



Alba Labour

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The late King Abdulla Bin Abdul-Aziz Al Saud



Saudi Arabia King, Abdulla Bin Abdul-Aziz, whom was considered one of the most important Arab leaders died the age of 90 years.



His Royal Highness Prime Minister Prince Khalifa Bin Salman Al Khalifa visits Alba section in the Gulf Industrial Fair 2015 and gives his guidance and wise.



Alba Chairman:

My thanks and appreciation to every worker in the company

Al-Merbati in Al Meshal Majlis: «The history of unions in Bahrain»



The parliament first man

3 salaries bonus for Alba

Alba board of directors chaired by Shaikh Duij Bin Salman Al Khalifa 3 salaries bonus for all Alba workers for 2014.

BFLUF: We are not a department of the Ministry of Labour

Bahrain Free Labour Union Federation received a letter from His Excellency Minister of Labour .. (Details page 20)



In this issue: -----

Alba announces net revenues of \$257 million

BFLUF meets the parliament president

5

Bahrain raises natural gas prices

7

WFTU released a statement of solidarity with Egypt

12

The Entire World Mourns the Late Saudi King

HM The King, HRH Premier Attend Late Saudi King's Funeral



His Majesty, the king Hamad bin Isa Al khailfa and HRH Prime Minister Khalifa bin Salman Al Khailfa attended the funeral of the late Saudi Monarch king Abdulla bin Abdul Aziz Al Suad in Riyedh on January 23rd 2015.

Accompanied by senior members of the Royal Family, Arab and Islamic leaders and representatives of friendly countries. After the funeral, HM the King and HRH Premier offered the sincere condolences of the Bahraini government and people to the Saudi Monarch the Custodian of the Two Holy Mosques King Salman bin Abdulaziz Al Saud, Crown Prince HRH Prince Muqrin bin Abdulaziz

Al Saud, the late King's brothers and sons and to the noble Al Saud Royal Family.

HM the King affirmed that Saudi Arabia, countries of the Gulf Cooperation Council (GCC) and the Arab and Islamic nations had lost a great and iconic leader, who had dedicated his life to serving his country and championing Arabic, Islamic and human causes. He asserted that the late Monarch was a role model of wisdom, statesmanship and dedication, adding that his landmark achievements and leadership will remain an example to emulate.



BFLUF Mourns the Late Saudi Monarch

Bahrain Free Labour Union Federation (BFLUF) mourned the sad demise of late Custodian of the Two Holy Mosques King Abdullah bin Abdul Aziz Al Saud, who passed away on Thursday, 29 of January 2015 after a life filled with achievements in serving his people as well as the Arab and Islamic nations.

BFLUF described the death of the Saudi monarch as a great loss to the Arab and Islamic nations, stressing that his accomplishments will be cherished forever as they set a model in leadership and dedication.

BFLUF expressed deep sorrow and extended condolences to the new Custodian of the Two Holy Mosques King

Salman bin Abdul Aziz Al Saud, Crown Prince HRH Prince Muqrin bin Abdul Aziz Al Saud, the Royal family, the government and people of Saudi Arabia, praying Almighty Allah to rest the soul of late King Abdullah in eternal peace, paradise and bless the Saudi royal family and people with patience and consolation.

« The Relationship between the Two Countries »



The situation of King Abdullah bin Abdulaziz Al Saud would remain in the mind and memory of Bahraini people over the generation.

Where there are bridges of love, brotherhood and trust connect us with the

Saudi Arabia. These bridges were built on a solid foundation of a strong relationship between the two countries and the two Royal Families.

These relationships has been rooted deeply in the history and it has been

reinforced by the pure souls and the strong wills of His Royal Highness the king Hamad bin Isa Al Khalifa, king of Bahrain and by his brother late Custodian of the two holy Mosque, king Abdulla bin Abdull Aziz.



Wise of the Arab.. In Lines

King Abdulla bin Abdulaziz bin Abdul-Rahman bin Faisal bin Turki Al Saud was born in 1924, in Riyadh. In 1995, he held many positions after The King Fahad suffered a series stroke. In January 2005 he ascended to the throne. One of his remarkable achievements is that he expanded the Grand mosque in Makkah as well as the Prophet's Mosque. The late king made many expansions in the holy sites of Mina, Muzdalifa and Arafat and series of a development projects in Mahkkah in order to provide the pilgrim with the comfort.

During his rule, the king adopted the path of leadership as he established" Baiaa" organisation which ensures smooth transaction at the authority. The late king called for promoting dia-

logue among the world's leading faiths. The political life in his era witnessed transparency, especially the Palestini-ans issues, where he adopted the Arab Peace initiative in 2005.

The late King Abdullah was one of the defender of the principle of peace, security, justice and human rights, he worked hard to fight the violence, racism and terrorism, he aimed to take positive stands at bolstering interna-tional peace and prosperity.

In February 2005, the late king called for establishing an international centre to fights the terrorism in the Interna-tional Anti-Terrorism in Riyadh, where more than50 countries took part in it. The Forbes Magazine had selected the king as one of the most influential peo-ple in the world in 2011.



Shaikh Duij: We thank His Highness for his continues support for the expansion projects in Alba



o His Highness checks Alba section



o His Royal Highness opens the fair



o His royal highness greets Alba Union Chairman

His Royal Highness, the Prime Minister, Prince Khalifa bin Salman Al Khalifa, visited Aluminum Bahrain Alba in Gulf Industrial Fair on Tuesday 3rd February 2015. His Royal Highness along with officials and dignitaries was received by Shaikh Duij Bin Salman Bin Duij Al Khalifa, Chairman of Alba, executive management and Ali Al-binali, the Chairman of Alba Labour Union and its members. Shaikh Duij gifted the Prime Minister with a memorial gift. The gift was a portrait of His Royal Highness made of the Alumi-

num that was produced in the smelter by the workers. The portrait was especially made for His Royal Highness as a thanks and gratitude expression. His Royal had the credits in establishing the first smelter in the Middle East in 1971. Also, for His Royal Highness continuous support for the expansion projects in Alba. Today, Alba produces more than 931,000 metric tons per a year of high-quality aluminum. Alba Chairman, Shaikh Duij, expressed his gratitude for His Royal Highness the Prime Minister stating: " I express sincere

