was able to raise concerns with the Ministry of Labour and Sino Hydro management about issues relating to salaries and wages, OHS and other violations of workers' rights. On 4 August 2015, the union wrote a letter to the Ministry of Energy and Power Development, which is supervising the project, notifying them that Sino Hydro Corporation was violating the National Employment Council for the Construction Industry of Zimbabwe (NECCIZ) Statutory Instrument 45 of 2013, which requires all employers to pay workers according to their skills. Instead Sino Hydro was underpaying workers arguing that they did not recognise the qualifications. The Ministry of Energy and Power Development raised the issues with Zimbabwe Power Company (ZPC), as Sino Hydro was its main contractor. The government took up the issue with Sino Hydro informing them of the workers' grades and how much they should be paid according to Zimbabwean law.

In September 2015, the union convened a meeting attended by the union, ZPC, ZESA Holdings and Sino Hydro management. Sino Hydro acknowledged underpaying workers and they agreed that workers would be paid according to the law.

Chinese investment and the activities of Chinese MNCs are expanding on all continents. BWI affiliates are now seeking to organise Chinese MNCs in other regions, particularly Latin America and Central and Eastern Europe.

Given the scale of planned investments by China and its multinational companies, the future of organising and bargaining in construction by BWI affiliates will depend largely on the further development of relationships with Chinese MNCs, which in turn will require intense inter-union cooperation and determined organising on the ground.

2. Infrastructure projects

In BWI's Strategic Plan 2014-2018, infrastructure projects are a priority area of work and there is detailed guidance about how BWI and its affiliates can take action. The strategic plan outlines the role unions can play in this fast-changing environment:

- Infrastructure demand is driven by urban growth. Infrastructure is so vital to this growth that even the most cash-strapped governments will give it priority or face a drastic change in lifestyle for their people.
- This infrastructure explosion means unprecedented competition for energy, minerals, forest products and water resources. Sustainability in this construction boom starts and ends with construction – the materials used, the waste produced and the final built environment. There are related opportunities, including the development of infrastructure for renewable energies, green buildings and retro-fitting of existing buildings to improve energy efficiency.
- Construction companies and trade unions can play an active role in shaping the evolving regulatory environment, as clients, mainly in the industrialised countries, increasingly demand audited data on sustainability issues.

Infrastructure projects bring both challenges and opportunities. As the Strategic Plan mentions *“with several hundred or even several thousand workers on site over a period of years, workers have high expectations of these projects as long duration providers of steady employment with good wages, health and safety and working conditions.”*



Infrastructure projects are multi-stakeholder endeavours. Governments are both clients and regulators of labour relations and public contracts. International contractors are also key players as they win tenders either as individual companies or as consortium with other companies.

Infrastructure lending accounts for around 60 per cent of all Multilateral Development Banks (MDBs) loans. MDBs are also responsible for ensuring decent work conditions on their projects. Bidding documents, conditions of contracts and performance standards must reflect ILO Conventions. In the case of the

World Bank Group's International Finance Corporation and the European Bank for Reconstruction and Development, there are additional Labour Performance Standards that apply to Public Private Partnership (PPP) projects. The right to join a trade union, to organise and to bargain collectively are now stipulated in the loan agreements, along with provisions on health and safety, welfare, HIV/AIDS and equal opportunities.

Over the Congress period, BWI pursued the following strategy:

- ORGANISING UNIONS in infrastructure projects using industry agreements that secure trade union rights, health and safety and respect for international labour standards.
- CAMPAIGNING to raise the standard of living and working conditions in infrastructure projects in all regions.
- JOINT UNION ACTIONS for 'Fair Play – Fair Games' with regard to international sporting events
- FIGHTING for labour clauses in public infrastructure contracts and to use them to recruit and organise new members.

Over the last 4 years, unions have carried out numerous activities ranging from workplace actions to international advocacy. BWI has carried out advocacy and negotiated important advances for the rights of workers in infrastructure projects and construction at the international level. From United Nations to the ILO and from World Bank to Asian Development Bank, BWI leaders have put forward numerous proposals. One key event was the 2015 ILO Global Dialogue Forum on Decent Work in Infrastructure and the Construction Industry

BWI has taken part in a series of meetings with the World Bank to call for the full implementation of international labour standards across its projects. It has been highly influential in shaping the Bank's new Environmental and Social Standard 2 (ESS2), a comprehensive, human rights labour safeguard. Since 2014, BWI has also been a

ILO Global Dialogue Forum on Decent Work in Infrastructure and the Construction Industry

The BWI delegation composed of union leaders from Namibia, Uganda, Panama, Brazil, India, Fiji, Germany and Italy engaged with governments and employers to assert workers' rights during the 2015 ILO Global Dialogue Forum.

The BWI affiliates put forward key issues concerning the industry including proposals for improvements in procurement practices and argued strongly for the introduction of labour clauses in bidding and contract documents. The unions explained the vital role of workers' representation and collective bargaining in ensuring decent working conditions and health and safety for all.

Around 40 government representatives, mainly from Ministries of Labour and Labour Inspectorates, made helpful and well-informed contributions to the discussion and were largely supportive of the union proposals.

Employers were finally convinced to drop their long-standing objections to ILO Convention 94 on Labour Clauses in Public Contracts. They have now agreed to support a promotional campaign by the ILO for the ratification of the Convention by governments. The employers also agreed that the ILO should research and evaluate the use of roving safety representative schemes, where trade unions can provide trained occupational health and safety (OHS) representatives to visit small workplaces and offer advice and support.

The points of consensus include the following:

- The inclusion of labour clauses in public procurement processes, bidding documents and contracts can have a positive effect on workers' rights and working conditions in the industry.
- The sector faces important decent work deficits and has a poor image in terms of working conditions and safety. Efforts to stimulate growth and productivity in the sector need to go hand in hand with the promotion of decent work
- Improving OSH, particularly addressing the incidence of fatal and non-fatal accidents and diseases related to construction work is essential to address the major decent work deficits. Compliance with health and safety laws in the sector is principally the responsibility of employers, and workers have the responsibility to cooperate with arrangements put in place by the employers. Tripartite committees at the national and sectoral levels are effective mechanisms of OSH governance. An effective, transparent and adequately resourced labour inspection system is



essential to promote and monitor compliance with OSH legislation. Workers' representatives on health and safety committees or joint health and safety committees where they exist are effective workplace prevention measures.

- International Framework Agreements (IFAs) negotiated between multinational enterprises and the Global Union Federation for construction (BWI) are innovative social dialogue mechanisms with positive effects on decent work and sustainable productive employment. These IFAs are voluntary agreements over and above legal requirements, based on ILO standards and they include a monitoring mechanism for implementation. They demonstrate the company's commitment to freedom of association, the right to organise and good faith collective bargaining.
- Governments should consider ratifying and effectively implementing relevant international labour standards related to construction, in particular the Safety and Health in Construction Convention, 1988 (No. 167), and the Labour Clauses (Public Contracts) Convention, 1949 (No. 94), and promote the inclusion of labour clauses in public contracts.

member of the International Procurement Advisory Group and has successfully contributed to the Bank's new Procurement Policy with international labour standards included as mandatory clauses in Standard Bidding Documents and Construction Contracts.

A BWI global delegation led by the General Secretary and including representatives of BWI affiliates from SUNTRACS Panama, Byggnads Sweden, UBCCECAWU Uganda, TMKTS India, and Batkartellet, Denmark met with World Bank officials in Washington DC, in May 2016 and agreed a programme of cooperation on labour standards and health and safety. In particular, BWI will assist with drafting guidance and training materials on the new standards, and identifying pilot projects to be implemented in 2018. BWI also met with the European Investment Bank and with the European Bank for Reconstruction and Development to continue cooperation on implementation of labour standards in their infrastructure projects.

BWI is working closely with the International Federation of Consulting Engineers and with multinational companies (MNCs) that specialise in large infrastructure projects. New IFAs have been signed with OHL, FCC, Dragados, Ferrovial, Acciona, Sacyr and Salini-Impregilo. These agreements have opened the door for national unions to organise and negotiate collective bargaining agreements on large projects.

Public procurement results in large numbers of jobs in both developed and developing countries and infrastructure is an important part of that employment generation. The quality of those jobs, have positive spin off effects on the wider economy and create a better climate for the respect for workers' rights in society as a whole.

In **Europe**, BWI, working with member organisations, uses the leverage of procurement policies that are aligned with the principles of ILO Convention 94, to create an enabling environment for organising and to put pressure on contractors and sub-contractors to respect workers' rights. The EU revised Directive on Procurement agreed in 2014 is considerably improved over the Directive adopted 10 years earlier and can also have a positive effect.

In November 2015, BWI affiliate SGIP in Macedonia signed a new agreement with Chinese multinational Sino Hydro to improve working conditions at the largest infrastructure project in the country. SGIP also signed a Memorandum of Understanding (MoU) with Sino Hydro, Granit AD Skopje, Ilinden AD Struga, Transmet Ltd. Skopje, GIM AD Skopje and Victoria Invest from Albania, committing to implement measures on health and safety at work, as well as other labour standards. Until the completion of the project in 2018, cooperation between the contractors and SGIP will be increased, particularly in the area of health and safety.



The agreement represents a positive example both for contractors and for South Eastern European (SEE) unions. SGIP has been organising workers in infrastructure projects since 2010, with a special focus on workers in the Pan-European Corridor Projects. From 2012, the union started organising workers on the Corridor 8 project financed by the Exim Bank of China with €581 million, and made contacts with the main contractor, Sino Hydro, the sub-contractors as well as the Ministry for Transport and Communication. The union launched organising campaigns focusing on safe work in road building.

Union to union cooperation is another feature of the work on infrastructure projects. SEKO-Sweden participated in a seminar in 2014 in Skopje on organising infrastructure projects in the context of Chinese MNCs entering the region. The seminar explored organising and collective bargaining strategies with Chinese MNCs, taking as an example a successful case study from Ghana.

SEKO-Sweden also took part in a project mission to Kazakhstan and Azerbaijan in September 2015 that resulted in establishing working contacts and closer cooperation between BWI affiliates in those countries and the Chinese funded Silk Way road project management and the National Olympic Committee in Azerbaijan.

In **South Asia**, investment in infrastructure development has increased steadily over the last four years. Many projects including highways, hydropower and rapid rail transport are funded through public funds and/or by International Financial Institutions (IFIs).

BWI affiliates in Nepal, Bangladesh, Pakistan and India have been very active in organising large infrastructure projects, to the extent that their experiences have been shared with the World Bank and Asian Development Bank. In India, the GUFs, including BWI, convened meetings with the IFIs. Several BWI affiliates also joined the People's Forum calling for safeguarding workers' rights in new development bank funded projects.

The affiliates have focused on 11 large infrastructure projects and enrolled 8,111 new members (including 338 women). They set up local structures to assist workers on day to day issues. During 2014, 6,202 workers (including 942 women) attended union training programmes.

In Bangladesh, a study on precarious work at the high-profile Padma Bridge Project was very useful. Unions through their respective trade union centres could provide evidence-based research concerning working conditions and advocate for improvements with both the government and the IFIs. New recruits include 2,328 workers (of whom 87 women workers). At the Dhaka Chittagong Project, 220 workers (including 27 women) were organised by mid-2016.

Union organising committees have been established and two OHS Committees monitor health and safety issues at the worksites. BSBWWF and BBWWF are part of the "National Alliance of Construction Workers Safety (NACWS)", a multi-stakeholder campaign platform to ensure the OHS rights of construction workers. 3,000 workers (including migrant contract workers) were recruited and organised, with at least 1,000 workers covered by new CBAs through the unions.

In Nepal, local unions have engaged the contractors in site-level dialogue leading to reduced accidents and improvement in wages at some locations. In Pakistan, unions have targeted infrastructure projects involving Chinese companies and have made good progress at least at one site – the World Bank funded Tarbela Dam Project where the union is part of the Grievance Redressal Committee. With funding from the Asian Infrastructure Investment Bank (AIIB) established in December 2015 and headquartered at Beijing, it is expected more Chinese investments may come to Pakistan in coming years.

In India, BWI unions have been proactive, in putting a spotlight on working conditions in large construction projects. For example, they raised issues of working conditions at the Bangalore Metro Rail Project with Asian Development Bank (ADB) officials in September 2014 in New Delhi. The ADB provided assurances that there would be remedial measures. However, the unions are continuing their work to convince the principal contractors to sign binding agreements applicable to sub-contractors at the worksite. The HKMP in Bihar State, India has also enrolled 68 Indian migrant workers with the construction welfare boards in India. They are working on contract in Nepal on infrastructure projects there.



In the **Africa-MENA region**, unions have created a successful construction network and are organising infrastructure projects in Namibia, Ethiopia, Ghana, Uganda, Kenya, Tanzania, and Nigeria.

- BWI affiliates in Southern Africa have organised more than 20,000 new members in infrastructure projects and signed CBAs. An average 8% wage increase in collective bargaining negotiations was achieved during the reporting period. Other gains include new gender policies and improved maternity and paternity leave provisions, and OHS clauses.
- The East Africa sub-region reported to have organized a total 28 IFI public infrastructure project sites in 3 years (13 in 2014; 10 in 2015 and 5 in 2016) representing 16,583 members.
- In Kenya, in 2015, the KBCTFIEA signed new agreements, with clauses on workers' rights, OHS and social protection with five infrastructure contracting companies: 1) China Sichuan - China Road and Bridge Company (Standard Gauge Railway); 2) Jianxsing Construction Company; 3) Sino Hydro Tigran Corporation; 4) China Jiangxi international; and 5) China Communication Construction Company – SGR Phase 2a. Other recognition agreements include China Railway 7th Group, China Chongqing and CRBC in Kenya and CHICO and CJRE in public road construction in Tanzania. In Uganda, Sino Hydro signed a recognition agreement with UBCCECAWU.
- After many years of growth in **Latin America**, and although there are still many opportunities for expansion, there have also been major challenges.
- BWI played an important role during the organising drive in the Panama Canal extension project. Since the work became operational in June 2016 there have been incidents of industrial conflict and the tragic death of workers. BWI was able to facilitate contacts with the World Bank and Inter-American Development Bank (IADB). Saul Mendez, the union president of SUNTRACS Panama met with World Bank officials. The union was then able to gain access to the construction site and was able to organise more than 8,000 workers.
- Brazil hosted two mega-sporting events in 2014 (World Cup) and 2016 (Summer Olympics) [see Sports Campaign section] with huge infrastructure investments that created jobs for thousands of BWI members. However, by 2014, Brazil's economic growth that had lasted ten years came to an abrupt end. This caused many redundancies and by June 2016, unemployment was up to 11.6 per cent. The construction sector was particularly affected because of the vast corruption scandals in the Odebrecht construction company and the State oil company Petrobras. Many construction projects were suspended as a consequence, with thousands of workers made redundant with a resulting drop in union membership. It is estimated that job losses in the construction sector for the two-year period until the end of 2016 amounted to approximately 1.1 million jobs, according to the Association of Employers in the State of São Paulo (SINDUSCON).
- In Central America, a new strategy to organise public sector entities involved in infrastructure projects is being explored. In Costa Rica, there are five unions in the Ministry of Public Projects and Transportation of Costa Rica (MOPT) and the BWI affiliate created the "*Trade Union Unity of MOPT*". In this way, in 2015, all five unions came together to draft the first National Collective Bargaining Council for MOPT workers.
- The CBA was presented to the Ministry of Labour and to MOPT and the negotiations started in 2016. If an agreement is reached, it will be a first for the MOPT and the proposed new CBA will include many benefits for the workers, including the creation of nurseries for the children of Ministry officials. It will end 12-hour working schedules apart from exceptional circumstances and provide overtime compensation payments. The proposal also recommends drawing up a Job Description Manual, with MOPT job classifications and grades for both the construction workers and Ministry officials.
- BWI unions are looking forward to debating new strategies and identifying new targets and goals for the next Congress period of 2018 - 2021.



3. Forest Certification

Wood and forestry sectors continue to face enormous challenges in terms of employment and health and safety issues. Some 13.2 million people are employed in the formal forestry sector, producing goods and services worth more than USD 600 billion to the formal global economy. Subcontracting and informal work are becoming endemic in business operations. Informal employment in the forestry sector is estimated to be at least 41 million people. Though exact figures on numbers or conditions are not available, it is clear that many forestry workers live in poverty without access to many basic services.

The Strategic Plan 2014-2017 noted that “forests are mismanaged in many countries, partly because they are undervalued and partly because poor governance has fuelled illegal activities. Practices that lead to significant forest degradation, tax evasion and corruption need to be reformed, so forests contribute more revenue to the state, produce more and better jobs, and result in more sustainable development.”

The plan also explained that workers in the wood and forest industries “face increasing global competition due to social dumping, as companies transfer production to exploit cheap labour. Subcontracting is routinely abused to exploit forestry workers. Nonetheless, the industry has become one of the best examples of global pressure to achieve sustainability and good labour standards.”

In this Congress period, BWI committed to support “certification schemes that deliver good jobs and guarantee long-term, sustainable forestry planning. The BWI will be alert to cases where businesses use certification simply to present a good public image, and no abuses will be accepted. The BWI will support the creation of trade union networks around certified companies and promote certification as a union organising tool.”

BWI argues for human rights, including trade union rights, as part of forest certification standards, not for abstract reasons, but so that workers can exercise those rights and defend their interests. If those rights are respected, there is the potential for workers to organise in the wood and forestry sectors. Thus, the action plan promoted the organising of certified companies, and the strengthening of the labour agenda in certification systems through BWI representation, including active involvement in national standards development groups or entities, adoption of ILO standards in chain of custody and the direct membership of affiliates in forest certification systems.

At this point, the two major systems, the Forest Stewardship Council (FSC), and the Programme for the Endorsement of Forest Certification (PEFC), have become a major arena for the fulfilment of BWI's decent work agenda.



BWI has strengthened its role within FSC governance structures. Rulita Wijyaningdyah from KAHUTINDO Indonesia served on the FSC International Board of Directors representing the Social Chamber South for the term 2014-2017 and was appointed as the Board Chairperson for 2016. BWI is supporting her re-election in 2017. She was re-elected as a member of the Forest Stewardship Council (FSC) International Board of Directors representing the Social Chamber South. Rulita received over 80 per cent of the votes in the Three Chambers of

the FSC exemplifying her ability to not only represent BWI and workers in the Forestry sector but also to develop partnerships and coalition to ensure Decent Work in the certification systems.

BWI unions and staff attended the FSC General Assembly in Seville, Spain in 2014 at which the Assembly failed to pass the BWI motion on upholding ILO core labour standards. However, a working group has been set up within FSC to analyse the issue, and the Regional Representative for the Asia-Pacific Region, Apolinar Tolentino, has been an active member in this working group. In October 2017, BWI participated in the FSC General Assembly in Vancouver to again advocate that labour standards are included in FSC standards. The BWI submitted motions which address core labour standards in the FSC chain of custody.

BWI has encouraged its affiliates to become members of FSC to influence policies at the highest level. Over the course of the congress period, 20 affiliates became actively engaged as trade union representatives

in the Social Chamber. It was agreed to set the goal of 50 for BWI affiliates to join FSC by the 2017 General Assembly.



The Swedish affiliates' development cooperation project reported that 8 affiliates have become FSC members since 2014., Latin America has 4 affiliates (SUTIMAVEN-Venezuela, CTF and STMM from Chile, SINTICOMP Prata from Brazil), South Asia has 3 affiliates and TARIM ORMAN-IS, Turkey became a FSC international member in April 2015 - thereby increasing BWI voice in this global forest certification system.

BWI was present at both FSC Social Chamber Meetings, in Mexico in 2014 and Indonesia in 2017. The Social Chamber is a good opportunity for BWI to garner support and consolidate its positions for the General Assembly. BWI aims

to continue its work of influence within FSC by engaging in labour solutions forums and helping auditors and certification bodies to understand trade union work.

The BWI also had detailed discussions with the FSC Working Group on ILO core conventions to ensure that there is a direct reference to ILO standards in the principles, criteria and indicators that will be the basis for the revision of the FSC Chain-of-Custody and Control Wood Standards. This work is to ensure that workers employed in the supply chain of certified products are accorded the right to organise and collective bargaining.

Furthermore, the BWI has consolidated its union voice within PEFC with the nomination and successful election of Michael Rose from IAMAW, USA, as member of the International Board in 2017. Previously, Dieter Koenig-Woehl from Austria was instrumental in guaranteeing workers' rights in PEFC standards.

In addition, BWI has joined the PEFC Working Group on Chain of Custody to update the standard and ensure workers' perspectives. Moreover, Fatimah Mohammad, Chair of the BWI International Women's Committee, is currently a member of the Working Group on Forest Management. Her presence has been key to ensuring that the concept of 'living wage' and human rights are included within these standards. BWI will continue its influence within PEFC by gathering collaborative funds to address union participation in auditing mechanisms in forestry.

While BWI has a major presence in the governance structures of forest certification, it is clear that there is also much to be done at the national level and workplace with union members and workers themselves. Affiliates are active in using the certification systems to advocate for workers' rights. Both CTF Chile and FENATIMAP Peru are affiliated at the national initiatives of FSC in their countries while FETRACOM-PA, from the Brazilian Amazon region, participated at the FSC national debate about indicators for the forest certification system.

In October 2016, Leon Mebiame from UTBTBPSP Gabon represented workers' organisations in the social chamber meeting during the FSC Africa Regional meeting.

Lejla Catic, from SSSPDPBIH, representing trade unions, is member of the Working Group for drafting the national FSC standard for Bosnia and Herzegovina. SIDEMK Macedonia has a representative in the National Working Group of PEFC, that was established in November 2016.

RC Khuntia, from INBCFWWF India and on the BWI World Council, is a member of the Standard Development Group representing workers' organisations in the PEFC led initiative – Network for Certification and Conservation of Forests (NCCF) in India. Furthermore, TKTMS is represented in the National Standard Development Group of FSC in India. Their participation will help ensure that forestry standards are developed in line with internationally accepted social and labour standards.