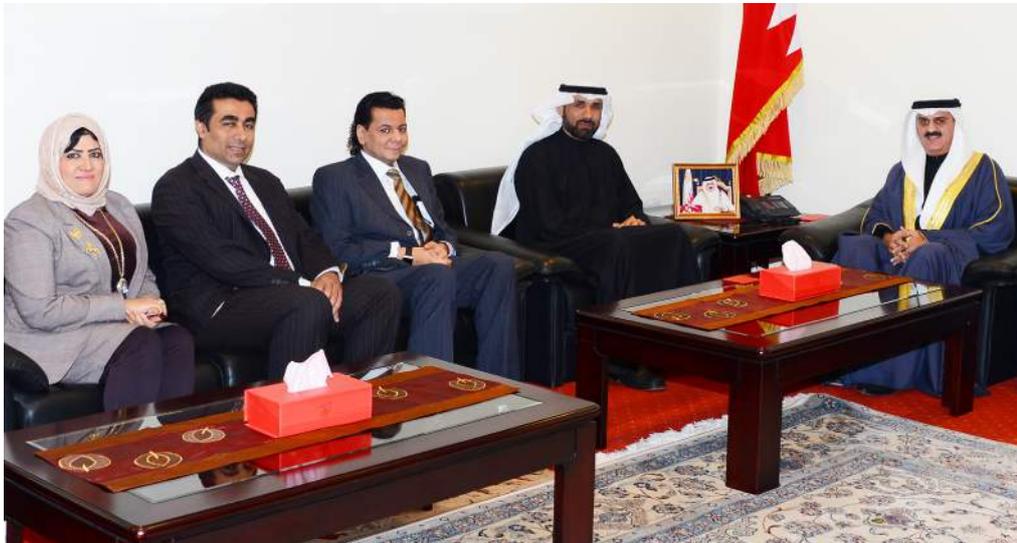
thanks and gratitude to His Royal Highness on his Highness continues support for advancing the industry in the Kingdom of Bahrain, making the Kingdom one of the Middle East's leading economic destinations. Alba had the great honor in welcoming His Royal Highness the Prime Minister in the industry fair. We would in this regard like to express sincere gratitude for His Royal Highness generous and continuous support that made Alba one of the leading aluminum smelters in the world".



BFLUF Meets the President of the Parliament to Discuss the Joint Cooperation

Al Mulla: We welcome cooperation with the legal Unions and labour Organizations

Al Binali: The behavior of the Minister of Labour is biased on a certain political party



o During the meeting



o Group photo

Chairman and members of the Executive Board of the Bahrain Free Labour Union Federation (BFLUF) met Ahmad Al Mulla, the president of the Parliament in order to discuss the joint cooperation in the fields of the legislation and the laws related to the working class in Bahrain.

Yaqoub Yousif, the chairman of BFLUF Executive Board expressed the Federation readiness to a fruitful cooperation with the Parliament, either with individual members or with the council committees, for the interests of the working class. This cooperation may include the issuance of legislation and law that may develop the labour union movement and push it forward.

He pointed out that there are so many issues that are still bending for consideration and reviewing, regarding the laws that ignore the workers' rights and enable the employers to exploit the workers, that sometimes may results in the unjustified dismissals, so it's the time to change and amend such laws and legislations. Yousif added that the Labour law requires a thorough revision.

Ahmad Al Mullah, the president

of the Parliament, welcomed the visions and proposals of the labour organizations on the schemes that are being under consideration by the council, especially the government scheme of work, this scheme is considered to be a returning point towards the improvement process of the democratic process in Bahrain.

During the meeting Al Mulla emphasized that the parliamentary support for the Labour movement in Bahrain and all of the Labour unions and organization. He also appreciated the cooperation with them, and he discussed the legislations and proposals about the working class and the ways to improve them. Fatima Fakhro, the second deputy of the chairman of BFLUF, and the chairman of women committee and childhood affairs, said that there is a big question about the rejection of the Women supreme council to have a woman member representing working women.

Fakhro also called BFLUF to participate in the efforts made by the Supreme Coun-

cil of woman, especially to give the working woman the opportunity to take part in all of the women's activities in different aspects of life in the of Bahrain.

Ali Al Binali, deputy of International relations in BFLUF, said that the behavior of the Minister of Labour are obviously biased on a certain political party and it has affected the representation of the workers in Bahrain, and the Minister seek to make the selection procedures for the federation which have to represent the workers of Bahrain inside and outside the Kingdom, to be in favor of these political parties and associations, moreover, if the number of migrant members in the opposing Federation were bigger than the number of the migrant members in BFLUF, then the Minister would approved their membership. While if the number of the migrant members in BFLUF were bigger, then the Minister would proposed a procedures that would delete the membership of those migrant members in favor of the opposing political party.

Al Binali added that BFLUF calls the Parliament to support those who took part in the elections, from citizens, workers and other labour structures. However, the Parliament has to be strict with all those who took negative attitudes towards the Kingdom's project. At the end of the meeting, Ahmad Al Mulla, the president of the Parliament expressed his appreciation to all labour efforts that are being made for the sake of Bahrain, emphasized on the need of our country to sincere efforts of its citizens, and the importance of cooperation among all the country's organization to build together a better future for our people. He also expressed his adherence to keep the labour and their issues on the top of his agenda.

The two parties had agreed that continues meetings shall be held between the federation and the committees in the workers' affairs and issues, in order to improve the labour conditions to reach the desired level and to maintain the labours rights and to create a healthy work environment for labours.

Chairman Shaikh Duij Al Khalifa: My thanks and appreciation for each worker in the company

Alba Labour Union has a major role ... And now the vision is clear



o Chairman \ Shaikh Duij Al Khalifa



o Shaikh Duij making his statement

Alba Chairman, Shaikh Duij Bin Salman Bin Duij Al Khalifa, stated that increasing price of natural gas will not be a barrier in the path of Line 6 project. The project's vision is clear now following the announcement of adjusting unified natural gas price by the government of Bahrain. Shaikh Duij statement was announced in the opening of Gulf Industrial Fair on Tuesday 3rd February 2015. Shaikh Duij assured that the company is moving forward with full confidence in expansion projects. In upcoming March, the company will present a plan for the

investors to take their approval to start establishing line 6. Shaikh Duij said that line 6 aims to increase the productivity power of the smelter to almost 50%, meaning going from 930 thousand ton annually to 1.4 million ton annually. He pointed that the expansion process will contribute in creating many job opportunities for Bahrainis. Chairman Shaikh Duij said regarding increase in Alba's annual production in 2014 that reached 931,427 metric tons: "My thanks and appreciation for each worker in the company as the productivity increase

is due to the combined efforts between worker, managers and officials». He added: "it's been a year since I chaired the board and I think that despite the difficulties we have accomplished satisfying results". Shaikh Duij pointed that the company will enter a difficult stage with the increasing of natural gas prices and expansion costs, however, any project that we are investing in will benefit Bahrain. Shaikh Duij acknowledged Alba Labour Union role in the workers development and the

company in general as the union is working for the workers interest. He stressed on the need for collaboration with the management and the union, saying: «I always draw officials to collaborate with the union. The collaboration coordination between the management and union must be continuous". Lastly, he assured that there are many suggested projects and demands from the union that are being currently worked on by the management. There are collaboration and joint goals that all goes in favor of the worker and the company.

3 salaries bonus for Alba workers

Shaikh Sulaiman bin Salman Al Khalifa and the line sixth and Mission: Impossible

Alba board of directors chaired by Shaikh Duij Bin Salman Al Khalifa approved 3 salaries bonus for Alba workers for 2014. This came during the board meeting in Al-Dana hall on 12 February 2015. The union thanked Alba workers for their dedication, and thanked the board and executive management for rewarding the workers based

on their efforts by this remarkable bonus. The union assured Shaikh Duij Bin Salman Al Khalifa its commitment to the company's production plan for 2015 especially deductions in the production cost that is estimated by \$81 million. Also, the union assured its confidence that Alba workers can handle bigger responsibilities

for making Alba smelter as one of the main bases for the Bahraini economy. Shaikh Duij Bin Salman Al Khalifa is trying to approve the line 6 project which will be presented in front of the general assembly of Alba on 1st March 2015. Chairman was committed in making public statement regarding the soon launch of line 6 project.

Number of salaries	Year
4	2011
2	2012
2	2013
3	2014

CEO Town Hall Meetings Concludes



o Alba's CEO

An initiative from Alba's CEO, Tim Murray, a series of meetings were held to update workers on the company's performance in 2014 and its goals for the New Year.

The CEO Town Hall meetings were attended by more than 75% of Alba's workforce. Each meeting comprised presentations on safety achievements, operational performance, update on "Project Titan" cost improvement programme, and management expectations for 2015, followed by an interactive Q&A session.

Alba Wins Best Company for Investor Relations



Alba has been declared as the Best Company for Investor Relations (IR), Bahrain' at the Middle East Investor Relations Society (ME-IR) Annual Conference and Awards 2014, which took place at DIFC Conference Centre in Dubai, UAE. This is the fourth time in a row that the Company's Investor Relations Department.

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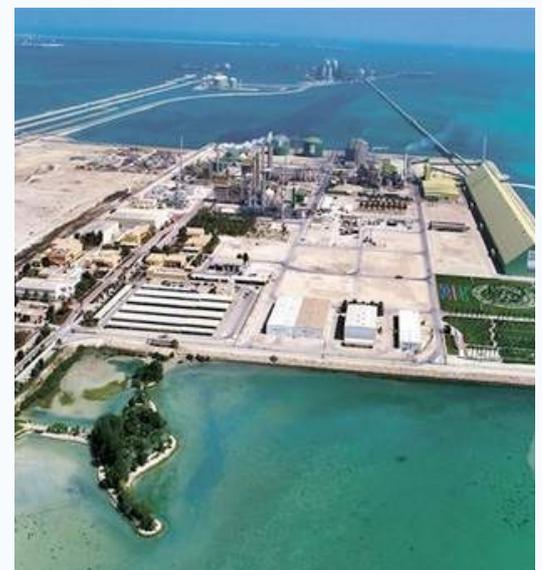
Bahrain to Increase Natural Gas Prices to \$ 2.5 Per MMBTU

Alba has been notified by the Bahrain Petroleum Company (BAPCO) that the National Oil and Gas Authority of Bahrain (NOGA) has issued a directive to increase natural gas prices from US\$ 2.25 per million British thermal units (MMBTU) to US\$2.50 per MMBTU effective 1st April 2015.

Thereafter, the gas price will escalate at US\$.25 cents per MMBTU per year effective 1st April of each year until the price reaches US\$ 4.00 per MMBTU on 1st April 2021. Alba's current annual metal production is over 931,427 mt which

consumes approximately 375 Million Standard Cubic Feet (MMSCF) of natural gas per day.

At this current consumption rate, the estimated annual impact for a US\$.25 cents increase is approximately US\$30 million. For calendar year of 2015, the cost impact will be approximately US\$22 million for nine months. Earlier this month, Bahrain's government decided to the raise price of natural gas sold to companies, in a sign the government is seeking ways to save money as the plunge in global oil prices pressures state finances.



Alba Wins the 2015 Green Era Award



o Isa Al Ansari

Alba has been awarded with the "The Green Era Award" for 2015. Granted by the French "Other ways Association" to companies and firms from both public and private sectors that have made sustainability a key driver in their business strategy, Alba was awarded for its outstanding environmental achievements and sustainable practices. Commenting on this achievement, Alba's COO, Isa Al Ansari said: "Alba continues to make great strides in its positive contribution to a "greener" world. We are proud to win the Green Era Award as it recognises the Company's on-going commitment to responsibly manage its operations, thus making a positive impact on the environment." Alba will be awarded the certificate and trophy at the presentation ceremony, which will be held on March 23, 2015 in Berlin, Germany with participants from over 130 countries.



o The prize

AI-Wasat Described It As A Federation Deliberately Blackmail's Arab Gulf States Through Labour Issues!!

A Blister Attack on the International Trade Union Confederation (ITUC)



o Mansoor Aljamri



o Sharan Borrow

Is It A Coup On The Allies??!!

AI-Wasat: Reveals the Games of General Secretary «Sharan Borrow» And Accuse Her with Corruption and Nepotism

AI-Wasat newspaper, with its chief editor Mansoor Aljamri, launched in issue No. 4527 on 29th January 2015 blistering attack on the International Trade Union Confederation (ITUC) and president Sharan Burrow. AL-Wasat newspaper accused ITUC president with corruption and nepotism. Plus, the newspaper accused Sharan Borrow for carrying out her own political agenda through this union. AI-Wasat described ITUC as a professional blackmailer for the Gulf through different labour cases. Now, ITUC is targeting Qatar and its 2022 world cup after targeting Bahrain in 2011. AI-Wasat said that according to one of ITUC employees Sharan Borrow's accusations against the Gulf are without evidence. He also added that Sharan has a bad reputation. AL-Wasat added as well that this employee has been working in ITUC for 15 years. He accused the International Labour Organization (ILO) to be another interface for ITUC

policies. Many employees are getting contract renewal even after their retirement through temporary contracts in order to prevent getting new people and ensuring that same mob (gang) still works in the same positions. It is worth mentioning that the head of union activities in the Middle East, Waleed Hamdan, has reached retirement age many years ago. Yet, Sharan Borrow still uses her influence in the ILO to renew his contract. These information correspond with what AI-Wasat pointed out on the employment conditions. This matches with what AI-Wasat newspaper pointed on the employment conditions in ITUC. AI-Wasat newspaper added as well that according to the employee (which was kept anonymous) that ITUC officials drive luxury cars with diplomatic plates that were obtained by using their influence in the ILO. The employee was surprised to call ITUC a non-governmental institute! AI-Wasat stated that Sharan

borrow, the president of ITUC promoted a certain political direction against the former prime minister of Australia. She used ITUC as a union interface to accomplish her political goals which goes against the fact that this federation is a non-government federation. It is very strange that AI-Wasat would attack ITUC considering their partnership with General Federation of Bahrain Trade Unions (GFBTU) in the complaint against Bahraini citizens which was registered at ILO regarding breaching the discrimination agreement No. 111. The complaint was given

an unlimited support by ITUC in terms of its policy in attacking the Gulf in the hope of finding a foothold in the Arabian Gulf. When Bahrain and Qatar refused in allowing ITUC to open a regional center, Sharan started attacking the two countries to extort them. The strange thing is that the AL-Wasat newspaper usually will be biased to the positions of the General Federation of Bahrain Trade Unions, a member of Sharon Burrow at ITUC. AI-Wasat newspaper attacking this imperialists union is surprising and a coup against yesterday's allies.