In terms of organising, affiliates in Africa organised four FSC-certified companies in Gabon, six in Cameroon and 12 in Ghana. Through capacity building on Forest Certification, Forest Law Enforcements, Governance and Trade and Climate Change, unions recruited more than 3,000 new members in certified and non-certified companies and signed seven new collective bargaining agreements (CBAs) in Gabon, Cameroon, DRC and Ghana.

In India, the TKTMS union in Tamil Nadu brought 22 unions together under the newly created 'Federation of Forestry and Certified Company Workers' which enrolled 4,000 members. At one certified unit, a collective agreement was signed covering around 150 workers.

AGAC-IS organised the majority of workers at Yildiz Integrated, one the largest Turkish MNCs. The union first organised more than 1,000 workers and successfully signed a new CBA in 2014 and the CBA is now covering 1,441 members at company. The company is certified by the FSC.

Moreover, the increase in the membership gave AGAC-IS the opportunity to form a new Secretariat in the HQ for organising. Therefore, the union has improved its capacity to organise and train its representatives and has strengthened its structures.

In Eastern Europe, over the Congress period, 1,795 workers were organised in the wood and forestry sectors, of whom 1,000 came from FSC certified companies.

Forest certification however does not guarantee that employers will treat their worker fairly. BWI has seen this all over the world and have used the complaint system to ensure good corporate behaviour.

The union-busting case against BILT-Sabah Forest Industries resulted in the FSC disassociation of the company. But the struggle continues. In another BWI case, FSC decided not to disassociate 3 Fiji wood processing firms, Tropikwood Industries Limited, Fiji Forest Industries and Tropikwood Products Limited, although the companies had ignored BWI complaints about violations of workers' rights at their plants.

In Sabah, Malaysia, the STIEU forestry union, has been struggling to gain recognition from Sabah Forest Industries, SFI. STIEU leaders emerged from the Court of Appeal in Kota Kinabalu, Sabah (Malaysia), elated by the news that SFI's latest attempt to frustrate union recognition had been thrown out by the Court. This represents a huge step in what has been an almost thirty-year struggle to achieve union recognition and begin collective bargaining.



On three separate occasions SFI has used judicial review proceedings and other delaying tactics to avoid engaging in collective bargaining. Without a collective agreement, workers' wages and conditions remain around the legal minimums allowed under Malaysian law. Earlier this year STIEU picketed SFI for 11 days consecutively, in the baking hot sun, demanding action on wage arrears. Their victory gave the union added impetus to continue their fight for respect and dignity in the workplace.

In 2016, the FSC disassociated SFI on account of their continued use of judicial review proceedings to undermine workers' rights to freedom of association and collective bargaining. Earlier, they were also stripped of PEFC Chain of Custody certification on the same grounds. The International Financial Corporation, the private investment arm of the World Bank, is currently undergoing investigation for breach of its own due diligence procedures, having invested US\$500 million in SFI and their Indian parent company BILT.

"This is the tip of the iceberg for our union", said STIEU Secretary General Engrit Liaw. *"The SFI plant at Sipitang has been non-operational for months, following serious*

health and safety violations. In 2015 three workers lost their lives for this company. All of this could have been avoided if workers had been given a voice. Instead, we have demanded one. SFI will not ignore us again." (19 May 2017)

Fighting for decent work through international standard-setting mechanisms like forest certification has challenges, limitations, and obstacles. At this point, BWI still sees it as a key avenue to help workers get a fair deal from employers and an effective instrument to end corporate abuses.

4. Sports campaign

Introduction

Ten years ago, the BWI launched the global “*Sports Campaign for Decent Work*” in the lead up to the 2010 World Cup in South Africa, recognising the potential of organising on the infrastructure sites, while at the same time envisioning that the high-profile event was an opportunity to improve working conditions in the construction sector in South Africa. Since then, this initial pilot campaign in one country has grown into a global BWI campaign covering a number of countries hosting mega-sporting events (MSEs). The BWI has strengthened its commitment to use MSEs as a tool to organise workers, improve working conditions and safety standards and campaign for workers’ rights under the BWI campaign banner of “*Fair Play, Fair Games.*”

From 2014 to 2017, the BWI engaged simultaneously in several MSEs: 2014 World Cup in Brazil; 2016 Summer Olympics in Rio de Janeiro, Brazil; 2018 World Cup in Russia, 2018 Winter Olympics in PyeongChang, South Korea; 2020 Summer Olympics in Tokyo, Japan; and the 2022 World Cup in Qatar.

BWI’s “*Sports Campaign for Decent Work*” follows the 2014-2017 Strategic Plan pillars of organizing, negotiating, and influencing policy. BWI’s Global Campaign for Migrant Workers’ Rights has been integrated into the MSE campaigns in Russia, in Qatar, and in PyeongChang because the construction workforce in these sites is predominantly composed of migrant workers. BWI’s campaign on the 2022 World Cup in Qatar is based on two 2013 World Congress resolutions: Resolution 19: Qatar: Upholding the Rights of South Asian Migrant Workers and Resolution 23: No World Cup in Qatar without Workers’ Rights.

Organising and building unions

The main element of the global campaign is to support BWI affiliates in their organising work. In Russia eight of the eleven cities that will host the 2018 World Cup were targeted for organising campaigns (Moscow, St. Petersburg, Kaliningrad, Samara, Saransk, Rostov on Don, Kazan and Yekaterinburg).

In Russia, nearly 50 per cent of the construction work force are migrant workers from Central Asia (Tajikistan, Uzbekistan, and Kyrgyzstan); Eastern Europe (Belarus, Ukraine, and Moldova); and South-East Europe (Serbia and Montenegro). The BWI facilitated dialogue and engagement between the RBWU and BWI affiliates from the migrant workers’ countries of origin, in particular Tajikistan. In December 2016, the RBWU signed an agreement with CBMWU construction union of Tajikistan to cooperate in order to organise Tajik migrant workers at the Russian World Cup construction sites. The RBWU was to provide support and legal services to Tajik migrant workers and the Tajik union would conduct training sessions to ensure that workers were aware of their rights and the labour laws prior to departure.

In South Korea, over the past 20 years, the KFCITU has been tremendously successful in recruiting workers as evidenced by its strong organisational structure and its membership increase. With regard to the 2018 PyeongChang Winter Olympics, the union launched two initiatives to organise construction site workers. As a result of their advocacy the union received support from the Provincial government to establish an Employment and Information Centre targeting construction site workers in Chuncheon, Gangwon Province, where the Games will take place. The centre provides information about potential jobs and promotes local employment in Olympic-related projects.

Brazil: One Country: Two Mega-Sporting Events

BWI’s 2nd World Cup campaign in Brazil provided many possibilities for trade union organising and resulted in increased membership, substantial collective bargaining gains and five new BWI affiliates in the country, bringing the total to 26 affiliates. Like the campaign in South Africa, it gave momentum



to the whole region and the impact was widespread. The 2016 Rio Olympics campaign sustained this momentum with strong industrial action in 2014 and 2015.

The main strategy was to develop and advocate for a unified set of demands agreed between the unions. Achievements included a 7 per cent wage increase above the inflation index, and the unions organised more than 21,800 workers. A key observation, which will guide future campaigns, is that the rush to finish and deliver the stadiums resulted in a tragic increase in fatal accidents.

For the 2016 Summer Olympics, a truly impressive 50,000 workers were organised by the unions. Wage increases of up to 32 per cent were negotiated. However, this was a consequence of hard struggles including 27 local stoppages and general strikes in three years. One key achievement was the adoption of the BWI Health and Safety Protocol in the 2016 Olympics Games by the Organizing Committee. BWI also gained three new affiliates.

Engagement with FIFA

Another key element of the global campaign has been to engage with international sports bodies, specifically FIFA and the IOC. The BWI has made significant gains in its engagement with FIFA mainly due to the “*Red Card for FIFA*” campaign that was actively supported by nearly two-thirds of the BWI membership. From 2014 to 2017, BWI affiliates posted photos of their members holding the “*Red Card for FIFA*” signs on their web-sites and social media platforms, which were reposted on the BWI web-site. The FGTB Belgium displayed “*Red Card for FIFA*” tables at Congresses and UCATT the Union United Kingdom organised a major display at the annual Labour Party Conference.



On 29 May, 2015, the BWI held a global day of action to put pressure on FIFA reminding them that “*Labour is Part of the Team.*” BWI affiliates were encouraged to conduct activities and support the global day of action through social media, such as the “Thunderclap” action. More than 300,000 people participated in these actions.

In Zurich, Switzerland, the BWI, together with the Swiss affiliate UNIA and the NGO, Solidar, organised a demonstration outside the venue where FIFA was holding its 65th Congress. Representatives from 11 BWI affiliates joined the rally that received considerable international media coverage.

As a lead-up to the global action, over 100 BWI affiliates sent letters to their national football associations calling for FIFA to adopt and implement policies that respect international labour and human rights standards. Coinciding with the submission of these letters, BWI affiliates from Belgium, France, Germany, Italy, Netherlands Norway and Sweden arranged meetings with their national football associations to discuss how these associations can play a more active role in ensuring respect for fundamental rights.

In addition, BWI affiliates in Italy and Sweden held national actions during football matches. The BWI also launched on-line petitions calling on FIFA corporate sponsors to end their partnership with FIFA, as a sign of their support for human rights, justice, and respect for workers’ rights.

BWI Files OECD Complaint against FIFA

In May 2015, on the occasion of the global day of action, the BWI filed a complaint against FIFA under the OECD Guidelines for Multinational Enterprises for failing to engage in due diligence concerning human rights for migrant construction workers in Qatar.

The complaint alleges that FIFA did not respect Chapter II, Paragraph 2 of the OECD Guidelines, which calls for enterprises to “*respect the internationally-recognised human rights of those affected by their activities.*” It stated that FIFA had failed to identify and prevent adverse human rights impacts in its relationship with Qatar, highlighting issues such as systemic confiscation of passports, widespread discrimination, non-payment of wages, lack of freedom of association and unsafe working conditions.

In October 2015, the Swiss National Contact Point accepted the complaint and offered its good offices to FIFA and BWI for mediation. After nearly one year of negotiations, the BWI negotiating team, led by

BWI General Secretary and including Nico Lutz from UNIA, concluded a mutually acceptable agreement with FIFA, whereby FIFA publicly accepted its responsibility to use its leverage to ensure decent and safe working conditions in relation to the 2022 World Cup. The agreement includes provisions for periodic review of cooperation and the human rights situation on the ground.

One of the key objectives of BWI's OECD complaint was the creation of an independent Oversight Human Rights Advisory Board to monitor FIFA's policy and work. With the arrival of FIFA's new President and Secretary General in early 2016, an independent advisory board on human rights was established. The advisory board was one element of a useful and comprehensive, independent review by John Ruggie of measures that might be taken to contribute to the implementation by FIFA of the UN Guiding Principles on Business and Human Rights in sporting events. BWI General Secretary is one of eight members of this Advisory Board.



In March 2017, a high-level BWI delegation led by the General Secretary with representatives of ACV-CSC Belgium, Byggnads Sweden, IG-Bau Germany, Fellesforbundet Norway and Unite the Union UK met with the new FIFA Secretary General, Fatma Samba Diouf Samoura, who was appointed by the FIFA Council at the 66th FIFA Congress in Mexico.

The meeting, a result of a determined BWI campaign targeting FIFA, was the first step for concrete engagement with the FIFA leadership to discuss its responsibility in ensuring workers'

rights in the construction of World Cup stadiums and other facilities and in the bidding process for future FIFA tournaments.

2018 World Cup in Russia

In April 2014, the BWI conducted a fact-finding mission to Russia led by BWI Deputy President and Chair of the Ad-Hoc Working Group on Sports, Dietmar Schaefer. The mission included meetings with trade unions, NGOs, the ILO, construction companies, and the FIFA Local Organizing Committee (LOC) in Russia. A key recommendation was for BWI's affiliate, the RBWU Russia to develop a strategic work plan in relation to the 2018 World Cup.

In order to support the RBWU Russia, the BWI carried out field visits and held strategic planning meetings in October 2014 and December 2015. There was a National Conference in April 2016. Through these events the RBWU developed strategies to negotiate Sectoral Tariff Agreements for all 2018 World Cup workers, sign company-level collective bargaining agreements with construction companies and ensure health and safety on World Cup related sites

In August 2015, the BWI, RBWU Russia, FIFA, and FIFA LOC in Russia signed a Memorandum of Understanding (MoU) to collaborate in ensuring decent and safe working conditions for the construction and renovation of the 2018 stadiums. The MoU also set down agreements to carry out joint inspections of the stadium sites, facilitate negotiations to address and resolve workers' complaints, and capacity-building events on decent work.

After the signing of the MoU, the BWI and RBWU Russia participated in safety visits carried out by the Klinsky Institute to evaluate the occupation health and safety (OHS) and working conditions of about 9,000 workers employed by more than 100 construction companies working at the 11 stadium sites. BWI and the RBWU Russia have now participated in over 20 safety visits where the BWI and RBWU Russia inspection teams identified a number of OHS and labour violations. Health and safety inspectors and representatives of Byggnads Sweden, Swedish Electricians and Rakennusliitto Finland have also participated in the joint safety visits.

North Korean Migrant Workers in St. Petersburg Stadium

In November 2016, the media reported the death of a North Korean worker at the communal facility near the St Petersburg stadium, where he had been working. BWI raised concerns with FIFA regarding possible

employment rights' violations. North Korean workers are part of a North Korean-government sponsored work programme, whereby a significant portion of their wages goes directly to the state. During the November 2016 inspection of the St. Petersburg stadium, the BWI inspection team was shown a list containing the names of 25 North Korean migrant workers at the facility but the supervisor was not aware of the exact details of their job and where they were working on the site.

In March 2017, a Norwegian football magazine *Josimar* reported on the exploitive working and living conditions of North Korean migrant workers at the St. Petersburg stadium. Following this story, the BWI reiterated its serious concerns around the treatment of migrant workers including North Korean workers to the FIFA and FIFA LOC Russia.



The high-level publicity and international scrutiny surrounding the employment of North Korean migrant workers resulted in FIFA finally admitting many months after the exposé that there were human rights violations on the St. Petersburg sites and they were rectifying the problem. In a subsequent inspection in which BWI participated in May 2017, it was verified that there were no North Korean workers working on the site.

The BWI convened a conference in October 2016 in Geneva, Switzerland focusing on OHS and labour inspections. The conference brought together RBWU regional OHS inspectors and other BWI affiliates with expertise in OHS. The meeting considered how best to implement the Russian MoU to ensure health and safety and to make contact with workers. In addition, participants discussed how to conduct labour inspections in the other upcoming MSEs.

Learning from the experience of the 2014 Sochi Winter Olympics, where more than seventy workers were killed, the BWI is lobbying FIFA to take greater responsibility and use its leverage to prevent fatalities. As of August, 2017, at least twenty-one workers have died but unfortunately there is a lack of transparency regarding the cause of these deaths, investigation process, and the steps established by the construction companies to rectify the problems.

2022 World Cup in Qatar

A key focus during 2014-2017 has been the “*No World Cup in Qatar without Workers’ Rights*” campaign. BWI’s work in Qatar forms a nexus, combining synergies from the BWI’s two global campaigns on migrant workers’ rights and sporting events, because in Qatar the construction sector workforce is nearly entirely composed of migrant workers.

BWI’s overall campaign strategy in Qatar has been consistent with the other campaigns; however, certain elements have been modified and further strengthened due to the situation in Qatar as well as BWI’s progress in its engagement with the main stakeholders including the Qatari government, Supreme Committee for Delivery and Legacy (SC), and FIFA.

In addition to making contact with migrant workers, the BWI continued to engage with construction companies operating in Qatar. The BWI conducted research to identify the main construction companies, in particular those responsible for the 2022 stadium projects. Based on this research, the BWI targeted the following companies: QDVC/Vinci (France), Sixco/Besix (Belgium), Salini Impregilio (Italy), and Porr (Austria). BWI has also begun to engage with Larsen & Toubro, L.L.C (India), Joannou Paraskevaides (Cyprus) and Tekfen (Turkey).

BWI is seeking to sign agreements or MoUs with these companies to ensure decent work, health and safety, establish a grievance mechanism process, and workers’ welfare committees or forums. Although to date no agreement has been signed, much progress has been made, in particular with QDVC/Vinci, Besix, and Salini Impregilio.

BWI Memorandum of Understanding with Supreme Committee for Delivery and Legacy

After three years of continuous engagement, on 15 November 2016, the BWI signed a MoU with the SC to ensure health and safety and decent work for all workers, including migrant workers, in relation to the 2022 FIFA projects.



Photo credit: Supreme Committee for Delivery and Legacy

In addition to joint inspections of stadium sites and accommodation facilities, the MOU states that the BWI will work with the SC to review and assess health and safety training and the Workers' Welfare Forums, a mechanism to allow workers to express and resolve their grievances and other issues that are mandated by the SC as part of the Workers' Welfare Standards.

Under the terms of the MOU, which is initially in effect for one year, inspections take place in the construction projects where the lead contractors are headquartered in countries with BWI affiliates – Austria, Belgium, Italy, India and Cyprus. The SC currently has eight construction sites underway across Qatar

and around 10,000 workers on-site at any given time. The number of workers engaged on World Cup construction projects is expected to rise to 36,000 in the coming year.

A Joint Working Group (JWG) consisting of BWI and SC staff was established to implement the MoU, including the managing of the inspections and reporting obligations. The JWG meets regularly and produces a public report after every meeting.

Since signing the MoU with the SC, the BWI has conducted four joint inspections during 2017 covering the three stadiums: Al Wakrah, Al Bayt, and Al Rayyan and the accommodation facilities operated by Besix/Sixco, Salini Impregilio, and Larsen & Turbo. BWI representatives and safety officers from IG BAU Germany, FILLEA-CGIL and FILCA-CISL from Italy, Rakennusliitto Finland, UNIA Switzerland and UNITE the Union UK participated in the inspections.

First BWI-SC Joint Safety Inspection: Al Wakrah Stadium

The first joint inspection of a Qatar 2022 construction project took place on 1-2 February 2017 at the Al Wakrah stadium. The BWI delegation included Jim Kennedy of UNITE the Union United Kingdom, Kyosti Suokas of Rakennusliitto Finland and Simon Hester of Prospect United Kingdom.



The delegation identified a number of possible safety risks, such as inadequate maintenance of a harness system, English-only signage, usage of 200v for electric tools, potential long-term occupational injuries for steel fixers and workers using heavy vibrating tools, and risk of heat strokes during extreme temperatures.

Overall, the delegation concluded that there is a genuine commitment by the SC and all contractors to ensure health and safety and the management is seeking to implement best practice. However, two key areas that should be reviewed are standards for managing the risks of occupational ill-health and establishment of worker health and safety committees, similar to the creation of the Workers Welfare Forums at the accommodation facility.

The delegation also inspected the Sixco-operated Al Shahaniya accommodation facility, located one hour from downtown Doha. The facility housed 2,100 workers mainly from India, Nepal, Pakistan, and Bangladesh working at the Al Wakrah stadium, Khalifa stadium, and other Sixco projects.

Compared to other accommodation facilities visited by BWI delegations in previous missions, this particular facility was of a good standard following closely the SC Welfare Standards. Nevertheless, the delegation found deficiencies with the fire alarm and fire-fighting equipment, English-only signage, poor and insufficient recreational facilities, and lack of shaded areas. In discussions with workers and in the exchange session with members of the Workers Welfare Forum, the major concerns expressed by workers are low wages, poor food, and lack of an ATM machine on site.

Following the inspection, the joint team met with the management to provide initial inputs and recommendations. A final report was submitted to the contractors who immediately put in place initiatives to implement the recommendations.

Engagement with the International Olympic Committee

Although BWI's engagement with FIFA has improved, its relationship with the International Olympic Committee (IOC) has been disappointing. The IOC has not responded or taken action regarding serious issues of health and safety, in both Brazil and South Korea and on the issue of wage arrears in South Korea.



While all eyes were on the athletes during the 2016 Summer Olympics in Rio de Janeiro, Brazil, the international media failed to mention the tragic death of 11 workers who lost their lives in projects related to the Olympic Games. Despite efforts by the BWI and Brazilian unions to focus attention on the serious occupational health and safety risks, the problems worsened and the IOC remained silent. The only silver lining to the situation in Brazil was that the State labour inspectorate reacted to dangers and, undoubtedly, saved the lives of many workers.

2018 PyeongChang Winter Olympics

In South Korea, the KFCITU have been actively involved in organising workers in construction projects related to the games. The main persistent problems are recurrent long overdue wage arrears and occupational health and safety issues.

Despite the KFCITU demands concerning wage arrears, the scale of the problem continues to grow. The union estimated that as of June, 2017 PyeongChang workers across twenty-six different Olympic-related construction sites are owed a total of nearly KRW 6.8 trillion (over USD 6 million).

In addition, wage arrears were prevalent in the Donghongcheon-Yangyang Expressway construction project, Gangwondo Province's outsourced road projects, Korea Rail Network Authority's outsourced projects, and most other construction projects. According to workers interviewed, from the central government to the provincial government, including all public agencies, South Korea has become a country of massive arrears in wages and other payments to construction workers.

The BWI called on the IOC to intervene in several cases concerning construction workers including delayed or unpaid wage payments, occupational health and safety risks, rights violations related to indirect employment,

the exploitation of migrants, and the right to organise and bargain. Unfortunately, the IOC has failed to act and thus, the BWI launched a global campaign to ensure that workers are paid for the work they performed.

Despite these systemic problems, the KFCITU, with the support of BWI and SBTF-Sweden, continues its organising drive, targeting all workers including migrant workers, and its work to improve occupational health and safety. The union aims to secure an agreement with both provincial governments and construction companies concerning guiding principles on health and safety issues and labour standards in all Winter Olympics-related construction sites. Campaigning, including strike action, has made it possible to recover most of the unpaid wages, but it is a constant struggle.

2020 Tokyo Summer Olympics

Building on its experiences in Brazil and South Korea, the BWI has begun to work with its affiliates in Japan to engage with the Tokyo Olympic Games Organising Committee (TOCOG).

This Committee has made written commitments embedding human rights standards in project implementation. However, environmental and human rights organisations have raised complaints concerning companies involved in the construction of the Olympic infrastructure. The main issue is the importation of tropical plywood from Sarawak, Malaysia by the Zedtee Plywood logging company, which has a proven record of violating environmental laws, the rights of indigenous communities, as well as labour rights within their supply chains. The BWI has called for an independent investigation into the timber supply chain to address alleged abuses and prevent further complaints.

To address the potential labour and health and safety issues that may arise in the lead up to the 2020 Summer Olympics, the BWI has presented TOCOG with several proposals, including the development of a grievance mechanism system, provisions for joint safety inspections, establishing joint liability through the construction process and the establishment of a workers' centre.

Research and Campaign Materials

To support the campaign, the BWI developed a series of research and policy papers, campaign materials and videos. To ensure that BWI's materials and experience is widely shared, the BWI has worked with the Global Labour University to develop a manual for campaigning in MSEs entitled, "*Labour is Part of the Team.*" The manual consolidates BWI's experiences in South Africa, Brazil, and Qatar as case studies for future MSE campaigns.

In Russia, the BWI prepared a policy paper outlining the potential danger of the "FIFA Law" in relation to the 2018 World Cup in Russia. The proposed law would have removed or weakened many labour standards and protections during sports events, increase the power of employers, and lead to potential wide-spread labour abuses. The policy paper was used to launch a national and global campaign against the FIFA law with the aim of amending Article 11. As a result of the campaign, the final passed law removed all provisions that the trade unions had demanded.

At the initiative of BWI's Swedish affiliates, in June 2015, BWI published a report on its investigation concerning working conditions at the World Cup construction sites in Russia and Qatar. The BWI also produced a number of videos which were posted in various union web-sites and viewed widely on social media platforms.

BWI Sports Campaign Makes Headlines

BWI and its affiliates have been at the front-line in national and international media. Some of the media that covered the BWI sports campaigns include: New York Times, CNN, ESPN, Forbes, Huffington Post, Newsweek, Construction Week Online, Reuters, Associated Press, AFP, Aljazeera, The Gulf Times, Peninsular Qatar, Korea Times, The Times, Inside World Football,

Arab News, Inside the Games, Le Monde (France), Nieuwsurr (Netherlands), Ekstra Baldet (Sweden), Tages Anzeiger (Switzerland), Metro (Sweden), Folha de S. Paulo (Brazil), Die Welt (Germany), Svenska Dag bladdet (Sweden), and Arbetarskydd (Sweden)

Multi-Stakeholder Engagement and Coalition Building



International organisations, such as the UN, ILO, OECD, together with human rights organisations, such as Amnesty International, Human Rights Watch, global unions including the ITUC and UNI, and national governments all form part of the broader movement raising concerns about the impact of MSEs on workers, communities, athletes, and national economies. The BWI is a member of a number of coalitions and initiatives to highlight the impact of MSEs

as well as calling for greater responsibility from hosting governments and international sporting bodies. One of these platforms is the Mega-Sporting Events Platform for Human Rights (MSE Platform) chaired by Mary Robinson.

The mission of the MSE Platform is to ensure all actors involved in staging mega-sporting “*embrace and operationalize their respective human rights duties and responsibilities throughout the MSE lifecycle.*” The BWI is represented on two of the four taskforces: Government and Host Cities and Affected Groups. The secretariat for the MSE Platform is the Institute for Human Rights and Business.

BWI Receives George Meany-Lane Kirkland Human Rights Award

In recognition of BWI's struggle against rights violations related to MSEs, the BWI was awarded the 2014 George Meany-Lane Kirkland Human Rights Award on 10 October 2014 in Washington D.C. USA.

General Secretary Ambet Yuson received the award on behalf of BWI. He was joined by Per Olof Sjöö, President of BWI; Johan Lindholm, President of Byggnads Sweden; Christer Walivaara, Strategic Director of 6F Sweden; Mikael Johannsson, President of the Swedish Painters Union; and Gelson Santana, President of STICC POA Brazil.



From campaigning to engagement

The BWI Global Conference on Nexus of Sports and Migration was held in Berlin, Germany from 27 to 28 June 2017. The event brought together BWI affiliates active in the campaign as well as diverse human rights organisations and other stakeholders, including government representatives from Germany, Switzerland and Qatar and the ILO. It was an opportunity to discuss and evaluate progress as well as develop strategies about future steps.

It was also a moment to celebrate the campaign's many achievements, including organising workers, signing collective bargaining agreements, conducting joint inspections, and strengthening partnerships with stakeholders such as FIFA and SC. The conference developed a roadmap leading towards the 4th BWI World Congress.

There are still many human rights violations associated with major sporting events, but BWI is now better placed to make progress. BWI began its campaigns from the outside, knocking on doors that did not open. That situation has changed considerably in a few years. BWI is no longer an outsider viewed with suspicion by the organisers of MSEs, but is respected and recognised as a global trade union organisation with much to contribute. This change did not happen overnight. It required informed and determined campaigning and a clear strategy to win a place at the table. The engagement of member organisations throughout the world has made this possible.

BWI continues to depend on its members to participate in its work on the ground, particularly the vital work to improve health and safety in the construction of sporting facilities. BWI has made major advances, but there is still much work to be done to ensure workers have their human rights and dignity respected, in particular, the right to form trade unions and engage in collective bargaining.

III. Jobs

5. Occupational Health and Safety

Millions of workers are killed, injured or made ill at work. Most of this carnage is avoidable. That is true in all sectors, including in those like construction, which have long been considered particularly hazardous. People are being hurt, harmed and disadvantaged because of abuses at work. Accidents and ill health do not happen by chance or fate. They happen because of management neglect, cost cutting and lack of action to prevent and control exposure to hazards at work.

Changes in the way that work is organised have created many dangers for workers, including for some who once had secure employment and were protected. Temporary workers, for example, are often not given training to avoid workplace hazards and are dispatched to other jobs before they can acquire that knowledge.

Lengthy supply chains and systems of sub-contracting also often mean that health and safety protections are weak or non-existent. Too often, multinational companies (MNCs), for the benefit of which so much production takes place, fail to take responsibility for conditions and dangers.

The November 2016 BWI survey on the cement industry confirmed that safety is best when workers are organised and that there are higher levels of deaths and injuries for those working for sub-contractors (often non-union) than for direct employees. The survey report states: *"the assessment of risks to health and safety and the quality of industrial relations are linked. It means that cement companies with the worst industrial relations obtained the worst health and safety risk evaluations"*.

The BWI Global Health and Safety Programme "Strong Unions, Safe Jobs" assists affiliates with improvements in structure, policy and organising strategy focusing on occupational health and safety (OHS) and welfare. It aims to create solid local, national, regional and global networks of trained union officers and workers' representatives, with good contacts and information. Our main goals are set out in the BWI manifesto on health and safety and BWI affiliates continue to work on these action areas.



BWI top ten priorities on health and safety regulation

BWI is committed to the defence of workers' rights to a safe and healthy working environment and demands respect and dignity for workers everywhere. In addition to helping workers form and join trade unions, BWI aims to ensure that good industrial relations and practices can provide the best possible protection of workers.

As in other areas, BWI considers there is a major role for governments on occupational health and safety in line with ILO Conventions. It expects companies to respect those standards even if they exceed what is required by national law.

1. All countries should have regulations on health and safety representatives and health and safety committees.
2. All workplaces should be inspected regularly by the enforcing authority.
3. Occupational health should have the same priority as injury prevention.
4. There should be a new, legally binding dust standard.
5. Workers should not be exposed to cancer causing substances in the workplace.
6. There should be a legal maximum weight limit for manual handling of 25kg.
7. There should be increased protection for vulnerable and atypical workers.
8. Negligent employers should face prison sentences and heavy fines.
9. Health and safety should be a standard in all public-sector procurement.
10. All governments should adopt and implement all health and safety conventions of the ILO.

BWI starts its intervention at the workplace as organised workplaces are safer and healthier. BWI has been supporting unions to establish safety representatives and health and safety committees in as many workplaces as possible. BWI has been fighting against phony behavioural safety schemes and promotes genuine worker and trade union participation in health, safety and welfare at work, based on strong legal rights and standards. Safety reps do an important job, and the effect of unionisation is a dramatic improvement in compliance and prevention.

Company level unions such as SITRAINCEHSA Honduras and SITICEDPA Panama, have developed training and self-monitoring on OHS in their plants aimed to ensure compliance with company-union safety systems.

In Zimbabwe, one of the main issues in dealing with the Chinese MNC Sino Hydro was the violation of OHS standards. The company was not providing workers with the required Personal Protective Equipment (PPE) as agreed in the national collective bargaining agreement (CBA). Against this background, the union and BWI arranged a meeting with Sino Hydro management to discuss these issues at Kariba work site. BWI Campaign and Policy Officer together with ZCATWU General Secretary and organiser met with the Chinese company. The union used this opportunity to organise and recruit 70 more members at the site.

At national level, multiple training programmes on OHS gave the necessary tools to SUNTRACS Panama to implement a national campaign on workplace safety during 2015-2016.

In Indonesia, FKUI has been organising sub-contractors to put more workers under the protective umbrella of a trade union and thereby ensuring safer workplaces. At the start of this Congress period, FKUI had unions in 1) Sub-contractors of Indocement-Heidelberg in Bogor; 2) Outsourced companies of Lafarge-Aceh; and 3) Mortar Utama/ Primacon-St Gobain, Banten. By the end of 2016, FKUI increased its membership in many more cement companies and sub-contractors and outsourced companies, as well as reactivating membership.

OHS as a catalyst for trade union organising

The following case study from Kazakhstan illustrates how a successful organising campaign resulted in the development of OHS risk management training modules which in turn led to other organising campaigns and the strengthening of union structures.

On 10 February 2014, around 700 construction workers employed by the MNC Arabtec Consolidated Contractors Ltd stopped work and started a protest march in the Kazakhstan capital, Astana, heading towards the contractor's headquarters. As the workers wore their work uniforms and orange helmets, they were quite conspicuous and the march attracted considerable mass media attention and it became well known in other countries.



The decision to go on strike and hold the march was spontaneous, although previously the BWI affiliate in Kazakhstan, the Construction Workers Union had tried to organise the site. However, the workers worried about possible negative consequences for themselves because the employer was a foreign company. The President of the BWI affiliate Kusseyin Essengazin, joined the workers immediately and started to mediate with the employer's representatives to present the workers' demands for wage increases, the regulation of shifts, and other issues.

After negotiations, a working group was established for further deliberations. The workers agreed that the union could be the avenue for them to negotiate with the employer.

The Kazakh Construction Workers Union together with the members of the working group drafted a text for a future collective agreement that would reflect all the issues that led to the protests. It was decided that even before the union organisation would be formally established, a draft of the CBA should be discussed among the workers and approved by them.

The CBA draft was developed and a meeting of the employer's representatives, the working group and the national union took place. The employer was informed that the union had started an organising campaign at the site.

The founding union conference took place on 11 April 2014 in the site's canteen. 87 workers formed the union and joined the Construction Workers Union of Kazakhstan. During the period May to July, the union membership increased to 300 members.

In the strategic action of bargaining and influencing policies, BWI has pushed for more and better industry agreements and practice on OHS in international framework agreements and collective bargaining agreements.

Globally, BWI has continued to work on improved construction health and safety agreements with international contractors, the International Federation of Engineers and the Multilateral Development Banks, (MDBs) as well as with some national governments and agencies such as Qatar and the Supreme Committee for the World Cup. A labour inspection agreement was also signed in Russia with the FIFA World Cup 2018 local organising committee (see Sports Campaign section).



OHS standards in wood and forestry have been improved through certification and trade union monitoring on the ground. BWI's reinvigorated efforts in the cement sector have led to renewed confidence in using health and safety for recruitment and organising as well as collective bargaining and influencing policies.

The SGIGMCG Montenegro union campaigned for ratification of ILO Convention 167, on safety and health in the construction industry, a proposal supported by the employers' association. The Convention was ratified in September 2015, and the same was achieved in Albania and in Turkey. The SGIP Macedonia successfully raised awareness about the

convention. Occupational health and safety was used as an entry point for engaging employers.

BWI works with affiliates to persuade national governments to ratify the health and safety conventions, in particular ILO Convention 167, and its accompanying Recommendation 175 and Convention 155 on occupational health and safety and its accompanying Recommendation 164. BWI also works with affiliates to promote national working parties on sector specific prevention strategies and national action plans to reduce workplace fatalities, injuries and ill health.

BWI provided up to date and reliable information and training materials on hazards in the BWI sectors and what unions can do to prevent them. Over one thousand trade union members are trained every year with a clear impact on the capacity of union safety reps to achieve improvements in the different regions.

In terms of networking and alliance-building, the BWI continues to develop and implement joint action plans with the Nordic and European Federations, with the ITUC and the global unions, as well as like-minded campaign groups from civil society. BWI promotes and supports union- to -union networks on health, safety and welfare.

BWI supported unions to campaign on improving and implementing regulations and to insist on enforcement and prevention of specific hazards, in particular: falls from heights, manual handling and vibration injuries, machinery hazards, occupational cancer, and exposure to asbestos, dust, and chemical substances at work.



BWI has 2 long-standing global campaigns. Affiliates are active in the Global Asbestos Campaign, under the banner “*Asbestos Kills - BWI wants it banned!*” and have organised global, regional, national and local conferences and training events, international solidarity missions, rallies, protests, letter writing campaigns, press conferences, publications and articles.

The second campaign is the annual International Workers' Memorial Day (IWMD) on 28 April, which is a major event for trade unions around the world. Workers' right to safe and healthy jobs is achieving increasing visibility. Over 100 unions organise International Workers Memorial Day events every year, attracting many thousands of trade union members, their families and the public. The day is the annual opportunity to express a collective voice:

- To demand that workers' rights to health and safety at work are respected and promoted;
- To denounce greedy employers who put profits before people and whose negligence costs so many lives and causes so much preventable suffering; and
- To hold irresponsible governments to account and insist that they uphold and enforce the laws, responsibilities and rights that should protect their citizens at work.



Nonetheless, the challenge ahead for trade unions is huge. In many countries, deregulation policies are being used to undermine labour standards, and OHS standards are no exception. There is still a terrible death toll at the workplace. In both developed and developing countries, employers and governments are too willing to ignore or cut protection at work. The result is that thousands of workers die just because they need to earn a living. No month passes without horrible news about hundreds of workers dying from workplace accidents. BWI voices must show that these accidents are not forgotten and that unions will never stop fighting for workers' rights!

'Unions make work safer' remains the main BWI motto every 28 April, and with austerity policies implemented in many countries, it is a day of action to defend health and safety from budget cuts and attacks on regulation and enforcement mechanisms. The ratification and implementation of ILO standards and respect for national laws and trade union rights will always be a major element in the demands.

BWI has supported its affiliates to organise national, local and workplace events to highlight the preventable nature of deaths, injuries and ill health and to promote trade union organization at work. Strong Unions Save Lives!

6. Fighting Precarious Work

Introduction

Precarious work is on the increase in BWI sectors. Women, young workers and migrants are disproportionately affected. They face low wages, poor working conditions, few or no benefits or collective bargaining rights, and insecure employment. Precarious work has always been wide-spread in many developing countries, particularly in the private sector. Nowadays, it is no longer confined to the developing world, but is also common in developed countries and in most industries. The economic crisis and related austerity programmes have undermined employment stability in many countries. Global policy makers, governments and employers have promoted labour code reforms to increase “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.

Fighting Precarious Work falls within the pillar of Jobs in the 2014 - 2017 Strategic Plan and Congress Resolution 4 on the Informal Economy is linked to this priority.

Strategy: Moving from Precarious to Decent Work

The ILO considers “decent work” to depend on four pillars: fundamental rights at work, employment standards, social protection, and social dialogue. Workers in precarious jobs cannot effectively exercise their rights. They normally do not have employment relationships or have such limited or indirect connections that they lack job security. They are usually not entitled to social security and other social protection. As trade unions are rarely present, they do not benefit from collective bargaining or other forms of social dialogue. Fear, one of the greatest obstacles to organising, is endemic in insecure employment.

Workers in precarious jobs are not adequately covered by labour laws or are illegally or inappropriately deprived of employment status. Precarious jobs may deprive governments of tax and other revenues from both workers and employers. BWI and its affiliates use this argument in their advocacy and policy work with governments.

Precarious work is now a major issue in BWI’s discussions with multinational companies (MNCs). The global framework agreements also cover workers in supply chains and other business relationships. Sometimes discussions with the MNCs can take place in parallel with work to improve the situation at national level.

Labour law reforms to limit precarious work

Some European countries, for example, France and Belgium, have introduced labour legislation to limit the use of temporary employment.

In South Africa, abuse of workers’ rights through the practice of using labour broker agencies is rife. After unsuccessful attempts by some trade union centres to ban the agencies or to limit their functions to recruiting for direct employment only, legislation was enacted to limit the use of temporary workers. The Labour Relations Amendment Act of 2014, which became effective on 1 January 2015, limits fixed-term employment contracts for low-wage workers to a maximum of three months. After that period, the employee is considered to be a regular, direct employee protected against unfair dismissal. Workers are therefore less fearful about joining a union.

In South Korea, the labour legislation permits different classifications of workers, and there is extensive sub-contracting that effectively deprives workers of the rights to organise and bargain. BWI has worked with its affiliates in South Korea and raised the issue at the ILO. It is hoped that the political changes in that country may open the door to improved protection of workers’ rights.

Organising and campaigning

In Europe, strikes and mobilisations have been organised around different European Days of Action. Trade unions have called for an end to austerity measures and opposed anti-labour legislative reforms. For example, in 2014, BWI Belgian affiliate ACV BIE organised, a two-day mobilisation “*We want decent jobs!*” Young people protested at the European Commission calling for an end to precarious jobs. In Lithuania, BWI and its affiliate, LMPF protested against the new Labour Code in 2016.

In Croatia, NCS road workers’ union is part of the initiative “*Platform against Precarious Work*”. It campaigned to end the use of temporary contracts by private employment agencies. A group of 70 temporary workers approached the NCS and asked for support. The union invested considerable funds in the campaign and court costs. After a year and a half, a first court decision ordered the private employment agency to compensate four of the workers. After the ruling, employers started to offer seasonal contracts, which include the same rights as permanent workers.

The Turkish construction workers’ union YOL-IS won a major victory delivering permanent employment status for the 10,000 sub-contracted workers in the General Directorate of Highways. Campaigning was effective in organising the workers and ending the practice of sub-contracting in public works. This campaign linked organising with advocacy and intervention with a specific government agency. However, this success is within the context of growing political problems in the country.



In Asia, progress has been made in organising contract workers, particularly in cement and construction, including in the Philippines, Cambodia, and Myanmar. The aim is to negotiate so that contract workers are covered by the collective bargaining agreements with guarantees for equal employment rights. This work involves campaigning as well as organising, negotiations and advocacy with governments. In India, there were huge strikes, in support of many demands including the issue of precarious work, which is a growing problem in many industries, Unions fear that proposed labour code reforms could aggravate the problem.

In 2016, in the Philippines, 167 construction workers rallied in front of the office of their employer, Stages and Design Construction (SDC), demanding regular employment and an end to union busting. After forming a trade union, the workers appealed to the labour mediation board. However, their just demands to be treated the same as regular workers resulted in their termination. This is unfortunately a common practice in the Philippines.

In South Korea, in 2016, the construction site division of Korean Construction Workers Union of BWI's affiliate in South Korea, KFCITU, launched a campaign for a national sectoral collective bargaining



agreement (CBA), a longstanding ambition of the division for a number of years. The challenge for the union was how to persuade the huge number of subcontractors to negotiate as one unit. There are more than 50,000 registered sub-contractor companies in the construction sector. For over a year, the division developed a detailed strategy, carried out research to identify the main subcontractors and verified the legal procedures because under South Korean labour laws, there are no specific provisions for sectoral bargaining.

In early 2017, the division sent a memorandum to one hundred of the largest subcontractors that employ at least one hundred workers, calling on them to negotiate a sectoral collective agreement. Initially the subcontractors refused; however, the union was prepared. It used aggressive tactics to get the subcontractors to the negotiating table, such as raising illegal employment practices and OHS violations, which resulted in site closures by the authorities. By August 2017, fifty subcontractors had agreed to sign the CBA, which includes clauses on wages, 8-hour work day, Sunday rest, secure employment and preferential hiring of union members.

Many BWI affiliates now implement gender equality programmes, offering non-traditional skills training to women so as to begin to redress the predominance of men in BWI's sectors and reduce precarious work for women. They also involve women in union activities. This approach was successful in addressing precarious work issues in South East European countries.

BWI organises youth training programmes, focusing on the fight against youth unemployment, precarious work and poverty. Training includes the use of social media. The BWI global youth summer school was an opportunity for young trade unionists from around the world to learn, share and discuss a number of issues that are important to young workers. In many developed countries, young workers are often given fixed-term contracts, while older workers are more likely to have regular employment.

7. Forest and Wood Industry Jobs

The BWI Strategic Plan 2014 – 2017 explained why sustainable industries are based on decent working conditions. It asserted that “forest workers throughout the world can play a key role in maintaining forests, provided that their rights are respected. They should all be provided with the opportunity to freely join trade unions and negotiate collectively to attain a more equitable share of the economic gains which they help produce.”

To face this challenge, the 2013 Congress of BWI identified the combating of illegal logging and promotion of better governance in the forestry industry to generate more job opportunities as a key priority. It set forth the need for BWI to engage in campaigns against illicit timber trades, support social audits and ensure labour standards around voluntary partnership agreements in timber trade.

BWI aims to support trade union organising to achieve decent work throughout the forestry industry. Over the past four years, workplace organising, recognition and collective bargaining campaigns has been the heart of this work.

At the workplace level, BWI affiliates struggled and delivered.