موظف في الاتحاد الدولي للنقابات العمالية يفضح الفساد داخل المنظمة

والوجه تأتي حسب تصنيف الموظف ولكن المظن يقول إنه لا يجب أن يحصلوا على لوائح دبلوماسية كون الاتحاد منظمة غير حكومية لكن المدراء يستمعون بذلك كونهم يعملون مع منظمة العمل الدولية. وأضاف: الشكاوي من العاملين في الاتحاد ليست جديدة وقد بدأت من الستينيات ولكن أغلب تلك الشكاوي كانت سخيفة وكانت تركز على التمييز في نظام الترقي حيث يفترض أن يمر الموظف بخطوات للحصول على الترقية لكن هناك ترقيات تمنح ليس بناء على المهارة أو الكفاءة وهو أمر غير عادل ولا يتماشى مع حقوق العاملين. وعن معاملة مسئولته قال الموظف: أنا أعمل في الاتحاد منذ 15 عاما



شاران بورو

تطور جديد ومثير شهده أروقة الاتحاد الدولي للنقابات العمالية بعد خروج أحد موظفيه بالصور والصوره من خلال تسجيل فيديو ليكشف عن حجم الفساد داخل المنظمة التي تدعي الدفاع عن حقوق العمال في كل أنحاء العالم وتنتهز من الهجوم على دول الخليج بسبب أو شعاع العمال ويستهدف مونتريال منذ 2022. والى الموظف بالعديد من التفاصيل التي تفضح الممارسات الخاطئة لمنظمة لطالما استهدفت الشرق الأوسط وتحديدا الخليج بداعي سوء معاملة العمال وفرطت شارون بورو الأمين العام للاتحاد في توجيه اتهامات بلا دليل لدول الخليج بهذا الصدد. ويقع الأثر للمطالبة بسحب تنظيم مونتريال



The First Test !!

By: Ebrahim Al Khoheji

Nowadays, all the sights of large sections from different labour classes are concentrated on the negotiations in the parliament on the government scheme that has been submitted to the parliament which shall determine the government path during the period from 2015 to 2018. Many people observed this situation with great concern, especially the result of the current meeting between the parliamentary committee from one side and the common meeting with the ministerial committee from the other side.. Would the results of such meetings be in favor of the improvement of the living conditions of people, and the working class in particular, in the light of the low prices of oil and the heavy financial burden on the Treasury?? So many questions pending clear answers and a big concern amongst people on what the future shall carry for them. The observer to what is being published in the press on these discussions, will notice that the parliament members are barricaded in trench to defend the people's interests, and they shall never give up this struggle until approved by the ministerial committee, this is their only conditions to pass and approve the government programme. If this happened, then this is the 1st actual test for the parliament members to perform their supervisory role on the government programme which shall be implemented during the next four years. It is worth mentioning that this supervisory scene performed by the parliament raises a question about the role of the civil institutions of the society and the Trade Unions and the other concerned parties which defend the people's interests, could play in such situation. These parties are concerned with what is being going on, they have to support the parliamentary members and they shall active the public supervision on the parliament members and urge them to practice their positive role by using their legislative tools to protect the vital interests of the nation. They are so many important files pending consideration by the parliament such as the Budget, The Report of the Office of the Financial Control (which includes administrative and financials violations), the fight against corruption, Actuarial Deficit in the social insurance Fund, which requires an urgent consideration and finding solution. His Majesty, the King's reform project does not end at the ballot box or on the vote day, on the contrary it's a continuance and improvement process in the maintaining of the march of the reform, and activating the positive participation from all sections of the society in order to defend the National Interests and the democratic rights. Without real, social participation and the actual supervisory practice on the parliament member's performance, the democratic march may not proceed in order to achieve the national goals and this is what the people, Parliament and the social institutions avoid.

The Minimum Wage A Legitimate Demand



Traders are trying to put pressure on decision-makers to evade the minimum wage entitlement; arguing that it will increase the cost of services and goods and reduces the competitiveness of Bahraini merchants. All these arguments are only to provide cheap labour that are competing with the Bahraini labour, not on the basis of merit, but based on the exploitation of foreign labour and their circumstances to reduce the cost of work and to create a black market for cheap labour. The minimum wage is the real method to give the Bahraini labour the opportunity to compete with the foreign labour without the pressure of difference in wages between them. By endorsing the minimum wage it will push the business owners to change their strategy from depending on the cheap labour towards depending on productivity and merit in choosing labour. The existence of Labour Legislation without minimum wage increased the real unemployment and underemployment which the government bear its expenses. All the solutions that were implemented by Ministry of Labour were unsuccessful in changing the labour market and its direction. The Bahraini economy is still completely dependable on cheap foreign labour that are more than 600 thousands most of them living in modest circumstances due to their low wages. Also, they are being exploited by the business owners themselves who resist the setting a minimum wage in order to keep a part of wage in their own pockets. The wages that start from BD 60 to BD 120 per month for the foreign labour cannot be taken as fair wages under the growing everyday expenses from food, drink and housing. In addition, the foreign labour has to save an additional amount in order to send it to his family. Thus, this labour lives under unfair living circumstances to compete with the Bahraini labour on a wage that the Bahraini will not accept it which changes the competition from being on merit to who accepts the less wage.



During the Seminar on "The History Of Labour Unions In Bahrain"

Al Merbati: The Labour Union Founded For Political Reasons, the Iraqis Played a Major Role in Spreading the Union Awareness in Bahrain

Al Bin Ali: We Won't Join a Federation Which Follows a Political Society or Party



o Khalaf Al Borsheed



o Lawyer Fareed Ghazi



o Ali Al Binali



o Yusif Al Mishaal

Al Meshal Majlis held a seminar entitled "the History of Labour Unions in Bahrain" on Monday 26th 2015, in which the Unionist Mohamad Al Merbati talked about the history of Labour Union in the Kingdom Of Bahrain since the establishment till the present time. Mohammed Al Merbati said that the Labour Unions are considered to be a Social and economic power if established and managed properly, they can play a major role in any country, some labour union owns banks.. Universities and cities, for example: Syria Trade Union Of Federation Owns a total city, Tunisian Trade Union of Federation (UTT) owns tourist cities as most of the coun-

try's populations are labours and employees belongs to this trade union that shall defend their rights and interests.