TARIM ORMAN-IS Turkey organises public employees in the forestry sector. According to the Law on Organising in the Public Sector, unions can receive membership dues even without signing a CBA since the CBAs for public employees are signed at national level and only one trade union confederation which represents most public employees is authorised to negotiate with the government and sign a CBA for two years.

Despite considerable pressure from the government to make public employees join another forestry union they support, TARIM ORMAN-IS succeeded to increase its membership density and dues paying members. Even though TARIM ORMAN-IS cannot sign a CBA, the union has an effective network among its members who are mostly OHS experts monitoring OHS standards in forest areas. As an FSC member, the union began to monitor working standards in forest areas certified by the FSC and report violations to SGS certification company to the political parties and the Ministry of Forestry.



The Cambodian migrant workers who were cheated of their salaries when planting trees in the forests of Sweden in 2014 will finally get their just compensation. The workers will receive a total of 282,069 SEK (\$32,574) in state wage guarantee after receiving much-needed legal assistance from the Swedish Forestry Union OLS.

Unions in Bosnia and Herzegovina were able to negotiate national CBAs. The SSSDPBBIH signed two new national (FBiH) CBAs in 2016, after the 13-year old CBAs were made invalid revoked on account of the new Labour Law.

In Indonesia, Kahutindo and Hukatan unions regularly engage in dialogue with the local government over minimum wage policy. Kahutindo managed to expand the coverage of government social insurance and public housing scheme in Kalimantan Province while in Thailand, at least 11 building materials and wood processing companies in Saraburi Province adopted recommendation of the OHS Tripartite Committee at the plant level. This is due to the work of the BWI affiliate, BWICT in the committee.

The Indian affiliate TKTMS is contesting a case in the Chennai High Court against the Tamil Nadu Newsprint Paper Limited (TNPL) concerning discrimination against contract workers performing similar tasks to the regular workers but who have inferior wages and service conditions. In the ongoing court case, there have been some positive developments, with the court ordering the formation of a Special Committee to look into the situation of contract workers in the paper industry. The union is hoping that the Special Committee will start work soon and recommend that all contract workers in the paper industry in the State be given regular contracts.

In Gabon, UTBTPBSP organised health and safety campaigns on in wood processing companies where working conditions are among the worst. The three companies were the John Bitar Group, Tebault and Hua Jia. The campaigns aimed to encourage employers to strengthen safety and health at work and have included human resources management staff as well as 107 OHS committee members in the three companies.

In the United States, IAMAW renewed the IKEA agreement in Perryville, Maryland. The IKEA production and maintenance workers gained substantial wage increases in both years of the agreement, wage increases for long term co-workers, increases in shift differential and shift premiums, tuition reimbursement, and other issues.

On the other hand, BWI unions have confronted abusive employers in many parts of the world.

The Swedish affiliate GS intervened to protect the rights of Cambodian workers who had been tricked into signing documents stating that they owe debts to their former employer for housing costs. The union committed to cover all the court costs in Sweden GS contended that the employer towed back pay to the workers.

In Australia's largest plywood mill, owned by the New Zealand MNC Carter Holt Harvey (CHH), has a record of lockouts and poor faith in collective bargaining negotiations. After a year of negotiations by BWI affiliates the CFMEU and ETU (as well as the Australian Manufacturing Workers' Union), CHH would not meet the workers' modest demands of a 3 per cent annual pay rise, one-week annual leave over Christmas, and better access to income protection. The CFMEU had given notice of rolling stoppages and overtime bans from 19 April 2017, when the company responded with a lockout. The conflict ended after 3 months.

BWI continued organising and capacity building programmes in Africa, Asia-Pacific and Latin America to provide information to affiliates on certification and to strengthen their organising capacity. Regional network meetings of wood and forest unions were conducted every year during this Congress period.

The 'sectoral identity' of wood and forestry workers in the BWI has been fully consolidated. Research studies of the various sub-sectors were conducted to inform sectoral strategies and activities. Ad-hoc structures and networks of unions in the same MNCs or sub-regions were formed and social media platforms strengthened. Solidarity connections across BWI industries, given the importance of timber and wood-related products in construction have been consolidated.

Sectoral meetings were carried out in all regions. These meetings helped identify organising targets, develop policy positions and provide assistance to affiliates in their engagement with employers, governments, and international organisations. They also provided opportunities to gain knowledge and exchange information on forestry certification schemes.

A 'global approach' to the supply chain has been pivotal to organising strategies on the ground. Research-based mapping of companies and their suppliers to determine targets for organising were conducted. Wood and timber products and by-products are traded not only between countries but inside MNCs. International trade is taking place in 'value chains' which include multinational corporations. BWI has been instrumental in addressing these issues in its organising strategies.

BWI's International Framework Agreements (IFAs) with wood and furniture companies have been strengthened. Social audits have been conducted to monitor the conditions of workers. Six IFAs have been improved (Faber-Castell, Stabilo, Staedler, Wilkhahn, IKEA and Pfeleiderer). These have been used to gain recognition for local unions where these companies have operations, and in some cases, new trade unions have been created and new BWI affiliates gained.

For example, in Peru, throughout 2014-2015, social audits gave BWI access to 850 workers who talked about working conditions in their plants. The IFA with Faber-Castell led to the creation of the Faber-Castell union in Peru, recognition of the union and the signing of a collective bargaining agreement. However, it was an uphill battle.



The trade unions representing Faber-Castell workers at four different company units in Latin America, met between June 21 and 23, 2012 in the city of São Carlos-SP. In addition to representatives of the local unit, representatives of the Prato-MG and Manaus-AM units, both from Brazil, and from Lima-Peru were also present. This meeting was organized by the Building and Wood Workers' International- BWI, and aimed to consolidate the International Trade Union Network of Workers of Faber-Castell in Latin America to strengthen the solidarity among the workers at this company and their achieve better working conditions.

BWI at global level raised concerns about the arbitrary actions of the management of AW Faber Castell Peruana, in relation to redundancies and its refusal to enter negotiations. As a result, recognition was achieved, and the first collective agreement in the work unit of Lima signed and the opening of a social dialogue in accordance with the International Framework Agreement. The union presented their affiliation request to BWI and they were admitted in November 2016.

In another case, constant dialogue and regular social audit visits under the terms of the IFA had results as Faber Castell unit was restarted in Goa, India in May 2014.

With IKEA, BWI aims to finalise the new agreement in 2017 with new areas of coverage; clarification of the relationship between national and international standards; trade union recognition and access; and the formation of a global network. Although the text of the agreement is finalised, the restructuring of IKEA has delayed the signing of the IFA. BWI has helped strengthen organising work in Russia, Lithuania and Portugal. For Stora Enso, much of the agreement has been negotiated with the exception of two points dealing with suppliers and language pertaining to child labour. It is hoped that the negotiations will be finalized by the end of 2017.

Information about the IKEA IFA was given to relevant affiliates so they could take political actions and carry out organising work. The IKEA Suppliers' Unions Network in Asia was formed to provide support for organising the workers along the IKEA supply chain. In Indonesia and Malaysia, organising of IKEA suppliers involved basic workers' rights training and information about international instruments. In Thailand, IKEA is now the second largest furniture producer in the country. However, some factories in Thailand now also supply building materials for the construction of IKEA stores in Asia, so this opens up a new dimension to be discussed about the future scope of the IFA. Unions are also playing a role in monitoring the enforcement of the IFA at IKEA manufacturing sites as well as the companies' compliance with national regulatory frameworks.

The Asia Pacific Region also examined the potential for organising workers constructing IKEA mega stores in India. For example, Leighton Asia is the MNC contracted to construct an IKEA warehouse in Hyderabad and 70 percent of its shares are owned by Hochtief AG with whom the BWI has an IFA. This gives the BWI an added advantage as it seeks to organise and get recognition for the site workers.

The involvement of GS Sweden in IKEA Networking in Asia facilitates union to union alliance building. Specific information on IKEA suppliers in Asia can be accessed by GS Sweden to facilitate the organising work in Asia especially in Vietnam. With GS Sweden considering including wood-based construction in its scope, there are further possibilities for collaboration regarding workers' rights in IKEA stores construction.

By assessing and monitoring the companies' operations in market expansion and its profit margins, BWI can obtain valuable information which can assist in strengthening its organising strategies

BWI has also worked with MNCs that do not have IFAs as yet. Union networks within the company increased workers' voice and bargaining power. MASISA and Arauco union networks in Latin America have created social dialogue and problem-solving mechanisms.

BWI and its affiliates have also met with non-European companies. Asia Pulp and Paper Group (APP), a major player in the industry, is one example. Kahutindo Indonesia has established cooperation with APP, with the aim of organising its entire supply chain. The company held a one-day National Workshop on Forest Sustainability Certification and Labor in 2015 and BWI was present to dialogue with 40 Directors, and Operational and Industrial Relation Managers of APP's forestry subsidiaries from 5 regions in Indonesia, 20 contractors and 20 trade union representatives.

Khoirul Anam, from Kahutindo Indonesia who also chairs BWI Global Wood and Forestry Working Group, presented the importance of forest sustainability for employers and workers in the workshop. "Decent work refers to job creation, income protection, social protection and social dialogue based on the ILO Principles of Fundamental Rights at Work. Current challenges of industries in our sector that is very much depending on natural resources posed tremendous demand for accountable, responsible and sustainable businesses. An effective industrial relation to improve decent working conditions requires a strong participation of workers and management. APP's initiative for capacity program in improving working conditions needs to be responsive, dynamic and continuously outreaching all levels of workers."

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. In Gabon, organising has been linked with national initiatives to address illegal logging.

The BWI has further strengthened its transnational ties by conducting solidarity missions and supporting affiliates. Two solidarity missions were conducted in Turkey in 2016 and 2017. BWI's support to affiliates has been important given the political context in which a Constitutional Referendum gave President Erdogan a slight majority in support of the proposal to move from a parliamentary democracy to a presidential regime. During and after the referendum, human rights violations have intensified and this has also affected the forest and wood unions.

BWI recognises the impact of climate change, including its effects on drought, flooding and displacement.



BWI has therefore increased its participation in international debates on the environment, climate change, and workers' rights. BWI participated in the Major Groups at the United Nations Forum on Forests (UNFF) to seek to ensure that the forum fully respects 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 workers and the achievement of the SDGs.

The paper stated that the "foundational concept of worker empowerment is absolutely key for understanding the failure of most anti-poverty foreign aid programmes, strategies around foreign direct investment (FDI), and development aid in general. Most approaches tend to ignore the social relations and thus fail to create a framework to empower those they seek to assist. The number of FDI projects in forestry that result in sizable transfers of wealth from tropical countries to OECD consumers and corporate shareholders is but one example of good intentions generating sub-optimal outcomes for forest dependent populations."

BWI has also strengthened its engagement on sectoral issues with the ILO including to cooperate in a possible Global Dialogue Forum on Forestry in 2019.

The Global Sports Campaign also intersects with the wood sector. BWI filed a complaint regarding the Zedtee Plywood Mill in Sarawak (one of the main timber suppliers for the Tokyo 2020 Olympics) for violations of the rights to freedom of association and collective bargaining in the PEFC standard, regarding a worker who was unjustifiably terminated on account of his organising activities. While the certifying body did not act on the complaint, the BWI is appealing to the accreditation body, as well as to the Tokyo Olympic Games Organising Committee.

Furthermore, BWI has shared information on its work in various fora, including the Standing Committee on Wood, Furniture and Forestry of the European Federation of Building and Wood Workers (EFBWW).

IV. Rights

8. Trade Union Rights

Introduction

The BWI is engaged in a wide range of human rights issues. These include, for example, occupational health and safety, women's rights, rights of migrants and refugees, child labour, forced labour and trafficking. BWI strongly supported a Protocol to ILO Convention 29 on forced labour in 2014, including participating in a petition campaign, to ensure that human trafficking was covered. Trade union rights, in particular the rights of workers to form and join trade unions and engage in collective bargaining, are central and run through nearly all of BWI's activities.

Trade union rights are enabling rights. When workers have trade unions that they control, they gain a voice and, through collective bargaining have a say in their wages and working conditions. They can use their power to obtain and protect many other rights. For example, it is well-known that organised workers with collective agreements are in a much stronger position to ensure that work is safe and healthy than unorganised workers. It is the shift of the balance of power that comes from organising that makes trade unions privileged targets of tyrants, public or private.

Because trade union rights, more than any other rights, change the balance of power in the workplace, they also have an influence on the health of the larger society. Like democracies, they are a force to resist the exercise of arbitrary power. In countries that have become democracies, trade unions are often key players. As workers gain economic power and influence, they also reduce fear among workers and strengthen the space for civil society.

Strategies

Governments have the obligation to protect the rights of citizens and workers. However, their record in doing so is very uneven. Some countries have traditions of good legislation in conformity with international labour standards combined with good systems of labour inspection and court systems that function for workers and not just for property. Other governments attack trade union activists and leaders and do everything that they can to violate or limit rights. Some governments have decent laws, but fail to enforce them. And, increasingly, the erosion of employment relationships has resulted in rights violations even in countries where labour legislation is progressive.

BWI and its member organisations seek to improve labour legislation and all aspects of its enforcement. In addition to supporting affiliates at national level and showing solidarity with other members, BWI intervenes with the ILO and files complaints or otherwise builds support for the effective respect of international labour standards. In some cases, like the international attacks by employers on the right to strike, BWI has joined with other global unions and national organisations to mobilise in defence of that key right.



BWI also urges governments to ensure that employers and investors, large and small, comply with laws and respect international labour standards. In some sporting events, for example, BWI and its members have been able to influence governments to protect workers' rights and address serious problems promptly.

Work to ensure that enterprises respect labour laws and international labour standards has included filing complaints to the national contact points for the OECD Guidelines on Multinational Enterprises so as to get business to take responsibility and engage in a dialogue with BWI. There has also been extensive use of

other tools such as labour clauses related to procurement that can encourage companies to respect trade union rights.

One of the key roles of global framework agreements is to open doors with MNCs for workers to organise and for affiliates to develop productive relationships with companies. Most major issues with MNCs are related to trade union rights. However, such efforts are not limited to companies that are signatories to framework agreements.

BWI also actively generates solidarity among its affiliates that focus on trade union rights. That is the focus of many networks and also the main purpose of BWI's involvement in forest certification.

In addition to more "flexible" labour laws that make it more difficult to organise and bargain, in some situations, austerity programmes and the weakening of social protections have undermined trade union rights, so BWI and its affiliates address those policy issues as well.

Activities

Another aspect of BWI solidarity work is direct appeals to affiliates to intervene on-line, coordinate rallies or mobilisations, and conduct other forms of direct action to protest against trade union repression, imprisonment of trade unionists, the denial of the right to freedom of association and collective bargaining, or on other issues like mass or arbitrary dismissals. The BWI regularly launches solidarity actions at the request of its affiliates to support their struggles against companies undermining their rights in the workplace.

1. Trade union repression and imprisoned trade unionists

- **Zimbabwe:** When thousands of workers lost their jobs in July 2015 due to a court ruling that allowed employers to terminate workers' contracts by simply giving three months' notice without the option of retrenchment packages, the BWI fully supported the Zimbabwe Congress of Trade Unions (ZCTU) when it called for a national demonstration in August 2015.
- **South Korea:** Trade union repression has intensified under the anti-union, conservative administration of the former President Park Geun Hye, resulting in the imprisonment of a number of KFCITU leaders and members under charges of "blackmail" and "obstruction of business" for engaging in collective bargaining negotiations. To date, at least 20 KFCITU members have been imprisoned. KFCITU members along with the KCTU President Han Sang Gyun were imprisoned for their role in the November 2015 national mobilisation against labour reforms. The BWI not only coordinated global solidarity actions along with other global unions but it also participated in solidarity missions to South Korea, where BWI General Secretary visited imprisoned KFCITU members and President Han Sang Gyun.
- **Australia:** The BWI actively joined the successful CFMEU campaign to urge the government to drop charges of blackmail against CFMEU union organiser John Lomax. Lomax was arrested in July 2015 under allegations of blackmail in connection with a collective agreement negotiated on behalf of CFMEU members in 2013. As a result of a determined national campaign by the CFMEU supported by global unions including the BWI, the charges against Lomax was dropped.
- **Swaziland:** The BWI along with GS and Byggnads of Sweden continue to provide support to trade unions that face government repression. The BWI has called upon the government to ensure that the tripartite social dialogue forums continue while the appropriate legislation is being enacted. This has been the case in recent years despite the absence of the relevant law.
- **Panama:** The BWI supported SUNTRACS efforts to gain justice for Osvaldo Lorenzo, a union representative in the Panama-Colon highway project, who was killed. The Criminal Chamber of the Supreme Court ordered the immediate release of the assailant but SUNTRACS demonstrated in the streets and construction projects to reverse the Court order.



Defending the Right to Strike



employers' group challenge to the right to strike protected by the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

Global Day of Action leads to a breakthrough on the right to strike! BWI demonstrated in Geneva and affiliates around the world organised different actions in February 2015. The employers' group and some governments were refusing to allow the issue to be taken to the International Court of Justice. Finally, social dialogue produced progress on a framework for examining the supervisory mechanisms, which will allow the ILO Conference Committee on the Application of Standards (CAS) to function. Two years ago, for the first time in the history of the ILO, employers prevented the CAS from fulfilling its mandate. This situation arose because of the ILO

2. Campaigns against labour reform

In the past Congress period, governments throughout the world have introduced labour reforms to liberalise the labour market as well as undermine trade union rights. The BWI and its affiliates launched national campaigns including general strikes supported by the global trade union movement to protest against these regressive reforms. The following are some highlights:

- **Kyrgyzstan:** The unions mobilised to demand the withdrawal of the draft Labour Code. The proposed amendments are not in conformity with ILO standards (September 2015.)
- **United Kingdom:** In the biggest attack on workers' rights in 30 years, David Cameron's government pushed through legislation to make legal strikes all but impossible, potentially criminalise picketing, allow companies to hire strike-breaking agency staff and introduce rules that are aimed squarely at bankrupting unions. BWI fully supported petitions against such changes (September 2015).
- **Finland:** The BWI joined its affiliates in Finland to condemn the decision by the Finnish government to cut pay and benefits negotiated through collective bargaining. Affiliates sent protest letters to the government. BWI also supported the Finnish unions' massive demonstration against the government's announcement of austerity measures including cutting compensation for overtime, weekend and night work, reducing annual leave, sick pay and eliminating two national holidays (September 2015).
- **Cambodia:** The BWI protested the passage of the controversial draft of the trade union law, including breaches to ILO Conventions 87 and 98 by the Cambodian National Assembly (April 2016).
- **Suriname:** More than 10,000 workers including BWI members protested against the increase in electricity tariffs while there were still negotiations taking place. The increase of tariffs was imposed by the government as one of the preconditions of the IMF in order to attain a loan under a standby arrangement (May 2016).
- **Lithuania:** The BWI joined its affiliates throughout the world in supporting the LMPF federation of furniture, wood and paper workers' protest against the regressive new Labour Code in Lithuania (June 2016).
- **India:** 50 million workers, including many BWI Indian affiliates, organised a nationwide strike against labour reforms and to demand an increase in minimum wages, guaranteed pensions, and an end to the use of contract work, equal wages and benefits for contract workers, and immediate ratification of ILO Conventions 87 and 98 (September 2016).
- **Mauritius:** BWI affiliate CMWEU along with unions from other sectors went on strike to demand amendment of the Employment Rights Act (ERiA) and the Employment Relations Act (EReA), voted in 2009 (February 2017).
- **Brazil:** BWI affiliates joined 35 million workers in a general strike against the government's anti-worker labour legislation, which would enable unlimited subcontracting, allow for longer periods of temporary work and cut state pensions (April 2017).

- **Argentina:** Trade unions including BWI affiliates participated in a 24-hour general strike that paralysed the country. Marches throughout the country denounced the Macri government's neoliberal policies designed to lower inflation through job redundancies and opposed moves to remove essential subsidies (April 2017).

Fighting for Workers Rights in Trade

BWI affiliates in Europe, Asia Pacific, United States and Canada have been actively protesting the various free trade agreements such as the Transatlantic Trade and Investment Partnership (TTIP), the Comprehensive Economic Trade Agreement (CETA), the Trade in Service Agreement (TiSA), and the Trans Pacific Partnership which are undermining decent work and workers' rights in the interest of multinationals. Thousands of people mobilised in demonstrations against the TTIP throughout Europe. In addition, over 3 million signed an online petition calling the European Commission to abandon the deal. Similarly, in Asia and the United States, BWI affiliates joined with social movements to oppose the TPP and in particular the lack of consultation with unions or civil society during the negotiation process.

3. Trade union rights in the work place

The BWI regularly launches solidarity alerts at the request of its affiliates to support their struggles against companies undermining their rights in the workplace, often with the tacit or otherwise support of governments. The following is a list of these alerts.

- **Turkey:** Support for decent work conditions of SFC Integrated (Kronospan) workers. The company refused to recognise the union and put pressure on union members to resign and go back to work by promising wage increases. AGAC-IS went on strike and later the union obtained the authorisation for collective bargaining after a two-year court process (April 2015).
- **Chile:** Support for SINTEC affiliated to FETRACOMA demanding better working conditions, wages and fair working hours (June 2015).
- **Brazil:** Support for a two-week strike organised by SINDUSCON-PE affiliated to CONTICOM-CUT in Pernambuco, resulting in a salary increase of 9.9 per cent and the payment of strike days (December 2015).
- **Argentina:** Against the dismissal of 120 workers by the Belgian-based Etex-Eternit Group following the closure of two sections of the Planta Azul at Ceramicas San Lorenzo (January 2016).
- **Myanmar:** Support for workers at Veneer and Plywood Private Ltd factory in Sagaing who were dismissed and arrested for exercising their right to freedom of association and collective bargaining. The BWI wrote to the Minister of Labour demanding the release of arrested workers, respect for international obligations to protect freedom of assembly and the effective recognition of the right to collective bargaining, and to include workers and unions involved in the process of reforming Myanmar's labour laws (15 June 2016).
- **Brazil:** Justice for workers including 14 who were killed as a result of an accident at the Fundão dam break in Minas Gerais, Brazil. In addition, more than 2,000 workers were left unemployed (November 2016).
- **Chile:** Support for the 1,000 workers of SINTEC-Chile who went on strike at Alto Maipo hydroelectric project to put pressure on CNM-HOCHTIEF. SINTEC-Chile, which is part of FETRACOMA, reported intimidation, obstruction in collective bargaining processes, and dismissals by Hochtief and STRABAG AG (November 2016).
- **Australia:** Reinstatement for the #CUB55 on full pay and union conditions after a six-month picket that highlighted the dangers of labour hire and contracting out. BWI affiliates worldwide addressed solidarity "selfies", as



well as committed to the boycott of Carlton and United Breweries (CUB) beers, ciders and spirits (December 2016).

- **Spain:** Against the redundancy procedure at the OHL Group affecting 554 workers out of 1,897 workers in the construction and construction industrial divisions (April 2017).
- **Peru:** Against the dismissal of SITSERFOR union leaders by the Ministry of Agriculture (June 2016).
- **Pakistan:** Support for the struggle of 15,000 members of the CDA union in Islamabad whose benefits under a collective bargaining agreement were threatened through government restructuring. In December 2015, the CDA members organised a huge rally demanding that a just transition plan be put in place for the transfer of workers.
- **Montenegro:** Support for workers, members of the BWI affiliate SGIGMCG at Crnagoraput, a subsidiary of Strabag. For many years, workers have faced disputes with the employer about the implementation of their collective agreement (2015).
- **Moldova:** Support for BWI affiliate SINDICONS in their efforts to form a union at the building company "Monolit Construct".
- **Iceland:** Support for the extensive strike called by SGS to support the renegotiation of a collective bargaining agreement that would impact over 10,000 workers (30 April 2015).
- **Venezuela:** Solidarity with BWI Venezuelan affiliate FETRACONSTRUCCION in their condemnation of the attack on the trade union leaders of the Building Workers' Union of Barinas on April 16, in which one person tragically died and two were severely injured.
- **Sweden:** Support for Cambodian migrant workers working in Swedish company, Botnia Skog AB to receive their wages according to the Swedish collective agreement. The GS-Sweden played an instrumental role by providing much-needed legal assistance. The district court decided to ignore the debt that the workers were tricked into signing by their employer (August 2016).
- **Lafarge Holcim:** No merger without workers' rights! The world's two largest cement makers, Lafarge and Holcim, announced their merger and refused to make any commitments to workers. Unions at Lafarge and Holcim decided to fight back (January 2015).
- **Malaysia:** Support for STIEU's long struggle for trade union recognition at Sabah Forest Industry (SFI) owned and operated by Ballarpur Industries Limited (BILT). Since 1998, the SFI has refused to recognise and negotiate with STIEU using legal and technical methods, including two judicial reviews, to quash the decision of the Malaysian Minister of Human Resource (September 2014).



4. Support for political and democratic struggles

Trade unions including BWI affiliates continue to be at the forefront of political and democratic struggles for peace, human rights, genuine democracy, and political freedom. In the past Congress period, the BWI has provided solidarity and support to these struggles and called on its member organisations to do the same. The following are some highlights:

- **Tunisia:** The BWI welcomed the Nobel Peace Prize for the Tunisian democracy group for its contributions to the building of democracy in Tunisia following the years after the revolution in 2010. This represents an important recognition of the invaluable work of trade unions and civil society in the transition to democracy and peace in Tunisia. Hopefully this can contribute to strengthening even further the unions, that are vital to ensure the creation of the decent jobs with living wages and social security needed to build a better future in Tunisia (October 2015.)
- **Burkina Faso:** The BWI supported trade unions in Burkina Faso calling for a return of democracy following the coup in September 2015 by issuing a statement (November 2015).

- **Thailand:** The BWI joined 50 other international trade union organisations, human rights coalitions and networks demanding that the Thai government drop the case against the human rights defender Andy Hall. (August 2015).
- **Hong Kong:** The BWI joined the international trade union movement in supporting the “Yellow Umbrella” movement that called for greater political freedom and genuine democracy.

9. Migrant workers' rights

Introduction

The impact of the increased flows of migrants and refugees has affected continents and industries differently. For example, even though the political reaction has been strong, a relatively small proportion of both groups of displaced persons have been absorbed in Europe and the Americas.

To a large extent, the migrant “crisis” is a political crisis. Attacks on refugees and migrants have intensified during this congress period. Extreme right-wing parties have generated and exploited fear of migrants for electoral reasons and hate crimes, violence and harassment of migrants have increased in many countries. Often, fear appears to be most wide-spread in those areas where there are few or no migrants. In other words, some of the hostility comes from “fear of the unknown”. These misperceptions make trade union work to build understanding and solidarity among workers even more important.



There are serious rights concerns for both migrants and refugees. Refugees rights are clearly protected under widely ratified international instruments (a UN Convention and a Protocol), but those obligations are not always honoured by governments.

For migrant workers, the respect for their rights in host countries is clearly connected to the general level of respect for trade union rights. Migrants who are exploited and do not have the full range of rights protection afforded other workers often end up in precarious work and are used by unscrupulous employers to undermine union organisation and collective bargaining. There are sometimes similar problems with posted workers in the EU.

It is important, not just for workers and their trade unions, that migrant workers be able to exercise their rights, organise and be covered by collective agreements. It is also a vital mechanism to ensure the integration of migrants into their new countries. The reality of wars and conflicts means that many refugees will never be able to return to their countries of origin.

In BWI sectors, much attention has focused on construction, although there are also many migrant workers in forestry and wood industries. For example, BWI and others have raised the issue of North Korean workers in construction sites for the World Cup in Russia in 2018, but there are also many workers from that country in forest and wood industries. There are also many migrant workers from Myanmar working in Thailand, including in the furniture industry.

The Global Campaign for Migrant Workers' Rights launched in 2010 was reaffirmed as an important priority for BWI at the 3rd BWI World Congress. The 2014-2017 Strategic Plan outlined key targets such as recruiting 20,000 migrant workers into trade union structures and establishing a Global Migration Network.

The campaign is linked to two Congress Resolutions: Resolution 9: BWI Global Campaign on Migrant Workers' Rights and Resolution 19: Qatar Upholding the Rights of South Asian Migrant Workers.

Global Governance

Migration and refugee movements are inherently international issues. The challenges they pose cannot be solved at national level only. It is urgent that global governance mechanisms are developed to protect displaced persons from violence and abuse, and also from exploitation that undermines the rights of other workers.

BWI has long been active in the Global Forum on Migration and Development (GFMD) particularly since the 2006 forum in Manila. Subsequent meetings, including in this Congress period, were frustrating because they seemed to be occasions to facilitate bi-lateral arrangements rather than opportunities to discuss rights. The GFMD meeting in Berlin in 2017 was a more positive event. It was much more closely tied with the UN process to adopt a Global Compact on migration and another Global Compact on Refugees, both to be agreed in 2018.

The Council of Global Unions (CGU) has a migration working party, chaired by the BWI General Secretary. It agrees policies and develops strategies for common actions. It has focused on rights and on trying to ensure that ILO Conventions on Migration are relevant and included in the Global Compact negotiations and that in general, workers' rights, are central to the global debate.

The CGU also seeks to address the root causes of the massive displacement of persons so there are greater opportunities for people to remain in their own countries rather than being forced to flee. Many migrants may, in fact, be "refugees" in the sense that they have no choice but to leave their homes, without necessarily meeting the increasingly restrictive interpretations of the criteria for asylum.



BWI activities on mega-sporting events (MSEs) have called attention to widespread rights violations in a number of countries. Sustained campaigns have opened up some opportunities

to have an impact on the ground and influence policies and protect workers' rights. Despite continuing problems, BWI's growing role with FIFA and in both Russia and Qatar are positive developments.

MSEs focus attention on the problems of migrant construction workers, but workers engaged in preparing such events are only the tip of the iceberg. BWI considers that this work can help resolve persistent issues, for example, abuses by private recruitment agencies that affect many more workers than those working in the countries hosting games. There is also the wider issue of the general sustainability of an industry totally dependent on a migrant construction workforce that often does not have the chance to develop skills to generate better work and a more stable sector.

Activities

As in so many other areas, BWI approaches these issues on different levels: a policy and political level; in terms of solidarity between trade unions; in campaigns (for example, sports); in targeted organising; and in its engagement with MNCs, including within their supply chains.

BWI Regional and Global Conferences on Migration

During the Congress period, the BWI held a series of sub-regional and regional conferences on focusing on labour migration and the implementation of the Global Campaign on Migrant Workers Rights. At the conferences, regional trends and flows of migration were assessed, strategies developed, and relationships were strengthened with other groups interested in supporting the rights of migrant workers.

The conferences were conducted in the following regions:

- Mediterranean (December 2014 in Pozallo, Italy)
- Asia and the Pacific Region (April 2015 in Manila, Philippines)
- Latin America and the Caribbean Region (September 2015 in Managua, Nicaragua)
- Africa and MENA Region (September 2015 in Amman, Jordan)

Although each regional conference had its own dynamics, the BWI affiliates committed to the following actions: to organise migrant workers; develop regional plans to promote migrant workers' rights; establish regional networks to discuss and share strategies on organising and advocating for migrant workers' rights with regional institutions; and develop bilateral partnerships of BWI affiliates from countries of origin and destination.

BWI Statement Calling for Fair Migration Policies

In 2015, Europe was confronted with the influx of migrants and refugees coming across its borders. In one year, officially 750,000 migrants and refugees entered Europe but many estimates are much higher. The majority of these migrants and refugees were from Syria, Afghanistan, and Pakistan but there were also significant number from Kosovo, Eritrea, and Nigeria.

European governments debated at length on how to address the situation. The BWI and its affiliates debated a trade union response. A statement was issued, outlining some key points to ensure fair migration policies. BWI and its affiliates committed to carry out advocacy with their governments so that the European Union (EU) and member states would:

- Open up legal and safe avenues to enter the EU and seek asylum.
- Stop all deportations according to the controversial Dublin Regulations, under which refugees can only apply for asylum in the EU member state of first entry.
- Allow larger resettlement and humanitarian admission quotas.
- Abolish the so-called “Carrier Sanctions” which impose fines on airlines and other transport companies that carry persons who do not hold the requisite visas. These regulations make it impossible for refugees to access safe transportation and push them into the hands of smugglers and traffickers.
- Abolish the temporary border controls set up between countries within the EU aimed at preventing migrants and refugees crossing frontiers.
- Develop fair migration policies focusing on the rights of migrants and refugees and not migration management and border control.
- Ensure the full integration of migrants and refugees with the same conditions of work, wages, and benefits as national workers.
- Consult with civil society organisations including trade unions in the development of fair migration policies and on migration cooperation within and outside the EU.

Following the regional conferences, a global conference on migration hosted by FNV was held in October 2015 in Harderwijk, the Netherlands. More than 100 representatives of BWI affiliates from 31 countries participated. The conference took place in the midst of the influx of migrants and refugees entering Europe due to the global political and economic crisis and a occurring in Syria, Afghanistan, North Africa, and sub-Saharan Africa.

The focus of the conference was to: assess the current political and economic situation and its impact on labour migration; to develop regional and global strategies to address the impact of labour migration in BWI sectors; to evaluate, exchange, and highlight the work of BWI affiliates in organising migrant workers into trade unions and promoting the rights of migrants; and to strengthen and develop relationships with other stakeholders including governments, employers, migrant communities, and other civil society groups in ensuring the rights of migrant workers.



Key sessions focused on strategies for organising migrant workers and breaking the myth that recruiting migrant workers is difficult or that migrant workers are reluctant to join trade unions.

The importance of understanding the interests and key concerns of migrant workers was emphasised. Some of the issues raised as critical issues for migrant workers were low wages, non-payment of wages, lack of freedom of association, and unsafe working conditions.

Through video conferencing, the participants engaged in a dialogue with migrant workers. Nepalese migrant workers, members of the Malaysian Timber Employees Union, talked about the challenges they faced in joining the union because of anti-union attitudes from their employers. Migrant workers in Qatar talked about high recruitment fees and confiscation of passports as common problems in the country.

Finally, refugees from North Africa talked about their harrowing voyage across the Mediterranean to seek peace and safety in Italy.

Following the conference, BWI affiliates have continued to share ideas regarding organising campaigns, developing partnerships, and conducting joint activities through global and regional migration networks. There are now annual meetings involving BWI affiliates in the Middle East and North Africa (MENA) and Europe.

In 2016, BWI affiliates from Middle East and North Africa and Europe met in Cairo, Egypt, to develop a strategy concerning the situation of refugees and migrants in Europe. The meeting, hosted by the GTUBWW, Egypt took place against the backdrop of intense negotiations within the EU to reach an agreement with Turkey on migration issues, amounting to 3 billion euros doubling the amount offered previously.

Although Turkey has received the highest number of Syrian refugees, Jordan, Lebanon, and Egypt also face enormous challenges to provide adequate services to the thousands of Syrian refugees present in their countries and to address labour market impacts, particularly in the BWI sectors. However, unlike the situation in Turkey, the EU has not promised these countries any financial support.

The unions also shared their experiences and strategies with migrant workers. Despite the political challenges after the 2010 “Arab Spring”, GSTU Lebanon, GFBTU Bahrain, and the GTUBWW Egypt have been very active. Recognising that one of the major impediments for ensuring the rights of migrant workers in the Gulf Cooperation Council (GCC) countries is the kafala system, the unions called for its abolition and urged all governments to adopt international conventions and protocols related to migrants and their families.

The unions in the MENA region committed to a set of national and regional strategies including ensuring the rights of migrant workers were integrated into their organising plans and developing resource materials intended for migrants and refugees.

Women’s Solidarity Mission for Migrants and Refugees

Women have played a major role in facilitating peace and justice during conflict and crisis. With this in mind, the BWI European Regional Women’s Committee conducted a mission to Greece, one of the migration corridors used by migrants and refugees to enter Europe. From mid-2015 to 2017, more than 1.3 million migrants and refugees travelled through Greece and currently there are 62,000 refugees still residing in Greece, mainly in the nearly 60 refugee camps on both the mainland and the islands. Although the numbers have decreased due to the closing of the Balkan corridor and the 2016 agreement between EU and Turkey, at the



height of crossings across the Mediterranean, thousands landed on the shores of the Greek Islands, including Lesbos, where at one point 5,000 migrants and refugees arrived in over-crowded boats and dinghies.

Seventeen women trade union leaders and activists representing BWI affiliates throughout Europe conducted a two-day mission to Greece to provide solidarity to the Greek people who despite facing enormous economic challenges are providing much-needed support and solidarity to the refugees and migrants who have landed on their shores.

The delegation visited the Diavata refugee camp, a military-operated refugee camp opened in February 2016. At its height, the camp housed more than 2,500 refugees; however, at the time of the visit, only 300 were residing in the camp awaiting integration into Greek society or resettlement in other countries. The camp administrative staff explained to the delegation the operations of the camp and the many challenges they faced in servicing the refugees.

The group also visited the Thessaloniki Social Solidarity Clinic operated by more than 200 volunteers providing much needed health and dental care to those who have no access to public health care. The clinic has been in operation since 2010 and is run as a collective.

The mission also had a meal at the social restaurant operated by a community centre that provides support for migrants and refugees. Every Friday, volunteers offer free or discounted lunch to all in need. The visits to both the solidarity clinic and community centre proved to be inspirational to many of the mission participants.

World Social Forum 2016

In 2016, a BWI delegation headed by the General Secretary participated in the World Social Forum (WSF) held in Montreal from 9-12 August. The BWI convened two workshops focusing on migration. “The first session on *“Organising across borders- unions make it possible”* highlighted different case studies of trade union work to organise migrant workers. The second session *“Red Card for FIFA- no more deaths in the name of sports”* focused on the issue of migrant workers’ on construction sites at World Cup venues and the nexus between the BWI campaigns on sports and migrant workers’ rights.



Prior to the WSF, the BWI delegation from five countries visited Toronto, Canada, meeting with trade union leaders and migrant community activists and participating in a workshop about the current situation of migrant workers in Canada. The workshop was organised by Migrant Worker Justice, a coalition campaigning against the guest worker programme in Canada. The delegation also met key leaders of the Carpenters Local 127 of Greater Toronto Area as well as carrying out a visit to the union’s training centres in Toronto.

Global Forum on Migration and Development

From 2014 - 2017, BWI sent delegations to the annual GFMD Civil Society Day meetings that took place in Stockholm, Sweden (2014); Istanbul, Turkey (2015); Dhaka, Bangladesh (2016); and Berlin, Germany (2017). In addition, to the GFMD Civil Society Days, the BWI delegation also participated in the People’s Global Action on Migration, Development and Human Rights.

In all the meetings, the BWI as part of the Global Unions’ delegation actively participated in thematic sessions as key speakers, rapporteurs and moderators. During the 2014 GFMD Civil Society Days in Stockholm, the BWI President, Per Olof Sjöo, was one of the main speakers in the Opening Plenary representing trade unions. The BWI also participated in the trade union dialogue with the Director-General of the ILO, Guy Ryder, hosted by the Swedish trade unions. Together with Byggnads, GS, and LO-Sweden, BWI and other members of the Global Union delegation distributed leaflets in the centre of Stockholm to highlight the importance of ensuring rights of migrant workers.

The BWI participated in the UN High-Level Meeting on 19 September 2016 to raise issues concerning the large movement of refugees and migrants and the discussions about the proposed Global Compact on Migration in 2018. BWI has a unique opportunity to contribute to shaping the future of global governance on migration. Because of this, the BWI has also been participating in the relevant thematic meetings and regional meetings leading up to the General Session in 2018.

BWI has also participated in meetings at the ILO on labour migration including the International Labour Conference discussions on migration in 2017; and tripartite technical meetings focusing on labour recruitment and the impact of refugees on the labour market.

BWI is recognised as a valuable interlocutor in conferences on the application of the UN Guiding Principles on Business and Human Rights, at the OECD, the UN, and the Institute for Human Rights and Business. Such discussions often focus on migrant workers and mega-sporting events.

Organising Migrant Workers

BWI affiliates have been organising migrant workers, negotiating agreements that ensure they have the same wages and benefits as national workers, and promoting the rights of migrant workers. Equal treatment for migrant and host country workers prevents exploitation and reduces competition among workers. Since

the last Congress, the BWI and its affiliates have implemented outreach programmes covering at least 20,000 migrant workers through a series of organising campaigns; and seminars and workshops, focused on workers' rights, occupational health and safety (OHS), leadership development, and trade union rights; and providing essential services to migrant workers in distress. These activities were conducted by the BWI affiliates with support from BWI and other stakeholders.

Many BWI affiliates have adopted a strategy to seek to organise migrant workers prior to departure, as for example in the case of unions in India, Nepal, and Tajikistan. In these countries, the unions conduct pre-departure training programmes that provide information about BWI affiliates in the country of destination. Unions have also conducted surveys and research mappings to identify the key countries of destination where migrants go to work.

In addition, these unions have carried out advocacy with their governments to reform recruitment policies and to improve services for their nationals working abroad. For example, in Nepal, the BWI Affiliates Council signed an agreement with the Department of Foreign Employment to install "Help Desks" in front of the Department's offices to provide information to workers about their rights in their country of destination.



BWI affiliates have also signed bilateral agreements. In Brazil, STICC-POA has implemented outreach programmes with Haitian migrant workers in the construction sector. The union organised at least 10% of the almost 1,500 Haitian migrant construction workers in their area. The union signed a memorandum of understanding (MOU) in 2017 with FENACTO, the construction union in Haiti. The agreement includes a commitment by the Brazilian union to protect Haitian workers in Brazil and mechanisms to strengthen Haitian trade unions. The union fees collected from Haitian migrant workers in Brazil are now transferred to the Haitian union to build its capacity. During a mission to Haiti in 2017, BWI delivered almost USD 1,800 to FENATCO. The amount is the equivalent of six months union fees by Haitian workers in the area covered by the STICC in Rio Grande do Sul, Brazil.

FNSCBA-CGT: European Network for Fair and Responsible Posting

With the increase in the numbers of posted construction workers in France the French construction wood and furniture union, FNSCBACGT, recognised the need to protect the rights of posted workers.



The union created the European Network for Fair and Responsible Posting (REDER), which now consists of unions in nine EU countries: Bulgaria, Germany, Portugal, France, Italy, Belgium, Poland, Spain, and Romania. Contact persons in each country are typically a team of trade union leaders and a representative of the labour inspectorate. The network has its own internal communication platforms, equipped with an instant translation programme, to share information and documents, publicise articles and create working groups as needs arise.

The first initiative undertaken by the REDER network consisted of informing posted workers about their rights. The network worked created a "*know your rights*" brochure which was translated into eight languages. The brochures were distributed to over 50,000 posted workers, on construction sites, supermarkets and churches, as well as through the unions' offices and at government social security offices.

The network has taken up over 100 cases of transnational fraud faced by posted workers. The network needs to respond quickly to be effective, because of the short duration of posted workers' contracts. The average length of work for posted workers is 103 days. The alert application for smartphones, including a trouble-shooting questionnaire in 9 languages, allows workers to get in touch with the network contact persons fluent in their language. Through REDER actions, the unions have been able to organise at least 500 posted workers into trade unions.

In February 2015, the Finnish Electrical Workers Union won an important case at the European Court of Justice (ECJ) when the court ruled that Finnish wage regulations and collective agreements would apply to all workers in Finland. With this decision, it meant that all workers must be paid minimum wages, holiday bonuses and all other benefits as stipulated in the Finnish general collective bargaining agreement (CBA) regardless of whether their employer is based in Finland or not. In short, all workers in Finland must be paid according to Finnish pay scales, and a business coming from another EU-member state to Finland must comply with the pay regulations of the Finnish general CBA.