Divers' Revolution:

Al Merbati said that the establishment of the labour union in Bahrain lacks the proper documentations and everyone narrates such an event in his own way without any proper documentation. In 1926 the "Divers' revaluation occurred. This movement is not considered as a revaluation but as a "protest or unrest" against certain issues and circumstances. We can say that those people protest-

ed against the debit project "The Loan" which was proposed by the "English people" at that time, which aimed to subdue the divers. At that time, divers had no idea about Labour Unions, they only protested when they had the feeling of injustice and to defend their rights.

The effect of the Iraqi Movement

Al Merbati said: from my point of view, I see that the Iraqis had an influence and they played a great role in spreading the labour Union awareness in Bahrain. King of Iraq, Ghazi the first, who entered a conflict with the "English" at that time,



o Abdul Aziz Al Shamlan



o Abdul Rahman Al Baker

established a radio station which called "Qaser Al Zohoor radio station" and broadcast from his palace, where he called the People of Gulf for a National Conference. This conference was held in Masqat and was attended by 8 Bahraini workers from Bapco, as the "Basra Oil Company" used to manage the oil wells in Bahrain. It is obvious that those workers were greatly affected by the political parties and Unions in Iraq, which made them as soon as they returned to Bahrain, raise a range of demands, including the establishment of the Trade Unions for workers.

Al Merbati pointed out that in 1938 Bapco workers could enforce their demands on the "English" authorities, which were to establish a Labour Union for workers, and after a series of negotiations, a Labour Committee was formed to follow up the workers' demands and to improve their hard working conditions.

Al Merbati added that "The Labours constituted one of the most important causes of the political conflicts in Bahrain, except for the events that happened in the 1980s and 1990s. The problem for the Bahraini people was that they lacked the accumulation of experience in this regard, and this created a gap in the 1950s. The National Federation was established in Bahrain, presided by Abdul Rahman Al Bakir and AbdulAziz Al Shamlan, who formed The Bahraini Labour Federation which included more than 12000 members.

However, this federation was not a result of the Labours awareness. This Union was formed and headed by Abdul Rahman Al

Bakir, the General Secretary was Taqi Al Baharnah, and Al Shoroqi was its financial controller, who was the head of the Eastern Bank, and Mohammad Qasem Al Sherawi was one of its leading members who represented the Traders and the businessmen. The workers were represented by Sayed Ali who was a religious man, but he used to work for Bapco. We can say that there was more than one element that affected this Federation. In the late 1956 this committee was hit and the Union was ended, but one of its most important results was the Labour Law for the year 1957, which is considered to be a remarkable law, and contains an Article for the Unions."

The Arab Nationalist Movement

Al Merbati added that the year 1965 witnessed a National Unrest, supported by parties from the Arab National Movement, the communists and "The Baathists" who headed the event, but there was no real Labour Movement to support this movement.

He said since the beginning of 1970s, the Union movement was started to form, and I was one of its leaders, it was a pure Labour Movement and it had a serious of negotiations with the government for more than 6 months. It reached its peak in 1972. This movement was ended by the arrest of its leaders, but it had a great and direct influence on the formation of a Union Movement in the future.

The Bahraini National Liberation Front

Al Merbati said that " In 1975 a number of the Labour Unions were formed through The Bahraini National Liberation Front, such Unions were similar to the union parties as those unions were formed and led by this political party. In August, 1975 they were hit when the Parliament was dissolved." He added "With regard to the events of the 1980s and 1990s, such movement was led by an Islamic party and had no effect on the labour movement.

His Majesty's Reform Project

Al Merbati said that in the 2000 His Majesty, the King launched his reform project. Unions were formed and the Unions' Law was issued in 2001, which paved the way for formation of the Labour Unions on legal basis, without need for permission of reference, even a union for the workers in the Ministry of Interior was formed without any objection from the government side.

Following to this step, the General Federation for the Bahraini Trade Unions (GF-BTU) was formed, but there was no actual foundation for the Union's Institutions and its union members, and the economic institution was not formed for this Union for 11 years of its existence. In Sudan, Syria and Tunisia the Trade Unions are considered to be an effective and great economic power. "In my opinion, I think

that the Labour Unions shall not progress, and there shall be no practical improvement on the Union's mission as they are totally subject to the political parties which impose their agendas on the Trade Unions." He added "I think that the Union work shall not have any further progress as the medium of freedom is the most important element in the success of any Union work."

BFLUF and GFBTU The negative separation

Al Merbati said that after the events of 2011, the Bahraini community was divided on a sectarian background, and so the trade union were split too. This case produced two federations in Bahrain, The General Union for the Bahrain Trade Unions (GFBTU) and Bahrain Free Labour Union Federation (BFLUF).

"In my opinion, any divide in the Labour Movement shall ultimately result into a state of weakness, where such a movement have to be the solid fronts that defend the workers' rights and interests. In this situation such rights may not be guaranteed or defended. Even the Human Rights Organizations cannot guarantee such rights and so the labours would be lifted alone in the field defending his rights with any support. So he might refer to the Court or the Judicial Authorities and authorizes a lawyer to obtain his rights.

The Unions' mission is not to defend the sectarian or the political party, its first task is

to defend the public rights and possessions which are owned by the whole people of the country, but unfortunately, the Labour Union Movement has not reached this level yet, and this is one of the most important reasons that made us go astray."

Al Binali: BFLUF is not politicized

Then the opportunity for questions and dialogue was opened with the speaker in this seminar, during that Chairman of Alba Labour Union, Ali al Binali, said that "The BFLUF is a national federation (non-sectarian) and has members from all sects and religions. We don't belong to any political party or society. But we are certainly supportive to HRH's Reform Project."

Al Binali added that the withdrawal of Alba Labour Union, GPIC Union and the Bankers Union from the GFBTU was because this fake federation acted as a window and a tool for a certain political party. We are in the BFLUF proud to challenge and overcome so many obstacles in order to have an alternative federation for the Bahraini workers represented in the Bahrain Free Labour Union Federation (BFLUF).

Al Binali said that before the establishment of Alba Labour Union, the average wage in Alba was no more than BD 350, however today the situation is different, the average wage for more than 3000 workers is BD 1200, and the social allowance after the Reform Project and the issuance of the Trade Union law has reached BD 320, and the annual increment for most workers in Alba is 7%.

This is a great achievement, which is accompanied by a great increase in the production using the same technical tools.. Since the foundation of the Union, and since Mahmoud Al Koheji chaired Alba Board Of Directors, the company has witnessed a great increase in production which reached more than 100,000 tons from 830,000 tons, and 913,000 tm in 2014. Al Binali added that the awareness of Alba Workers has formed a service Union that provides the workers with loans, Educational Loans, Housing Construction Loan, buying cars from the Union's Budget, in addition to the Alba Labour Union Housing Scheme which aims to provide the workers with proper residential units.

Al Binali explained that due to the awareness of Alba's workers, the General Assembly modified the annual membership fee from BD 13 to BD 13 in each Accounting Period (AP), and this made Alba labour Union the richest Trade Union in Bahrain. GPIC Union did also the same and raised its membership fees in order to realize its financial independence.

Al Binali concluded his speech by saying: "We always remind our workers of the importance of our unity in the company, and we shall never join any other union that follow any political party or dominated by selfish leaders."

Fareed: There Is No Actual Study

Lawyer Fareed Ghazi said that there has been a law for the unions in Bahrain since 2001, and when we compare the union laws in the Arab countries,

we find that the union law in Bahrain is the best of them as it granted the unions so many powers.

The Bahraini union movement has its own remarkable contribution to the Bahraini legislator, which in its turn granted the unions the right to protest and strike. Ghazi went on saying: ", the union movement in Bahrain has to work hard to improve the laws of the social insurance in the government as well as in the private sectors. Till now the union movement has no clear agenda to improve the social insurance, even no studies exist or being made on the issue of the improvement or finding solutions to the generated problems.

The Minimum Level Of Wage Is Missing

Ahmad Abdulmalik remarked that the file of the minimum level of wage has been missed since 2002 by most of the concerned parties, taking into our account that the private sector which is excluded from the increments of the government sector.

Khalaf Al Bu Rasheed emphasized on the points raised by Mohammad Al Merbati, pointing out that during the period of diving in Bahrain, "Noukhadeh" or the captain used to exploit the divers, it was a very tough occupation, as divers used to stay in the sea for more than 3 continuous months, so debts used to accumulate on the divers, workers at that time were tortured and exploited and had no rights, in addition to the tough conditions in their work as well as in their daily life, so their uprising was a genuine expression of their suffering.



Passerby Rains

By: Ali Madan

The seasonal rains that we welcome in the gulf annually in an astonishment creates comprehensive confusion in our lives; from trying to find the proper clothes that we don't know where their place is since we tossed them aside last year; to the trouble of jumping to the cars through the puddles that emerged on the streets and sidewalks. Lastly, to the shock of costs of damages that was created by the rain that made its way through surfaces and windows. Experiencing the rain can be welcoming change, however, in both cases the confusion and the fun, it will not stop the fact that this rain is only few drops that will not prevent a future that is fraught with drought. Land takes 10% from size of the Arabic region and mostly it is one of the driest regions in world throughout history. Today it only holds 1% from the total renewable and fresh water resources.

The Arabian Peninsula faces the most dangerous reality considering the predominance of the desert and the absence of any rivers or inland waters. The groundwater was exposed to severe drain on the past hundred years especially with the great population increase, as the number of the region's population has doubled five times since the beginning of the twentieth century. Gulf countries are considered the most dependent on the desalination plants. More than 60 stations were built since the seventies. The option of using desalination plants were available due to Gulf countries ability to generate electric power at low cost with the availability of oil and gas resources. The production of those stations from desalinated water covers 70% of drinking water needs. The other potential source for water needs are represented in water transport projects from the neighboring countries with renewable water resources, such as Iraq, Egypt and Sudan. But, with the existence of long term agreement and political and security situation that could be counted on, it will be too costly and not less than usage of desalination plants. On the political level, water interconnection project was suggested between Gulf Cooperation Council (GCC), parallel to the electric interconnection project, which was activated since 2003. But, it wasn't discussed until late 2014.

However, with the current world scene, fall back in oil prices, the indicators of security and economic uncertainty at its peak, it is unlikely that government spending on desalination projects to continue on current form which requires a real input from private sector in gulf. Previously, the report issued by the Gulf Organization for Industrial Consulting referenced to the consumption rates for domestic uses of the Gulf States. The rates are very high reflecting a high extravagance. Bahrain topped this list with 39% for household uses and Oman in the bottom with 5%, which remains a high percentage for the countries of the world. Low numbers are representing the future for water resources in the world and region in particular. Thus, it seems that creating a culture with rational and wise usage of resources is the only way to move forward.

The Real Estate Leasing

Law No.(27) for 2014

The new leasing Law had been issued and it had annulled the previous law which facilitated the tenants in Muharraq and Manama. The new Law will establish a Rent Disputes Committee in order to judge the cases relating to the contractual disputes. The authority had been also given to the Committee to take the precautionary procedures.

The minister of justice will establish the Rent Disputes Committee, which consists of 2 judges and an experienced officer. The committee's procedures would be confidential and the decisions of the committee may be appeal within 15 day in the high civil court.

The article (6) estipulate the establishment of the Office of Lease Registration in each municipalities. All the leases must be registered in this office and the registration fees shall not be more than BD 15, paid by the landlord.

According to article No (8), the leases which have not been registered to the lease law will not fall under the Rent Disputes Committee's remit.

The same article states that The article No. (19) permits landlord to receive a deposit not exceeding an amount equivalent to 3 months' rent and refund of this deposit to the tenant, subject to any deductions, on the expiry of the term of the Lease or sooner termination and handover.

The article No (27) allows the landlord to increase the agreed rent after 2 years from the date of the lease contract or from the date of the last rent increasing , where the increase must not exceed 5% for residential units and 7% for the commercial and industrial unit, not more than 5 times during the term of the contract.

The article No (38) states that the landlord has the right to ask the tenant to disclaimer the property, if the number of the tenant exceeded the .

The same article states that if a period of 25 year had been passed The Existing lease contracts which were concluded as per law decree (9) for 1970, will terminate after 3 years from the effective date of the new lease law.

From grade four to five!!!!

One of the workers in Reduction department complained about the delay of his promotion from grade four to five. The management delayed the promotion for more than six months keeping the worker for more than year and half without promotion. The policy in Alba gives the worker the right to be promoted after completing his first year in the company once his direct supervisor sends an email affirming his good performance in the previous period. However, the Reduction manager did not fulfil his duties and left the worker without a promotion despite the worker reminders to the manager about the end of the period. Regardless of all the attempts from the worker, the issue is still pending between law enforcement and procrastination and the lack of real follow-up of the implementation of the company's promotions policy. If there was a problem about the worker performance, an immediate decision would have been made in the blink of an eye. However, if the subject matter is in favor of the worker, time does not mean anything to the management. The question is who is going to make up for worker for the failure of his manager? Will his promotion be backdated or the management will over steal the few dinars owed to the worker??!!