The ECJ case concerned 186 Polish electricians working on the construction of the nuclear power plant Olkiluoto 3, who were employed by a sub-contractor based in Poland. After discovering they earned much less than their Finnish colleagues, they joined the Finnish Electrical Workers' Union and demanded to be paid according to the pay rates, allowances and other benefits in the CBA. In total the workers' claim submitted to the Polish company amounted to more than € 6.5 million. The employer refused to meet the demands referring to Polish law, according to which employees are not allowed to assign their pay claims to a union.

The union took the case to court which in turn asked for an ECJ interpretation of the EU Posting of Workers Directive, and in particular whether Polish workers were entitled to assign their pay claims to the union for collection. The ECJ ruling set aside the ban in the Polish law. According to the ruling, it is irrelevant whether the company sending the employee is based in another EU member state, which has been the position of most employers in Finland and other parts of Europe to pay equal wages and provide benefits.

Social Media Tools

In an effort to provide support and essential services to migrant workers, the BWI has created the “BWI Connect” App, which was initially designed to reach out to migrant workers in Qatar but there are plans to expand it so that the App will eventually be a tool for BWI affiliates in other countries to recruit migrant workers. Through the platform, migrant workers can seek assistance and legal advice as well as anonymously report violations of OHS rules labour standards, delayed payment of wages, and poor living conditions.

The BWI has also continued to support the SMS Help-Line as part of an agreement between BWI and the Global Unions of PSI and UNI at regional level and the Malaysian Trade Union Congress. The SMS Help-Line is a platform where migrant workers can contact unions when they are in distress but it is also tool used by the unions in Malaysia to reach to migrant workers.

Since 2014, the SMS Help-Line was utilised to make contact with nearly 10,000 migrant workers in Malaysia. In the process, the union has addressed a number of cases ranging from non-payment of wages, workers' compensation for occupational accidents, abusive practices of employers and recruiters. The SMS-Help Line not only provides service to migrant workers in distress but it has been an effective avenue for migrant workers to participate in trade union activities.



With the rise of xenophobia and racism fuelled by the large influx of migrants and refugees in Europe, the BWI called for a Global Day of Action for Migrant Workers' Rights on 7 October 2015 as part of the World Day for Decent Work. On this day, the BWI and its affiliates reached out to migrant workers at work sites and in their communities to express their support and solidarity for migrant workers. In addition, BWI encouraged people to post photos holding “*We are all Migrants*” signs through social media, and join the internet “thunderclap”, which involved more than 200,000 people.

Nexus of Sports and Migration

During the period 2014-2017, one of BWI's priorities has been the global sports campaign for decent work. In the upcoming MSEs, such as the 2018 World Cup in Russia, 2022 World Cup in Qatar, the 2018 Winter Olympics in South Korea, and the 2020 Summer Olympics in Japan, the work force will be predominantly migrant. With the exception of Qatar, migrant workers are legally allowed to join trade unions. In Qatar, the BWI has implemented an innovative strategy in reaching out to migrant workers in Qatar.

Outreach Programmes for Migrant Workers in Qatar



In Qatar, migrant workers cannot legally join trade unions. Therefore, the BWI in collaboration with its affiliates in India, Nepal, and the Philippines, established migrant workers' support networks. The networks conduct post-arrival orientation seminars to inform migrant workers about their rights; OHS seminars; and paralegal training programmes. The latter has been particularly useful for workers to understand the legal framework in Qatar due to the recent changes in labour laws, entry and exit laws, and the feudal kafala system.

Three networks have been established, identified as the Qatar "branches" of the respective BWI affiliates in the countries of origin---the FFW the Philippines;

BWI Indian Affiliates Council (BWI-IAC) India; and GEFONT Nepal. The networks have regular exchanges with the unions in the countries of origin. In the case of the FFW Qatar branch, known as the BMKQ, the leaders have participated in FFW events in the Philippines, thereby strengthening the connections between the branch and the union.

The networks are deeply rooted in the respective migrant community groups and associations in Qatar and are recognised by their respective diplomatic missions. Leaders and volunteers of the networks provide much-needed support and assistance for migrants in distress by handling cases addressing back wages, employment contract disputes, and other work-related grievances. Some cases are resolved through the collaboration of the relevant diplomatic mission, the Qatari Ministry of Administrative Development Labour and Social Affairs, and the National Human Rights Committee.

The migrant workers' networks are in contact with more than 5,000 workers. The networks have a core membership and an elected leadership conducts monthly meetings. There are annual general assemblies and social events for migrant workers. The networks use various forms of communication tools including social media platforms.

To support the RBWU Russia and the CBMWU Tajikistan, the BWI produced information brochures and fact sheets for migrant construction workers about their rights under Russian law, how to get legal employment in Russia, and where to go for assistance. These brochures were particularly useful because migration regulations in Russia are complicated and constantly changing, and migrant workers are thus susceptible to discrimination and exploitation from unscrupulous employers and recruiters.

In South Korea in 2016, the union conducted a survey to identify key issues of concern for construction site workers in the Gangwon Province and they found that migrant workers were working in the various Olympic-related projects. The majority are Korean-Chinese but there are significant numbers from Central Asia (Mongolia, Uzbekistan, and Kazakhstan) and from South East Asia (Vietnam, Thailand, Philippines, and Cambodia).

The union found that the majority of migrant workers report 14-hour days, seven-days per week. They only get a 30-minute lunch break and because wages are so low, often ten migrant workers live in three-room apartments. Since many are irregular migrant workers, they cannot complain to the sub-contractors who employ them. Accidents due to lack of safety provisions and wage arrears are very common. The union has been working with migrant communities and NGOs in outreach programmes with these workers.

In June 2016, the BWI conducted a regional conference in Seoul entitled "*Decent Work and MSEs.*" At this conference, KFCITU South Korea and BWI affiliates from Vietnam, Philippines, and Thailand discussed cooperation and strategies to ensure respect for migrant workers' rights in the construction of sites for the 2018 PyeongChang Games.

10. Youth

Young members are the cornerstone of a sustainable future. BWI is firmly committed to mobilising young workers and making sure their voices are heard within the union movement. Across the globe, persistent youth unemployment is creating frustration, stress, and, too often a sense of despair. In BWI sectors, young people face many difficulties in the labour market and continue to be underrepresented in union organisations. Relatively low levels of education make young people yet more vulnerable to exploitative working conditions and to health and safety risks, about which they often have inadequate training.



With support from the BWI, young trade union members have opportunities to learn about global issues and take part in international solidarity and campaigns. Through training and networking, they are developing strategies and identifying key issues to help build the sustainable global union movement of the future.

During the 2013 Congress, BWI committed to a five-point agenda for the “successor generation”:

1. Negotiate industry agreements on vocational training, youth apprenticeship schemes and life-long learning;
2. Target resources at organising young workers and establish youth committees to support these efforts;
3. Support studies on young people and employment, skills and gender;
4. Include youth issues in agendas and activities; and
5. Devote resources to training young members to become the leaders of the future.

In May 2014, the BWI World Board established an Ad-Hoc Working Group as a follow-up to the 2013 Congress resolution. The Ad-Hoc Group developed the BWI youth policy, encouraged unions to organise young workers and include youth issues and concerns in campaigns, policies and actions at global and regional levels.

Since then, BWI and its affiliates have developed many new initiatives to promote young workers' participation in the union movement and to formulate policies that meet young workers' concerns. Through the work of youth networks and committees, unions have been encouraged to develop an active policy of recruiting and organising young people and to set up specific structures to facilitate the participation of young people in union decision-making. Unions are now much more likely to include young workers in campaigns and take action to defend the rights of young workers.

With stronger structures at the regional and global levels, young workers are now preparing for the Global Youth Conference and World Congress in Durban in 2017. The Ad-Hoc Youth Working Group for Latin America/Caribbean carried out a mapping of unions with young members and their presence on union boards in 2016; adopted the campaign “*One more Youth!*” with the aim of getting an additional young leader to every BWI meeting; and set up a competition for young trade unionists on innovative union initiatives. The BWI Ad-Hoc Europe Youth Committee includes members from Turkey, Italy, Ukraine, Germany and Sweden. There are also sub-regional youth networks. The Committee has facilitated education programmes and information exchange on organising, collective bargaining, health and safety, union modernisation and forest certification among other issues. In Asia, a regional youth seminar in the Philippines in 2015 trained 23 leaders called the BWI New Generation of Leaders (BGen), who pledged to organise 3,000 new members; organise 35 companies and transform the BWI Asia Pacific Youth Ad-Hoc Working Group into a Regional Youth Committee. In 2016, at the Regional Conference, the African Regional Youth Committee discussed strategies for building strong youth structures at national level.

In these ways, over the Congress period, each region has been working to create initiatives and increase the effective participation of young people in union work. Now there is a real momentum building towards the creation of a global committee at the 2017 Congress in Durban. A resolution proposing the establishment of the BWI Global Youth Committee has been submitted by the following unions: PROFBUD, Ukraine,

UNITE, UK, SGIP, Republic of Macedonia, FNV, the Netherlands, BYGGNADS, Sweden, SGH, Croatia, and CCESSA, Nigeria.

Namibia: Engaging Youth in MANWU Structures

The 2nd MANWU Youth Conference took place on the 16-17 March 2016 in Windhoek. The conference theme was “*Engaging Youth in MANWU Structures*”. The conference was attended by 40 delegates from the various MANWU regions and branches, MANWU officials and two international guests.

The General Secretary, Justina Jonas, spoke at the opening, decrying the low level of youth participation in the union structures and trade unions in general in the country. She expressed her support for the idea of a conference resolution on strengthening the role of young workers in the union.



The coordinator of the MANWU Education Centre, Herbert Jauch gave a brief review of the First Youth Conference held in 2012. This was followed by a feedback session showcasing to what extent the resolutions have been implemented. The lively debates which ensued fed into an equally vibrant discussion on the challenges faced by youth in MANWU.

The challenges identified were further refined in small working groups. Each group was tasked to answer how one of the given challenges could be addressed. The feedback from the various groups informed the resolution which was then adopted by the conference. The conference concluded with the election of the MANWU Youth National Executive Committee.

In the Africa-MENA region, youth committees have now been established by the following BWI affiliates: NUM, South Africa, MANWU, Namibia, CCESSA, Nigeria, PSWU, Ghana PUWU, Ghana, FTBC, Togo TWU, Ghana SNTC, Senegal, STECOMA, Rwanda and ZCATWU, Zimbabwe. From 2014 to 2016 network meetings and seminars encouraged young workers to be active in many campaigns on workers' rights, health and safety and for improvements to collective bargaining agreements.

There are 32 young workers in the Regional WhatsApp Group for Africa and Middle East from different sub-regions sharing experiences and information on trade union work in different countries. In Nigeria, more than 50 young workers actively participate in the e-youth network. Many access the BWI website and join BWI online solidarity campaigns.

The share of young workers in leadership positions has increased. Several unions have a visibly “younger” leadership. To a large extent, this is due to youth organiser training programmes and other activities to organise new young members. Young workers have learnt about union work and are getting increasingly involved. For example, there are now young members on the executive committees of NUM South Africa, NUBEGW Zambia, TAMICO Tanzania, UBCCECAWU Uganda, MANWU Namibia, and CBMWU Ghana. A leader from the youth network in has become a councillor and attributes his achievement to his participation in BWI youth training programmes.

In Europe, BWI affiliates face continuing high unemployment and those opportunities available for work are often precarious jobs. Therefore, scaling up the participation of young workers in union activities has become a priority and many unions have launched youth organising campaigns.

There have been some remarkable achievements. The number of young union members increased by 10 per cent in Georgia, 6 per cent in Kazakhstan, 7 per cent in Moldova and on average by 7 per cent across the SEE countries. The largest increases were reported in Turkey with a 21 per cent increase and in Tajikistan with a 35 per cent increase.

In der Ukraine wurden fünf junge Gewerkschafter in verschiedene Positionen im zentralen Gewerkschaftsausschuss und in Stadträte von Zentralasien, Moldawien und Georgien gewählt; 67 junge Menschen wurden in Zentralasien, Moldawien und Georgien in die zweite Führungsebene gewählt, während

in Südosteuropa 78 Gewerkschafter auf Funktionen und Aufgaben der zweiten Führungsebene innerhalb der Gewerkschaft vorbereitet wurden.-

Youth leaders were trained to participate in strategic organising and corporate campaigns targeting MNCs or infrastructure projects using social media platforms, in Ukraine, Macedonia, Croatia, Kyrgyzstan and Georgia. Unions also held youth summer and winter schools, supported by BWI and also using their own resources, in Ukraine, Macedonia, Kyrgyzstan and Serbia.



In Germany, IG BAU young members (*Junge BAU*) traditionally meet at the mid-Summer Sunrise-Festival. It is a great opportunity for young people to provide mutual support, talk about their experiences in trade unions, and develop new ideas on what young workers can do together to make working life better and trade unions stronger. The Festival includes a variety of events such as sports matches, rock concerts, dance parties as well as political workshops. These workshops address how to organise new members, work with mass media, and develop youth structures in trade unions. Other workshops focus on important political and economic issues and their impact on decent work and climate change.

Three regional youth activities (Houffalize, Frankfurt and GLI UK) enhanced regional and global networking among European young trade unionists, who are now more familiar with BWI campaigns.

In Latin America and the Caribbean, affiliates have developed organising campaigns specifically targeting young workers. A Latin America and Caribbean Network communicates through *WhatsApp* on a weekly basis to share information about their work. This network started with 20 young leaders and is growing.

At national level, four new Youth Committees were created by the Nicaraguan unions, FITCM- N and SNSCAASC. In Argentina and Ecuador, trade unions organised targeted training programmes for young workers.

BWI has successfully developed a mentoring programme, by pairing young women leaders with older women leaders so that they can play a more active role in campaigns and political, economic and policy discussions within the union. This also enriches work at the regional and global levels related to the “Value Women’s Work Campaign”, the BWI Campaign for Youth Employment and the implementation of Congress Resolutions on women and youth. This successful approach of combining women’s and youth activities will continue in the future.

All regions were trained on developing effective and efficient tools for campaigning, including the integration of social media into campaigns so as to reach out to young people. The youth networks also provided BWI with articles related to union organising and campaign activities, submitted interviews in print or video format about young members and sent reports on youth activities for International Workers’ Memorial Day on 28 April and International Youth Day on 12 August. Both used the *BWI@Work* Facebook page.

Young trade unionists were also very active in support of BWI global campaigns, including the Young Builders of Sweden who supported workers in Qatar and IG BAU Germany that made their Sunrise-Festival a real international event in 2014. Also, ACV BIE Belgium organised a youth workshop prior to the climate summit COP 21 in Paris.



In July 2017, BWI organised a Global Youth Summer School, hosted by UNITE, UK at Eastbourne in the UK bringing together 25 young leaders and activists from 18 countries.

The conference energised young people who are already leaders and who will be among the next generation of senior leadership in their unions. The Summer School also fostered long-lasting relationships that will strengthen the global trade union movement. Youth will help to take the lead in advancing an agenda based on worker power, people power, and trade union power. More importantly, one of the concrete results of the Summer School is the development of a series of Congress resolutions that were submitted by the participating unions for the upcoming 4th BWI World Congress.

11. Gender Equality

Women in BWI sectors tend to be employed in precarious or informal work. The main challenges women workers face are: the gender pay gap, gender segregation in employment, unpaid maternity leave, sexual harassment and employment discrimination, *particularly pregnancy and maternity related discrimination*. In addition, women also spend at least twice as much time on domestic work than men. Therefore, BWI considers women workers must be encouraged to join unions and take up leadership positions and form part of the negotiating teams. BWI also considers it is important to have a specific focus on young women.

The 2nd BWI World Congress reaffirmed its commitment to gender equality in Congress Resolution 15: *Women in Trade Unions* which called upon affiliates to carry out the following actions:

- Give effect to the BWI policy of 30 per cent women's representation in all its work.
- Encourage the adoption and implementation of similar policies by affiliated trade unions.
- Allocate human and financial resources to activities designed for the development of women trade union leaders and workplace representatives.



Over the Congress period, progress has been made as unions are now clearly implementing plans of action for the promotion of women in trade unions. BWI launched the “*Value Women's Work*” Campaign, which was initially approved at the BWI European Regional Women's Committee in Dublin in 2014 and later adopted by the International Women's Committee. Its objective was to bring together BWI affiliates globally to advocate for greater gender equality by ensuring a fair value for women's work in the work place, in trade unions, in households, and in communities.

The campaign follows the framework of BWI's 2014-2017 strategic plan of organising, negotiating, and influencing policy. The campaign called for BWI affiliate to recruit women workers into trade unions; mobilise women to advocate for a fair value for women's work in the work place and in trade unions; and to train and empower women to be more active in their trade union structures and take up leadership positions.

BWI affiliates were encouraged to include provisions in collective bargaining agreements on issues that are important women such as parental leave, equal pay for work of equal work, and training and skills development for women.

BWI affiliates were also encouraged to play a more active role in advocating for legislative and policy changes that will improve the lives of women. In addition, the campaign emphasised the need to promote gender equality issues impacting women workers in policy debates, in trade unions and in local communities, with a particular emphasis on the gender pay gap.

A logo was developed for BWI affiliates to use in their publicity materials and a set of goals and proposed activities at the global, regional, national, and local levels were developed. The “*Value Women's Work*” campaign was officially launched on March 2016. Subsequent to the launch, the campaign was presented through a series of regional and sub-regional meetings in Asia Pacific, Latin America, Central America, Mercosur, Central Asia, Southeast Europe, Nordic, East Africa, and the Middle East and North Africa (MENA).

One of the significant sub-regional meetings took place in MENA, a region where women face many challenges in trade unions and in society. For the first time, women unionists in the MENA region met in Beirut, Lebanon in April 2017 to discuss their challenges and how they can work with their unions to meet them. Despite the political revolutions in many MENA countries, there are still very few women leaders and

activists in trade unions. Therefore, participants agreed they would work for greater visibility of women in trade union structures as well implementing women's leadership development programmes.

At all these meetings, women trade union leaders and activists were trained to develop leadership, organizing and campaign skills, and they acquired a better understanding of the political and economic context to enable them to participate in policy discussions in their unions, communities and within BWI. At all the meetings, participants developed action plans to take back to their unions.

The success of these action plans is evident because BWI affiliates are increasingly anchoring gender in their policies and budgets. In addition, unions are also playing an active role in enforcing policy and laws on gender issues, such as the unions in Serbia are doing, or transforming the perceptions of women's role in society, as in the case of TUCBM Kazakhstan. For many unions such as UNIA Switzerland and PROFBUD Ukraine, the focus of the campaign has been on reducing the gender pay gap. While other unions, such as SEWA India, NUBCW Philippines, NUM-South Africa, LIUNA and the Ironworkers USA have developed vocational training programmes encouraging women to enter the building trades.

BWI's Global Young Women's Conference: Building the Successor Generation



In June 2016, in Kathmandu, Nepal, the BWI convened its first global conference for young women trade union leaders. The conference "*Building the Successor Generation*", brought together 40 young women unionists from Africa, Asia, Europe and Latin America and focused on questions of women's political voice and equality in the workplace. One of the goals of the conference was to develop and train the next generation of BWI women leaders, so they can play major roles in campaigns promoting gender equality in their unions and countries as well as in the BWI global women's campaigns.

Participants shared their organising and campaigning strategies on a wide range of issues, including women workers' rights, workers' rights in Mega Sporting Events (MSEs), the links between women's rights and forest certification, migration, and organising women workers in the informal economy. Participants shared their experiences in advocating for gender equality, pay equity, reproductive health, vocational training, and other policies promoting women's rights.

In a field visit to express solidarity, participants travelled the precarious mountain roads to Chutari Village, the BWI earthquake reconstruction project site. They were deeply moved by the stories of the community members struggling with the after-effects of the earthquake.

The young women at the conference committed themselves to an agenda of "*women's emancipation by women*", in which they developed plans to build women workers' power in preparation for the BWI Global Congress in 2017. After the conference, a communication network via social media platform was formed. Through this network, the women continue to share their experiences and campaigns as well as providing mutual support. The network is also a useful tool to relay information about BWI's global campaigns which women are promoting in their unions.

At the World Social Forum in Montreal, Canada in August 2016, the BWI conducted a workshop showcasing the "*Value Women's Work*" campaign. The workshop addressed the question of how unions can step up the struggle to value women's work and reduce the gender pay gap, as well as promoting women's leadership within trade unions. Speakers included representatives of CSN-Construction Canada, UNIA Switzerland, and Rakensuliitto Finland. The workshop attracted over 100 participants from a number of countries.

The BWI affiliates in North America (LIUNA, Ironworkers, SMART, USW, and IBT) have actively participated in the National Trades Women's Conference since it was established in 2011 and previously as the California Tradeswomen's Conference. The annual conference brings together women tradeswomen in the building trades throughout the United States and Canada to provide opportunities for networking, learning, and leadership development through workshops, plenary sessions, and networking opportunities. In 2016, the conference was held in Chicago, Illinois, the first time outside of California. It attracted close to 1,500 participants including international delegations from Asia and Africa. BWI led a workshop entitled, "Global

Tradeswomen RISE!” where BWI was able to share its work organizing women globally and the campaign to ensure gender equality.

The International Women’s Committee adopted an innovative programme to foster mentoring programmes whereby young women trade unionists were paired with senior leaders in order to support the next generation of women trade union leaders. The programme was carried out at the regional level, with the respective Regional Women’s Committees providing oversight and political guidance. In the Asia Pacific region, seven women are now part of the mentorship programme, which is run by NUBCW Philippines, UFES Malaysia, CCUPEC Nepal, NMP India, STIEU Malaysia, and the BWI-Nepalese Affiliates Council.



As a result of the programme, four women have now been elected to union leadership positions and they are also leading the Youth Committees of their respective unions. The unions have recognised the benefits of the mentorship programme as young women are now active and coordinating key union campaigns. The mentoring programme has been a successful mechanism to train second level of leadership within the union. Another significant success of the programme is that young women leaders now have a greater awareness of the global trade union movement and are playing an active role in BWI global and regional campaigns.