Readymade answer

It is well known that the concept of numerical average to any group of numbers in mathematics is the total sum of the numbers divided by the total number of these numbers. However, this concept is out of the Human Resources and their concept of average is radically different from the conventional mathematics in the globe. There is a law in the internal policies of the company to increase any worker with a salary lower than the average workers' salaries that share the same grade and same number of working of years of service by 15% and above. But it is noticeable when that whenever the union inquires over the past long years about any worker's salary the typical readymade answer from the Human Resources is the worker's salary is in normal rate and mostly it is above the average. The strange thing that is still incomprehensible is the unfair method used by the Human Resources to get at the end the average salaries in this format. What is even stranger is that all salaries are above ratio! If all the workers' salaries are above average that the department calculated, how can we call it an average or a ratio?! Is it logical mathematically that the workers with salaries above the ratio, others below the ratio, and the rest in the ratio salary level?! It seems that we have a hidden genius in the Human Resources department that thinks more than smart mathematicians as he created a new mathematical theory no one preceded before. We hope that the management would hurry and register its copy rights before they lose it as the lost of the rights of workers who are demanding to reconsider their low salaries compared to their colleagues!

Social allowance

The Human Resources department has decided to deduct from the social allowance if worker consumes all his/her sick leave. For years, the worker of Alba that consume all of his their leaves receiving the social allowance without any deduction. But the management changed this rule in order to put pressure on medical cases and force them into retirement. When union approached the management on this regard they avoided the answer, claiming that there was no such change. For how long the management will continue doing this and fool the workers? Does the good management wants revenge from the workers because they incited by reducing the social allowance? Is the goal of the company management to act cleverly on the workers' rights? Or is it an irresponsible management decision in order to hide the inhumane orientation and to deny the legal rules of the existing labor law.



Designed by: Adel Nowrooz

Accidents and Injuries during the Month of January

Date	Place	Details of the accident	Notes	Evaluation	Results of the investigation
2/1/2015	CH.3 Hot Metal area	While the contractor operator was handling silicon 10 Kg bag he felt etching in his right eye.	Advised the contractor employees to properly adhere to Alba PPE procedure	Minor Injury	Silicon dust penetrated his PPE and caused the injury
4/1/2015	CH.3 Finished Product	Senior Operator Cold Side received a burn injury on his left hand palm, when he put the hand over hot log on the conveyor of Saw No.6.	Advised the management to review JSP with employees and focus on PPE adherence	Minor Injury	The employee did not wear gloves to avoid high temperature surface.
7/1/2015	Reduction Line 4 Room 7	While Alba worker was working on the Superstructure, he noticed a spark. He got panic and jumped from the top of Superstructure to the floor, causing minor injury.	While Alba worker was working on the Superstructure, he noticed a spark. He got panic and jumped from the top of Superstructure to the floor, causing minor injury.	Minor Injury and High Potential Nearmiss	The employee did not use the ladder provided for the task, due to lack of management monitoring
11/1/2015	Carbon 1-2 Adhari Amenity Building	While the worker was descending on the stairs suddenly slipped and twisted ankle. He was sent to Alba Medical Centre for first Aid treatment and reported back to work	Emphasised on being patient while moving due to unexpected conditions on the floors.	Minor Injury	The worker was in hurry to leave the building at the end of shift, and the floors were slippery due to dust accumulation.
14/1/2015	Reduction Line 1-3 Amenity Building	While the workers was taking bath at Amenity Building and while he was trying to pull the toilet door, his hand slipped of door's handle and hit the wall causing a soft tissue bruise injury on his right hand elbow.	Advised the concern department and the Training Department to focus more on the Vocational Trainees about their Occupational Health & Safety awareness	Minor Injury	Found that the awareness level of the new trainees about Occupational Health & Safety accountabilities
17/1/2015	Line 5 Central Passage	Operator positioned the Transfer Gantry to transfer the PTA at the central passage and released his hand from the gantry pendant. Doing so, the Transfer Gantry button got stuck and gantry continued moving by itself.	Union Representative emphasized on implementing Checklist system	High Potential Nearmiss	Found that the department management did not provide pre-check system for the equipment
22/1/2015	Reduction Services	While Contractor worker was working cutting big wooden wedges by using crow bar, he misjudged and hit his colleague hand causing the injury.	Advised the management to provide right size of wooden wedges to avoid manual cutting	Minor Injury	Found the wrong practice of cutting wooden pieces done by the contractor employees due to lack of right size availability
30/1/2015	Casthouse2 DC.6	While the 3 workers were releasing the Filter dams of DC 6 in order to drain the molten metal in to the saw, the dams got stuck and while the operators were trying to release the dams it got broken and metal splashed on them.	Management should review the procedure and emphasis on more efficient supervision especially during critical activities	Multiple Burn Injury and High Potential Nearmiss	The employees did not practice the safe way of handling the situation due to lack of supervision and emergency procedure.

Alba camp, Tatweer company, and the Southern governorate

A camp in a congested and dangerous location... Electric wires hanging... and oil pipes running underground !!



Alba camp is set up annually for the entertainment of the workers and their families. But to their surprise this time, Alba camp was crammed in a small space with a different location that was many kilometers farther than before. The Municipality chose a site for Alba camp that is located in a congested and dangerous land near the highway. Also, there was no proper space to accommodate adequate parking for such a camp.

There are pipelines running underground at the site of the camp which can be dangerous as the visitors would be using camp fires. Majority of the camp area had high-tension lines running over head posing a threat to the visitors at any moment. Few days of setting up of the camp, some of the officials of Tatweer and governorate raised an objections to Alba for having tents under high tension cables as if they were unaware of this location for Alba camp.

On the other hand, Alba assigned a contractor to set up the camp who proved he is incapable of performing this task. One visit is more than enough for the observer to be convinced that this is not a camp for a major company as Alba, it's more suited to small cold store in suburbs of Bahrain. Do Alba workers deserve this type of treatment by not caring for Alba camp from Tatweer Company, the southern governorate, and Alba management?

Power department .. Marginalization of vocational trainees

The vocational training workers from different departments in the company are suffering from various types of harassment and marginalization by their departments under the pretext of incompetence at work and not being able to perform the tasks assigned to them without any real or tangible evidence. These trainees have been working in the company for more than one year. Despite the fact that these trainees work in unstable conditions between theoretical training in the training department with normal day-time hours for three months and practical training with shifts for three more months. However, the training department doesn't support these students when they face an emergency with the departments they are getting trained

under. Most of these trainees are taking up courses on their own in educational institutions. According to their colleagues, who are more experienced, they are showing significant development and improvement in learning various tasks of their departments. However, the department's management continues to send bad performance reports without informing the trainee of his/her inability. In turn, the training department accepts these reports without cross checking and sending warning letters to the trainee with dismissal threat in case they did not improve their performance. When checking with the training department about the weakness of the trainee performance, the answer is the letters were sent based

on the department report. When checking with the department, the answer was that they did not send any letter or a report to the training department. Thus, till the warning period ends and the trainee gets threatened with dismissal without his/her knowledge as what to improve in their performance. At this point, when the trainee is informed about the situation and they seek the union for help which tries to find a new department for the trainee to keep him/her in Alba. The question is why the department doesn't want to face the trainees if they have anything against them? Or are there any hidden intentions behind this kind of vague management actions???