In order to develop the mentorship program, the BWI conducted a survey to identify women who are holding elected positions at the national and local level. The results of the survey showed that there were significant numbers of women holding key national leadership positions in over 40 BWI affiliates.

The BWI has continued to commemorate March 8, International Women’s Day to highlight the contributions of women in trade unions and their communities. The themes have focused on trade unions making a difference in various campaigns, such as promoting pay equity, empowering women to become leaders, and ending gender-based violence at the work place. Using these themes, the BWI affiliates have organised activities, mobilisations and campaigns on International Women’s Day to highlight the important role women play in trade unions. The BWI has highlighted these actions and stories on the BWI website through videos, interviews, and articles. On International Women’s Day, the BWI website registers the highest number of visitors in any day throughout the year, evidencing the interest in these activities.

As part of the International Women’s Day celebrations, the BWI produces its annual Women’s Almanac to promote women’s visibility in BWI sectors. Calendars have focused on pay equity, women’s leadership, and the role women play in building stronger trade unions. The almanac has been gaining popularity and has also been replicated at the regional level.

Gender-based Violence at Work

The BWI has actively campaigned to end gender-based violence in the work place, which is one of the most persistent human rights violations in the world. One third of women worldwide have experienced either physical and/or sexual intimate partner violence or sexual violence by a non-partner at some point in their lives.

The BWI participated in a number of activities to promote the adoption of a new ILO instrument on gender-based violence in the world of work. The BWI contributed to an ILO Report ‘*Violence and Harassment against Women and Men in the World of Work: Trade Union Perspectives and Action*’. The report included five cases from BWI affiliates: FILLEA-CGIL Italy, NUBCW Philippines, UOCRA Argentina, USW Canada, and HKMP and BMS of India.



The report documents the key role of trade unions in preventing and addressing violence and harassment at work. It shows how the issue features in national union policy and bargaining agendas, collective agreements and campaigns, as well as in International Framework Agreements (IFAs). The report aims to share learning and best practices in a systematic approach, and to inform trade unions in building a strong advocacy position at the International Labour Conference in 2018 so that a new standard on violence against women and men in the world of work can be developed.

The BWI is working with its affiliates to complete the ILO questionnaire on the views of member states and social partners on the form and content of the proposed instrument to address gender-based violence in the world of work.

V. Special Issues

12. Child Labour

Child labour is a long-standing priority area for the BWI. The 2014-2017 Strategic Plan reiterated BWI's commitment to the issue, stating it will “*Campaign for the elimination of child labour and for the right to education*” (*campaigns checklist list action 3*). Furthermore, the continued presence of child labour in the workforce suppresses adult wages and reduces their bargaining power and weakens union structures.

According to the latest data and studies of the International Labour Organisation (ILO), “*there are 16.7 million (5-17 year-old) children in child labour in South Asia, according to conservative estimates, and of these 10.3 million are in the 5-14 year-age range. The young, 5-11 year-old children, make up about one-fifth of all child labourers in South Asia. Substantial variation in child labour estimates exists across the South Asian countries. In absolute terms, child labour for the 5-17 years of age range is highest in India (5.8 million), followed by Bangladesh (5.0 million), Pakistan (3.4 million) and Nepal (2.0 million). In relative terms, children in Nepal face the highest risk of being in child labour than elsewhere in South Asia, with over one-quarter (26 per cent) of all 5-17 year-old engaged in child labour.*”



It further stated that “*recent national surveys from seven South Asian countries put working children at more than 29 million – a low estimate as it excludes many children in a number of countries and all children in employment in Afghanistan.*” This staggering number means that many of the children are also working in BWI industries.

BWI's work on child labour started in the late 1990s. A key area of union intervention has been to address the problem of child labour in the vast informal sector in India by facilitating education for workers' children. This strategy is now based on three pillars of action: 1) Organising (building strong and representative trade unions); 2) Schooling (maintaining school facilities for children to remove them from workplaces); and 3) Campaigning (to change policy frameworks for child labour and education as well as unionism and labour standards in general). Each strategic pillar is mutually related and complementary. Thus, initiatives, project cooperation and engagement with other actors, whether governments, employers, education authorities, other non-profit organisations or international institutions, are all anchored on this three-pillar holistic strategy.

The child labour project is implemented together with ten partner unions in India and Nepal. The programme in Bangladesh is in the process of winding down. The partner unions are organising workers in the unorganised sector, including brick kilns, minor forestry products (*kendu* and *sal* leaves), construction and stone quarries, all sectors characterised by low wages, informal employment, migrant and seasonal work, lack of regulation and enforcement systems for labour standards, and limited institutional bargaining on terms of employment.

Through comprehensive strategic interventions, the implementing unions have been able to expand their membership base and geographical coverage. There has been a steady increase in membership; however,

low union membership fees, because of the irregular nature of work and the difficulties of renewing membership, continue to pose challenges for the unions. This is particularly true in the seasonal brick kiln industry that also has a high proportion of migrants in the workforce. Membership renewals are low and range between 30 – 50 per cent. These figures are also indicative of the level of union fees collection vis-à-vis declared membership.

The lack of collective bargaining systems means unions have to find other ways to achieve better or new benefits for workers. One of the key services provided by partner unions to empower workers and communities in the largely informal settings is to link workers with government schemes and programmes. In the construction sector, the State Construction Workers Welfare Boards¹ have provisions for pension, insurance, scholarships for children, loans, maternity and other benefits. In addition to the schooling, registration of the workers with this Board has emerged as an important organising tool for the unions in India. The union office bearers have been nominated to the Boards in many States and currently in four out of five project implementing States in India, union leaders from the BWI affiliated unions are members of these important Boards.

Additionally, in continued recognition of their work, many union leaders are also part of other Government committees including on issues of child labour, bonded labour and minimum wages. Further, three successive Presidents of India invited selected children from the BWI supported schools to the President's House. One of the union leaders was honoured by the Chief Secretary, Government of Uttar Pradesh for his services in the fight against social injustice.

To date, there are 23 BWI child labour schools in South Asia and the Congress period saw around 174,019 workers joining the unions, 2,072 children have been removed from the workforce and brought back to schools for basic education, and 3,660 children mainstreamed into government schools.

In terms of schooling, different types of needs-based schooling interventions are pursued. This includes 17 preparatory centres (Class I & II), five formal schools (until class V / VIII) and one residential school. The migrant workers' children schools in Nepal can also be categorised as preparatory centres. The preparatory centres are run in rented premises or in union facilities whereas formal schools have school buildings constructed through support from the BWI CHILD LEARN project

In early 2017, there were a total of 23 different schooling interventions in India and Nepal catering for 2,004 children (1,043 boys and 961 girls). 81 trained teachers currently provide education at these schools, all of which follow the BWI Schooling Guidelines.

The preparatory centres are needs-based interventions and children are mainstreamed into government schools on a regular basis. In 2016, 557 children were mainstreamed into government schools.

Children enrolled at the project schools belong to brick kiln, stone quarry and minor forestry sectors known for the widespread use of family labour including child labour and piece-rate wage systems. The composition

Students and Union Membership Data 2014 - 2017		
Number of Students Enrolled		
2014	575	
2015	585	
2016	472	
2017	440	
TOTAL	2'072	982 Girls and 1,090 Boys
Number of Students Mainstreamed*		
2014	1'970	
2015	753	
2016	557	
2017	380	
TOTAL	3'660	2,088 Girls and 1,572 Boys
* This includes children mainstreamed through union campaigns and their partnership with Government schools		
Total Number of New Members Enrolled in the CLP Unions - India, Nepal and Bangladesh		
2014	53'226	24,394 Men and 28,832 Women
2015	53'584	27,156 Men and 26,428 Women
2016	44'103	24,063 Men and 20,040 Women
2017	23'106	12,084 Men and 11,022 Women
TOTAL	174'019	87,607 Women and 86,322 Men

¹ State Construction Workers Welfare Boards have been established consequent to the passage of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996

of students is influenced by the number of children in the village working in BWI sectors, the request from the community to include other children not in BWI target workplaces and sometimes children rescued from difficult situations. The proportion of children from BWI sectors can range from 60 -100 percent.

The project schools have enabled the unions to organise new areas, develop local structures and carry out other activities using the schools as a hub. The schools also send a positive message to workers, communities, the government and employers that unions are serious and committed to the cause of child rights and workers' rights. The unions, particularly the three unions that were involved since the inception of the project, have reported huge gains in their membership.



With low membership fees and renewals, the unions lack adequate financial capacity to meet all the needs of the schools, especially the more-costly primary and middle schools. The unions have been contributing to running the schools but often conditions are short of the requirements. To address this and reduce dependence on the external support that has been so important, the unions have been petitioning the government to provide assistance and to some extent have succeeded. However, the prevailing policy framework is an impediment in realising the co-management of the schools.

The Right of Children to (Free and Compulsory) Education Act, 2009 implemented since April 2010 posed new challenges for the functioning of the schools, including teachers' qualifications criteria. Each State can have its own educational standards within an overall framework, thus impacting the schooling interventions differently.

Most of the schools are recognised by the government as they have regular cooperation with the local education department and often secure free text-books, support for teachers' training and scholarships for children belonging to backward castes and minorities. The union schools follow the respective State Government's curriculum and maintain regular contact with the government schools so as to facilitate moving children there from the project schools.

The third pillar on campaigning also reported some noteworthy achievements. Since the start of the project, the unions have campaigned for a legislative framework to make education compulsory in India, thereby reducing the incidence of child labour. After sustained campaigning and networking with other like-minded organisations, the Right of Children to Free and Compulsory Education (RTE) Act 2009 was enacted by the Parliament and implemented across India with effect from 1st April 2010. The law is applicable to children between 6-14 years of age and the act also includes a mandatory provision to reserve 25 per cent of places at all schools including private schools for pupils from Economically Weaker Sections. Though the policy laid down norms for quality education, it did not provide a framework to bridge the gap between education needs vis-a-vis school infrastructure, or enrolling migrant children. Nor did it provide the necessary funds required to implement the policy in letter and spirit.

The history of legislation on child labour in India dates back to 1883 and provisions banning child labour are found in various Acts with varying definitions. To ensure legal uniformity, the Child Labour (Prohibition and Regulation) Act (CLPRA) came into force in 1986 prohibiting child labour in hazardous work (up to 14 years of age) and regulating work in the remaining sectors. The unions have been demanding a total prohibition of child labour in all forms not just in hazardous work. The unions' campaign gained further momentum with the passage of the RTE that called for compulsory education for all children up to the age of 14 years. The contradiction between the CLPRA and RTE was highlighted in various forums and campaigns, including judicial interventions.

In 2016, the child labour law was amended (The Child Labour Prohibition and Regulation Amendment Act, 2016) and in line with the long-standing union demands, it prohibits all forms of child labour up to 14 years of age. In specified occupations and processes, children of 15-18 years are also prohibited from working.

The partner unions have campaigned for enactment and implementation of workers' welfare legislations, schemes and programmes. Owing to the continued lobbying by partner unions, the Building and Other

Construction Workers Welfare (Regulation of Employment and Conditions of Service) Act (BOCW) and Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) came into effect. There is a petition currently before the Supreme Court of India for the proper implementation of the BOCW, filed by one of the BWI affiliates.

BWI Child Labour School Profiles 2017								
Name of Union	Name of School (Village)	Infrastructure	Category of School	Number of Students			Number of Mainstreamed Students (2016)	% of Students from BWI Sectors
				Girls	Boys	TOTAL		
India								
BMS	Kulian CLS	Permanent	Formal School	53	57	110	23	80%
HKMP	Belgachhi CLS	Permanent	Residential	41	61	102	16	60%
HKMP	Saiguri CLS	Union Facility	Preparatory Centre	71	81	152	26	60%
HKMP	Now Douba CLS	Union Facility	Preparatory Centre	69	80	149	28	60%
HKMP	Meerganj CLS	Union Facility	Preparatory Centre	50	78	128	11	60%
UPGMS	Nagla Daru CLS	Permanent	Formal School	84	101	185	52	60%
UPGMS	Nagla Mazid CLS	Permanent	Formal School	123	101	224	43	60%
UPGMS	Nagla Banjara CLS	Permanent	Formal School	66	63	129	36	70%
UPGMS	Fatehabad CLS	Permanent	Formal School	65	73	138	41	70%
UPGMS	Tantpur CLS	Rented	Preparatory Centre	30	32	62	47	80%
CFBIWU	Mama Bhanja Ka Talab CLS	Rented	Preparatory Centre	20	40	60	29	70%
CKKS	Shagabampur CLS	Union Facility	Preparatory Centre	18	32	50	22	80%
CFMFPWU	Gagiganda CLS	Union Facility	Preparatory Centre	24	18	42	20	80%
INBCWWF	Machhagadia CLS	Rented	Preparatory Centre	27	30	57	22	60%
INBCWWF	Behrampur CLS	Permanent	Preparatory Centre	28	32	60	23	60%
INBCWWF	Mundeshahi CLS	Union Facility	Preparatory Centre	24	18	42	18	70%
INBCWWF	Dumduma CLS	Rented	Preparatory Centre	51	38	89	21	70%
RPONMS	Magaji ki Ghat CLS	Union Facility	Preparatory Centre	28	20	48	18	80%
Nepal								
CUPPEC	Sarlahi CLS	Rented	Preparatory Centre	13	20	33	11	100%
CUPPEC	Jhapa CLS	Rented	Preparatory Centre	18	23	41	12	100%
CAWUN	Shaktapur CLS	Rented	Preparatory Centre	17	17	34	13	100%
CAWUN	Lalitpur CLS	Rented	Preparatory Centre	14	10	24	11	100%
BWI-NAC	Shaktapur CLS	Rented	Preparatory Centre	27	18	45	14	100%

As a next step, the unions have been linking workers with government programmes, including BOCW and MGNREGA, and facilitating access to benefits running into millions of Rupees. In Nepal, unions have been campaigning for pro-worker legislation after the adoption of the 2015 Constitution. One key development was the passage of legislation governing labour and social security in the Nepalese Parliament in August 2017.

Over the years, the BWI affiliated unions implementing the child labour programmes have grown in stature and influence and are now represented in important government committees and boards. This includes committees on minimum wages, child labour, bonded labour and the State Construction Workers Welfare Boards.

BWI has worked with other trade unions and civil society groups in campaigning for policy reforms. India has ratified six of the ILO core conventions but not the Conventions on freedom of association and collective bargaining. Following the amendment to the law on child labour, the government of India ratified ILO Conventions 138 and 182 in 2017. Nepal has ratified seven out of eight ILO core conventions including ILO Conventions 138 and 182. Nepal has an existing legislative framework on children's rights (The Children's Act 1992), Child Labour (The Child Labour Prohibition and Regulation Act, 2000) and Bonded Labour (The Kamaiya Labour Prohibition Act, 2002).

Finally, the question of sustainability needs to be addressed. Several solidarity support organisations (SSOs) have been helping in the programme for many years. The cooperation takes various forms with some SSOs supporting the schools only, while others cooperate in the organising and campaign strategies of the unions. The programme is managed through the annual Child Learn Board meeting and biennial Joint BWI-SSO evaluation workshops.

Partner unions contribute towards school running costs, such as school maintenance, electricity bills, rent, cultural events at schools and also partial needs-based support for text-books, uniforms, medical aid, stationery and exam papers. The counterpart funding from the local unions ranges from 5 to 24 per cent.



However, the implementing unions are still far from the ideal of 100 per cent self-reliance. Union dues contributions reflect the context of the trade unions, the limited potential for regular dues collection, and the generally low levels of income in India and Nepal. So there are limits to the extent to which self-reliance and sustainability can be achieved. The programme continues to adapt its strategies (including possible replication in other sub-regions of BWI) in close partnership with the SSOs. Implementation is currently ongoing as the BWI moves towards the adoption of a new Strategic Plan.

Some Key Actions around the Child Labour Programme

Schimmert Netherlands Marathon and Runs. The marathon continues to be organised by the Dutch foundation “Stichting Child Learn” which supports BWI child labour schools in India. The 5th Anniversary of the Schimmert runs was celebrated in 2014 in the presence of two teachers from the child labour schools in India, and BWI Geneva staff with spouses and children. BWI’s yearly presence is a symbol of its commitment to ensuring all children have access to education and to improve the wages of adult workers by strengthening trade unions. Every year, around 200 adults and 70 children participate in different runs to highlight how child labour continues to be a major issue in India. The 2017 event also honoured Nanning Schotanus, former General Secretary of FNV Bouw Netherlands, and one of the initiators of the Dutch foundation, who passed away in 2016. For more than eleven years, he had been a driving force behind fundraising for the child labour schools in India.

BWI Schools in India provide health checks. Health check-ups are an integral part of the BWI child labour schooling programme and are carried out at regular intervals. At some locations, the unions have entered into partnerships. For example, in a school outside Agra, health checks are conducted on a quarterly basis by a team of doctors accompanied by social workers from a local non-profit health care organisation. The health professionals carry out not only physical health checks, but also include mental health. They also discuss family health issues and conduct awareness sessions for boys and girls about girls and women’s rights.

BWI/GDF Suez partnership brightens the lives of stone quarry workers’ in Rajasthan State India. Since May 2012 the BWI has participated actively in the steering committee “*Rassembleurs d’Energie*” of GDF Suez, an initiative designed to promote access to energy for poor communities around the world. In this framework, BWI developed a joint project for a child labour school in Jodhpur. The project was set up with CODEGAZ, the social foundation of GDF Suez, which provided technical expertise. In December 2014, 100 households were provided with solar home lights, and benefited from street lights and solar cookers. For the first time ever, an IFA between a global union federation and a MNC led to such international solidarity.

STORA ENSO complaint on child labour. In 2014, Stora Enso, a Swedish-Finnish company engaged in the manufacturing and sale of paper, packaging materials and tissue products, was denounced for employing child labour in a joint venture in Pakistan with a packaging company. The BWI and other global unions addressed strong protest messages to the management calling for immediate action. The protests later resulted in an engagement with the company to negotiate an IFA.

BWI Deputy-President visits child labour school in Nepal. While attending BWI regional meetings in Kathmandu, Nepal in September 2014, BWI Deputy-President, Dietmar Schäfers visited a child labour school. Child labour remains a major economic and social phenomenon in Nepal. 1.660 million children between 5 and 14 are working according to the child labour survey. The school visited is one of the 27 schools run by the BWI through its affiliates. Migrant workers come from the rural areas in Nepal to work at the brick kiln industry where they also bring their children to work for little or no wages in life threatening conditions. Before BWI started the school, workers’ children did not get any education. Now there are about 60 children in the area who are getting an education.

Stone Certification. In recent years, BWI has expanded its work on child labour to the natural stone sector and established new networks and a coalition to work on the issue. Since 2016, the BWI with its affiliates have called on stakeholders, including exporters, importers, suppliers, manufacturers and their supply chains, national and international stone certification agencies, unions and governments across the globe to ensure that no child labour is used in the extraction, processing and supply of stones. The BWI has been a key constituent of the TFT-Dutch Responsible Stone Programme. The BWI in 2016 established a multi-stakeholder National Stone Industry Coalition (NSIC) comprising certification agencies, civil society organisations, trade unions, research and legal experts, employers and government agencies. The NSIC was established with the broad objective to achieve decent work for the stone quarry workers through an agreed joint strategy and collaborative action.

Volunteer Programme: The project receives volunteers from across the globe to learn and lend a helping hand to the child labour schooling programme. In 2016, four students from Geneva volunteered at Dhanoli CLS in Agra, Uttar Pradesh, India and gave basic computer training to the students. In 2017, a volunteer from the Netherlands spent many months teaching English to different classes at one of the child labour schools.

13. Climate change

Climate change is not just theory or global political consensus. It is reality. Temperatures and the sea level have already started to rise. Damages which are likely to have been caused, or worsened, by climate change are reported. Lives and livelihoods have been lost in floods, storms, heat waves and droughts. As always, the poorest countries and people have suffered, and will suffer, the most: migrants, informal workers, women, and indigenous populations experience the greatest costs of climate change while having the least amount of resources.

By 2050, an estimated 200 million to one billion people may be displaced (climate refugees) due to climate change. Climate change is not just threatening human populations in both the global south and north; it is contributing to the growing economic inequality that is undermining social stability and democracy. Workers, many of whom are in sectors that BWI represent, are already suffering from the consequences of climate change in the form of extreme weather events.

Unions must be involved in addressing the undeniable challenge posed by climate change and the need for just transition. National climate change policies and programmes will only be successful if designed and implemented with the active participation of those whose lives they affect: employers, workers and consumers. Social dialogue between construction trade unions, employers' organisations in the industry and governments is essential. Trade unions need to be a strong voice in setting new standards for green buildings and sustainable infrastructure. They need to work with the industry on the design of safe, healthy and low carbon buildings and the labour-friendly approaches to be used in their construction.

Many BWI affiliates have been active on the issue. The onslaught of weather related catastrophes has affected and at the same time mobilised many workers around the world.

The AIKTMS in India mobilised in the recovery following the floods that hit Chennai and other parts of south India in 2015 that killed more than 300 and displacing over 1.8 million people. The rains, most likely an effect of climate change, were the heaviest in 100 years. Hundreds of thousands of people in this major city faced acute shortages of water, electricity and food. Many have lost both their homes and their income. Several construction sites were ruined and cement shops collapsed. Material was lacking to rebuild what was destroyed. AIKTMS worked intensely to reach out to people in the most affected areas, set up a relief fund, and collected money to buy bread packets, clothes, blankets and other necessities.

The cyclone "Tamara" brought flooding to Southeast Europe. Continuous, heavy rainfall in May 2014 resulted in extensive floods in Serbia, Bosnia and Herzegovina and Croatia. The BWI affiliates in Serbia and Bosnia and Herzegovina launched solidarity actions to assist their members in need.

During this Congress period, BWI has continued its work on climate change as it has done since the original Rio Conference in 1992. It held its own discussions and activities but also joined with other global unions to act. On issues like the need to limit the growth of carbon emissions and "just transition", it has cooperated with other trade unions and civil society groups.

At the Paris climate conference (COP21) in December 2015, 195 countries adopted the first-ever universal, global climate deal. The agreement sets out a global action plan to put the world on track to avoid dangerous climate change by limiting global warming to well below 2°C. The Paris Agreement is a bridge between today's policies and climate-neutrality before the end of the century. BWI had good participation in various global union sessions in Paris with GS Sweden, SEWA India, TARIM ORMAN-IS Turkey, IG BAU Germany, BAT Kartellet Denmark, First Union New Zealand, C-47 Surinam, UTB Gabon, and CLAWUZ Zimbabwe constituting the BWI delegation.

BWI President Per-Olof Sjöo stated in Paris that *"the history of neo-liberalism is one of subjugation: the subjugation of the planet, the subjugation of workers, and the subjugation of people of colour, women, and*

Some Facts

- Buildings account for 40 % of the world's energy use with the resulting carbon emissions substantially more than those in the transportation sector (*World Business Council for Sustainable Development*)
- Residential and commercial buildings are responsible for 7.9% of Green House Gas (GHG) emissions (*UNEP/ILO*)
- The Forest Sector is responsible for 17.4% of CO2 emissions (*UNEP/ILO*)
- Cement industry contributes about 5% to global anthropogenic CO2 emissions (*Berkeley Lab*)

indigenous peoples. We have all suffered as a result of this subjugation. It is important to also remind ourselves that these actions to destroy the planet and workers for profit are not an accident. It is at the core of neo-liberalism and is its inevitable outcome.”

BWI also published a booklet on Climate Change and unions are using it to educate and train members: *‘Towards a Framework to Combat Climate Change in the Construction, Building Materials, Forestry and Wood Sectors’*. The publication has been used as reference at different seminars and workplace meetings to enable members to understand the effects of climate change and provide policy guidance in their actions and advocacy.

At the COP 22 in Morocco in 2016, BWI called for Nationally Determined Contributions (NDC’s) to be transparent and inclusive processes that focus on delivering actionable economic and industrial plans aimed at both climate change mitigation and adaption that deliver a just social transition for all. The specific proposals included:

- That public sector tenders must have requirements for calculating carbon reduction options as well as full compliance with ILO core labour standards and be given equal weight with traditional costs in determining the competitiveness of all bids.
- National central banks and international development banks should require all receiving funds to follow the core labour standards of the International Labour Organization (ILO) and develop carbon reduction specific projects.
- Uniform building codes and standards need to include carbon abatement and emission reduction targets immediately. Existing buildings should be retrofitted as quickly as possible.
- Public procurement systems, as well as all firms receiving public funds, should mandate that all wood fibre products are sourced from sustainably managed forests from either of the two international forest certification schemes, Forest Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification (PEFC).
- Carbon calculations must be developed that take into consideration where the product or services are consumed as well as where they are produced, and allocate the share of carbon emissions accordingly.



Forestry

Sustainable forestry is also based on respect for workers’ rights and decent work is a foundation of this goal. This was highlighted in the GS Sweden Congress which took climate change as its theme. GS considers that a sustainable forestry industry is also the key to a fast and powerful transition to renewable materials. Climate change is also linked to trade and investment agreements that can undermine both workers’ rights and reforms that are necessary to save the planet. It is important for unions to reach out to non-traditional allies on this issue.

The Russian Timber Workers’ Union has been examining how massive cuts in Russian forestry inspection have led to a series of devastating forest fires, destroying the lives of thousands of people, and increasing the emission of carbon. It is also making the employment of workers precarious.

The Indonesian forestry union, KAHUTINDO, is one of the founders of the Association for Social Impact Assessment. Together with civil society organisations and other stakeholders it seeks to secure the interest of communities, local people and workers, raising climate change awareness and promoting skills training. One project is a “save forests to save jobs to save people” campaign.

In Turkey, TARIM ORMAN-IS organised a Panel on “*Climate Change and its Impacts*”, supported by the UNCCD COP 21 meeting. This was possible because the union has a civil society organisation (CSO) accredited status with the Conference of the Parties to the UNCCD. They published a report “*Union Perspective on Desertification*” on policies to fight deforestation and climate change. The union became a member of FSC International in April 2015. This membership and the possibility of using FSC as a tool strengthen the union's activities on climate change and its monitoring of health and safety standards. In addition, the union organised a seminar in March of 2016 in Ankara entitled “*Climate Change and its Effects*” to discuss how to combat climate change, environment-friendly forest policies and protection of natural resources. TARIM ORMAN-IS explained why climate change is a trade union issue; the first such trade union event in the country.

BWI affiliates in Africa-MENA participated in the 14th World Forests Congress held in September 2015 in Durban, South Africa, where they presented worker positions in side events with FSC and PEFC and with environmental CSOs.

During the two evaluation seminars held in Johannesburg in 2014 and 2015, the affiliates stressed the importance of integrating the struggle against climate change into union policies, the development of mobilisation strategies, and influencing policy makers.

BWI affiliates in Nepal have collaborated with the World Wildlife Fund (WWF) to promote green jobs in the forestry sector while unions in India have lobbied for green jobs in the government of India's employment generation programme; the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA). SEWA India has engaged its members in this effort, including through training to make environment friendly solar lanterns. BWI member unions in South Asia are also exploring partnerships with government accredited institutes such as Nepal's Council for Technical Education and Vocational Training (CTEVT) and India's Ministry of Skills Development and Entrepreneurship.



Construction and building materials

Although much of the focus on progress on climate change has been on alternative energy sources that reduce carbon emissions, changes in construction can produce enormous reductions in greenhouse gases and at the same time result in adjustments in jobs and skills.

Techniques for construction of new buildings with new or even zero carbon emissions are being developed. Retro-fitting older buildings to improve insulation and other methods to reduce energy consumption can also make an important contribution. Some construction unions have been involved in discussions on changes in the industry to that end with governments and employers, for example, in Nordic countries and Germany.

Although in many sectors there will be significant job losses associated with measures to reduce carbon emissions, there should be job increases in construction. It is important that both public and private investment is available to support the industry and its workers so they are able to make a major contribution. This will require high-quality construction with workers who have the opportunity to master new methods and upgrade skills.

Climate and Sustainability at IG BAU

IG BAU Germany has been working on climate and sustainability for many years. It has stated that *“the commitment of IG BAU to sustainable development and environmental protection in particular has a long tradition. In 1988 environmental issues were part of collective agreements for the first time.”* IG BAU has changed its energy supply to 100 per cent renewable energies and is running different campaigns on a healthier working environment through less emissions of construction machines.

The union takes energy saving through building refurbishment as a cornerstone strategy that must be supported as it explained that

“improving energy efficiency has been one of the main components of the German “energy package” that aims at protecting the climate and supporting our transition to a low-emission society. IG BAU now tries to achieve that the programme gets at least Euro 2000 million per year so that by 2050 the target of a reduction of primary energy demand of buildings by 80 per cent can really be achieved in Germany. This means that each year at least 2 out of 100 buildings have to be refurbished.”

To synergise actions and power, the union is working with alliances like *Klima Allianz Deutschland*, Tax against Poverty, and FSC (which it co-founded at the national level). Through the *Stiftung soziale Gesellschaft - nachhaltige Entwicklung* (Foundation for a Social Society and Sustainable Development), the union has projects in Germany and other countries that promote sustainable practices.



In Austria, the construction workers' union GBH and the social partners in the building industry have persuaded the government to introduce a renovation cheque, which can be used in residential and commercial buildings. A funding applicant must renovate the building envelope, windows, the top or ceiling and/or convert to a no-carbon heating system. An expert confirmation (energy performance certificate) is needed both before and after the renovation. Only invoices from craft enterprises can be approved. The government funding will increase total investment seven fold, where the taxes and social contributions will cover the initial funding according to the plans. So far 80,000 projects, amounting to Euros 400 million Euros paid out as renovation cheques, have been approved.

The Spanish construction workers' union MCA-UGT together with employer organisations have launched training in energy-efficiency renovations of buildings. They are also considering possibilities in green-area-neighbourhoods to improve the amount and value of different ecosystem-services, like provisioning of local food, cultural values, better air-quality and biodiversity.

In Croatia, the SGH is involved in the project CROSKILLS to improve skills on energy-issues for builders. They are also developing new sections in the vocational education and training programmes. A national roadmap aims at influencing daily practices in the construction sector.

In Hong Kong, environmental concerns and climate change were addressed in the dialogue between the union and government. Government policy seeks to pay attention to the sustainability of construction projects by specifying climate change requirements for buildings.

In Latin America and the Caribbean, concern about environmental issues and climate change is on the agendas of BWI member organisations. Some unions have been promoting health safety measures together with the conservation of the environment. That is true, for example, of SITICOP Brazil, SITRAINCEHSA Honduras and SITICEDPA Panama that, working together with cement companies, have developed environmental action plans to reduce harmful gas emissions.

The Argentine construction workers' union UOCRA has training manuals and practical projects promoting good environmental practices. For example, they are involved in the production of solar thermal water collectors and solar bags (supplying domestic electricity in a simple, safe and economic way), and bio-digesters (converting biomass to biogas fuelling stoves and lamps, getting a good fertilizer as a bi-product).

Brazil's worst environmental disaster was used by the Brazilian unions to highlight the plight of one of the strategic sectors of BWI – the dam workers. The 2015 Mariana Dam collapse resulted in the death of 14 BWI members and massive ecological and economic destruction in the State of Minas Gerais. The dam accident at the Germano plant, which is under the responsibility of the company Samarco, owned by the Anglo- Australian BHP, resulted in mass redundancies of at least 2,000 workers.

This intersection of environmental and workers' protection was the impulse for BWI to launch a new initiative around health and safety in dams. BWI has worked with the union SITICOP of Minas Gerais-Brazil to promote trade union action on the worksites to avoid accidents. A pilot meeting was held in Brazil in September 2017 and a global network conference is planned in 2018.



Taking note of the saying that “*There is no Planet B*” and “*There are no jobs in a dead Planet*”, BWI together with the trade union movement will continue to step-up its actions for a sustainable future.

VI. Enabling Mechanisms

As decided in the 2014 World Board meeting, the implementation of the Strategic Plan 2014-2017 and the achievements of its many targets are framed within three enabling mechanisms. These are i) organisation, ii) sustainability and iii) communications. The BWI views these mechanisms as requisites for sound organisational functioning as they are the facilitators and supporting actions to attain BWI's long-term objectives.

14. Organisation

To date, BWI has a total membership of 12 million with 356 affiliates from 127 countries. Since 2014, the BWI organising campaign resulted in 406,896 new members from the global south and Eastern Europe. BWI membership in Europe fell by 9 per cent but a consistent increase in financial membership from other regions has compensated for this loss. Significantly large unions that recently joined BWI and have increased membership are from Australia, Brazil, Canada, Egypt, Myanmar, Nigeria, Panama, Turkey and Vietnam. BWI has also increased its membership in the building trades, including cement and building materials, electricians, and natural stones.



The World Board affirmed that the BWI headquarters should remain in Geneva. BWI has well-established 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, Qatar, Philippines, Russia, Ukraine, Croatia, Turkey, Chile and Costa Rica. BWI has 46 staff around the world with 35 staff working in various offices in the regions.

In the past four years, BWI has started to implement activities to build the capacity of the regional organisations. The BWI regions (Asia-Pacific, Africa-Middle East and Latin America-Caribbean) have regional structures that govern BWI operations in the region. The Regional Committee and the Regional Women's Committee meet every year to review, discuss and approve the regional action plan as well as regional financial report.

The Regional Representative is in-charge of the regional operations with the support of the regional staff and project coordinators. The Regional Representative works closely with the Regional Presidium which is composed of the Vice-President of the Region and the Vice-President(s) of the Regional Committee. Regional Presidium members also represent the region in global and regional meetings.



Over the Congress period, BWI has trained 7,746 national and local union leaders on specific issues and on the various regional and global campaign activities. With these new trained leaders, there is now a high level of awareness about the BWI global action plan and greater participation in BWI activities.

Ad-hoc working groups as well as company or occupational networks have also contributed to creating BWI's strong organisational muscle. With 15 sectoral or company networks, the coordination of organising initiatives, problem-solving and the recruitment of new affiliates

achieved new heights. The strategy of building MNC and sectoral networks has worked very well in many countries, as evidenced by the massive increase in affiliation from the building materials sector.

Through capacity building on communications and campaigning, every region formed union campaign networks that were instrumental in BWI campaign actions over the past two years. Youth structures were established in all regions as well. With a collective voice, the youth structures called for more inclusive trade unions so that young workers and women can claim a bigger space both in their unions and in the workplaces. The June 2016 conference, "*Building the Successor Generation*", brought together 40 young women unionists from Africa, Asia, Europe and Latin America, focusing on questions of women's political visibility and equality in the workplace. It aimed to train the next generation of BWI women leaders, who will play major roles in the development of the BWI global women's programme.

15. Sustainability

The objective was to enhance the financial sustainability of BWI activities and regional operations over the Congress period through:

- A focus on organising work and affiliating new trade unions
- Continuing to link project activities with the global strategy
- Fundraising for the "Sustainability of Projects and Organising Campaign" (SPOC) fund

The Regional Committees are directly involved in the organising campaigns, recruiting new affiliates and monitoring affiliation payments. There is an evident increase in the capacity of the regions to sustain their regional operations. Compared to ten years ago, from 2006 -2016, the regions together increased by 56 per cent although Europe declined by 28 per cent.

A substantial number of initiatives, ranging from organisational and skills capacity-building to campaigns training have been carried out through development cooperation with the support of 16 to 20 solidarity support organisation (SSOs). There is one programme cooperation (with union to union and the Swedish affiliates) and around 45 individual projects, all framed by the Strategic Plan 2014-2017.

This approach was validated by the ad-hoc Working Group on Resolution 1 (2013 BWI Congress). In their report, the group worked on the question: *How can the BWI project activities be integrated and responsive to the strategic plan and political goals of BWI?*

The following points were concluded:

- The projects were developed and implemented to reach BWI objectives and the Strategic Plan has dictated the tone and tempo of the projects.
- Projects and political decisions are “in agreement” and it is important to continue this correct track.
- The bottom-up approach of strategic planning and needs-based development of projects is being implemented.
- Consultations in the sub-regions were carried out to define their own challenges and priority sectors.
- Put “solidarity and people” within the sustainability discussions as it is not only an issue of money.

In sum, the solidarity projects were considered crucial in reaching the BWI goals. The consolidation of the global and regional structures and the ad-hoc working groups, the constituency-based women and youth structures, as well as the campaign and company-occupational networks have all contributed to making BWI objectives achievable.

In the field of solidarity support, the projects were affected by fluctuations in the availability of funds but BWI partners strived to maintain the level of commitment to the BWI strategic plan through programmes and projects. The total restricted funds spent for the period 2013-16 amounted to CHF 16.4 million (46 projects in 2016 from 20 donor organisations).

To complement affiliation fees and project support to BWI activities, the BWI SPOC fund was created in 2011. SPOC is framed by the BWI Strategic Plan as voted at the Congress, and the World Board endorsed its guidelines. The amount of CHF 2.1 million from the General Fund is earmarked in the balance sheet as the SPOC reserve but there is also an active SPOC project fund. It can be reported that:

- 2013-16 SPOC raised funds from donations mostly from Belgium, Sweden, Netherlands and other financial income.
- 2013-16 SPOC funds were spent for the sports and migration campaigns, mostly in Qatar, the cement conference and survey, youth activities in Palestine, and organising activities related to IKEA Russia.

Sustainability continues to be a major challenge as unions face declining membership due to job losses, anti-union actions of governments and employers, and because of labour market adjustments. However, there are new areas of expansion in BWI target strategic occupations and new affiliates from the global south. There are also new potential partnerships with regards to solidarity projects which could bring additional support for the forthcoming 2018-2021 Strategic Plan.

16. Communication

As BWI activities shift towards global campaigns, BWI is starting to develop and shape a new communication strategy that will reach out to the widest possible number of members, workers and the general public. However, with the limited financial resources, the BWI global team experimented with various approaches that can be replicated by the regions and affiliates.



In the past four years, BWI has focused in building communication infrastructures and within the framework of its new communication strategy, BWI has consolidated its image profile around the world. It has continued to apply its branding guidelines to provide consistent messages in statutory meetings, seminars, through its website and social media and has established a newsworthy presence on several issues.

The launch of the new website gave BWI a more modern portal that informs its members and the public and at the same time provides a platform for digital mobilisation on certain issues and campaigns. The website is now in English, French, German and Spanish. As the transition continues, there will be new elements of the website and additional language versions.



To reach a wider audience, after exploring other avenues such as Avaaz or SumofUs, BWI has entered into a regular campaign partnership with LabourStart.

BWI has also used new communications tools in order to be more efficient such as Facebook (BWI@Work) and Twitter (@BWIGlobal). For specific campaigns like LafargeHolcim, the BWI created a dedicated Facebook page with IndustriAll, reporting on key action days and mobilisations worldwide.

Many regional videos were made on various issues including women (8 March), youth (12 August), International Workers' Memorial Day (28 April), World Day for Decent Work (7 October) and World Day against Child Labour Day (12 June). Videos were produced on a regular basis to accompany the General Secretary's report at statutory meetings, for solidarity messages addressed to affiliates and for the child labour marathon in Schimmert.

BWI has continued to mobilise members and the press through its campaigns, particularly on sports campaigns, including Rio, Sochi, South Korea, FIFA with Qatar and Russia, and the migration campaign. The Red Card for FIFA was particularly appreciated and it has now become synonymous with the BWI.

Several times the BWI General Secretary and key BWI leaders were interviewed by various media in Switzerland and abroad. Most recently, the Dutch media interviewed the General Secretary, who denounced health and safety violations in sporting events in Russia and the exploitation of North Korean migrant workers. Reuters, New York Times and Bloomberg, among others, also requested interviews.

Training of regional staff and affiliates responsible for communication and campaigns has taken place globally. Sub-regional communications and campaign networks were formed while regional staff were trained to write regular news items, upload texts on the website, use social media and design campaigns. Thanks to these training sessions, both staff and affiliates such as Macedonia, Croatia, and Ukraine have increased their news reporting to BWI.



BWI, with the assistance of regional offices, has increased the number of recipients for its news and campaigns to hundreds of thousands. In April 2017, BWI launched a new service *SmartFocus* that will enable the organisation to add more recipients to mailing lists and send text messages to members of statutory bodies.

BWI has also focused on promoting its work with posters around International Workers' Memorial Day in 2017 and a publication on climate change in BWI sectors for the COP 21 summit in Paris in 2015.

Overall positive results were achieved: a) stories were picked up by press around the world; b) there was greater interest in the website globally; c) online campaign partnerships generated more participation; and d) there is a greater exchange of information through the networks and between the Secretariat and the regional offices and affiliates.

VII. Additional Comments

Global Power

The BWI activity report and strategic plan put forward an agenda to overcome challenges posed by the present situation where the trade unions are under attack with arising neoliberal political forces and inequalities. Ramazan Agar, representative of YOL-IS, Turkey, stressed the need to prioritize innovative unionism as the core of the BWI global campaign agenda. Global networking strengthening the unions' power in dealing with precarious work and trend of industry automaton as stressed by Jorgen Juur Rassmusen from Danish Union of Electricians. The affiliates came to one opinion that shaping global power to defend the workers' rights is perfectly mapped out in the BWI strategic plan. The plan induces the unions' power to claim their political bargaining power.

Women Event in Nepal

Rita Schiavi, newly elected chairperson of the BWI International Women Committee, stressed that genuine gender equality embodied BWI strategic plan. The global seminar held in Nepal in 2016 raising the theme of "Value Women Work" reflected the BWI's commitment to encourage women leadership in trade unions. International and Regional Women Committee pledged to further expand the BWI campaign for "Equal Pay for Equal Work", "Parental Leave", "Reproductive Health", "Value Women's Work" and "Stop Macho Culture" which was started by the Swedish affiliates. We will continue promoting women leadership and condemning any forms of violence and discrimination against women.

General Strike in India 2017

In responding the BWI activity report, Ramachandra Khuntia, on behalf the Indian affiliates, laid stress on anti-labour government in India. The recent nation-wide general strike launched on 9-11 November with the participation of 180 million workers reflected the workers' collective struggle in opposing anti-labour policies in India. Khuntia commended BWI activities on restoring workers' collective power amidst multifold challenges arising out of migration, precarious society and anti-labour regime.

Migrant Workers Rights in Qatar

The affiliates acknowledge the BWI's achievement in protecting the migrant workers' rights in Qatar. The achievements in Qatar serve as a victory, a door opening a space for the migrant workers to organize and claim their rights. Amidst the absence of regulatory framework protecting the migrant workers' rights, the BWI played a role as the bargaining agent. The adoption of international labour standard by FIFA in their bidding document for 2026 World Cup, MoU on joint safety inspection, BWI as part of FIFA human rights body, and international framework agreement show a great extend of what possibly could be achieved by the BWI as a global union federation.

Our support to the Palestinian workers

Defending human rights is integral part of trade union struggle. The affiliates explicitly express their solidarity support for the Palestinian workers striving for peace, justice and equality. "The congress has shown us the genuine meaning of working together without hatred. We continue collaborating with Palestinian unions advancing workers rights agenda for workers in general and those working in Israel. Broader than this, we work together toward peace and justice," said Yithzhak Moyal representing Histadrut, Israel

Calling for formation of the Global Tower Crane Operators Network

Initiated with the formation of Asia Pacific regional tower crane operators network, the affiliates call for the formation of the Global Tower Crane Operators Network. Gearing toward the global networking, the unions from Poland, Australia, Hong Kong, South Korea, Malaysia and Ecuador agreed on a platform encompassing assessment of global safety compliance, global sharing on best models of organizing and bargaining and global campaign targeting major construction multinationals engaged in the mega infrastructure projects. The call for the global network was also reiterated by Histadrut-Israel that just concluded an industrial collective agreement covering 3000 tower crane operators including Palestinian tower crane operators in Israel. ■

Jobs for All, Justice for All - Unions make it Possible!

BWI impact 2014 - 2017 | Part 1: BWI Priorities

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