Al-Soofi turns Garmco into a family business

No annual increment or bonus in Garmco because of Al-Soofi encroachment

This is the news, no worker in Garmco will receive an annual increment nor bonus. Fahad Al-bassam, head of Human Resources, informed the worker's representatives that Garmco will not give any annual increment or bonus. According to Al-bassam, this is a new policy being enforced by Garmco in the current conditions. The company went from being a profitable establishment in the past year to a losing one, having lost more than four million dinars in less than a year from Al-Soofi presidency as he failed to lead Garmco and now it's sinking down. On the other hand, Amal Al-mousa, the dismissed worker, presented a detailed report about the favoritism in Garmco to the Board of Directors. The report was accepted by member Jawar Al-qalaf and it was discussed in the board meetings. Based on this the chief executive officer Graham contract was terminated after holding him responsible for raising the salaries budget to double in less than a year as a result of Al-Soofi's hiring a new management

staff while keeping the old staff. Alba Labour Union's newsletter assured from reliable sources that the executive management in Garmco seeks to save the increment and bonus budget for the new manager's salaries. Due to Amal Al-mousa's presence in the human resources department, she witnessed a lot of managerial and financial excesses ordered by the company's chairman Mahmood Al Soufi himself. He created new positions for his relatives, including Bahrain National Holding Group. New managers were hired with higher salaries and more privileges. Based on this, Hind Alsabbagh was hired as Head of Public Relations, and Fadia as the head of Legal Affairs. To be noted that Garmco throughout the previous period did not have a department for legal affairs, but concluded contracts with legal agencies. However, the position of head of Legal Affairs was created for by Fadia where she was promoted after three months from employment. Also, Eman Jaafar was hired as a Legal Assistant while she was

the executive secretary in Al-soofi's office when he was working at the Bahrain National Holding Group. The question is does the company need a legal agency with legal manager with an assistant to handle the legal affairs when it's currently a losing company? The interesting part is that all previous names have been employed without following the laws and regulations of the company. The executive management went out of the legal framework to employ them bypassing the necessary functional procedures, including the personal interview. A manager for the reduction department was hired by order from the CEO Graham considering the required qualification and experience. This resulted in a massive loss that the company incurred, most importantly the fire in the factory. Alba Labour Union contacted Hind Al-sabbagh to clarify things which stated she has reservation to all the mentioned above. Whereas Eman Jaafar said that Amal Al-mousa's statement is false.



BFLUF News

In collaboration with the General Directorate of Civil Defense BFLUF organizes a training session about firefighting for its female workers

Bahrain Labour Union Free Federation (BFLUF) organized a complete practical training session about on the means and methods of fire fighting in collaboration with the General Directorate of Civil Defense in the Ministry of Interior. The session involved a group of workers of various unions of BFLUF members. The session aims to introduce the participants to means and methods for fire-fighting in the workplace. Also, the session provided them with the skills and knowledge to deal

with the risk of fire and preventing it from spreading through the use of effective available tools for safety and firefighting to create a safe work environment that is free of emergency and potential accidents. The chairman of Bahrain Labour Union Free Federation, Yaqoub Yousif Mohamed, thanked the General Directorate of Civil Defense workers for their efforts in educating and developing the community. Also, he thanked them for their continuous collaboration with the BFLUF.



Banker's Union statement regarding the general notice of Central Bank

Banker's Union was surprised from the Central Bank of Bahrain (CBB) stand and its negative reaction toward the announcement of declaring official mourning to close all governments ministries and institutions of the Kingdom for three days that was issued by the Prime Minister under the guidance of His Majesty the King of Bahrain to mourn the death of the late, King Abdullah bin Abdul-aziz Al Saud.

The general notice of CBB was unclear and leaving the implementation to the Banks management as if it's noncommittal to the general notice or that the banks in Bahrain are immune against the Kingdom rules. The CBB insisted that its stand and

being unclear in its general notices regarding mourn companionate leave and Eid holidays if it falls in the weekend. Article 64 of labour law states that the worker has the right of full paid day off during Eids & national occasions which are approved by a resolution from the Prime Minister after presented by the Minister. It also gave the right to the employer to utilize the worker during such occasions with 150% of his salary or give him day in lieu according to worker's desire.

Bankers union assures its solidarity with national and international banks workers and hold CBB responsible for stagger to banks and workers due to the general notice issued on 15th January 2015 and referring to labour law, the un-

ion demands for the rights of those workers who worked during this period to be reimbursed according to article 64. At the end Banker union demand CBB to take its responsibility to enforce bank in the Kingdom to follow Kingdom's law and decrees from Prime Minister Council (PMC) which applicable to all as these decrees on such circumstances are the basis not the notices of CBB.



o Bankers Union

Alba Labour Union Shows Solidarity with BAFCO Free Union

Alba Labour Union expressed its solidarity with the BAFCO Free Union which recently announced that it would take escalatory actions after the marginalization policy practiced by the Company Management. Union said that from next week the workers shall tie a red ribbon on their right arms as a sign to show workers rejection to the marginalization policy. Alba Labour Union confirmed that all the demands of the BAFCO free Trade Union

are legitimate, it comes to protect the workers' achievements and benefits which are result of the Real dialogue between the union and the company management, but unfortunately the dialogues had been suspended by the abusive management. Alba Labour Union said that the absence of dialogue and collective bargaining between the production parties would always result in the deterioration of the workers conditions. It emphasized on

the importance of cooperation and negotiations between the parties by opening communication channels. Alba labour Union affirmed that it will stand by the BAFCO free Trade Union and would support them in all their actions, in order to preserve and protect workers' rights and benefit. It also urged the management in BAFCO to negotiate and to start a dialogue with the union in order to resolve all the outstanding issues.

Women Workers In Bapco Farewell "Anesa Rashaid "

The women committee in Bapco Free Trade Union farewell the active member " Aneesa Rashaid" who served the company for 38 years. The committee organized a celebration under the supervision of Fatima Fakhro, the acting chairman of Bapco Free Trade Union, where she extended her thanks and appreciation to Aneesa for her continues support and effort in the committee and she wished her a good health and a happy retired life..



BAFCO Free Trade Union Statement

According to the statement that was issued by the Board of BAFCO Free Trade Union on 12 January 2015 on calling the management company for these demands (annual bonus) based on the following criteria:

- One month's full salary.
- Second salary subjected to Company's performance.

The company management has responded positively to these demands and rights and it implemented them, therefore, the Union Board appreciate the Management's response and the efforts of

the BAFCO chairman, Abdul Rahman Abdullah Kamal, Bafco chairman, where their response shall be contributed in strengthen the relationship between the workers and their company and it shall motivate the workers and increase the productivity.

Union extended its thanks and gratitude to Noor Al Dain Ebrahin Noor Al Dain, the General Manager of the company, who had put in more efforts to achieve what the workers are looking for.

Union also expressed its appreciations to all the members of the General Assembly for their sincere

gesture, so they were really the solid base of this Union, where we get our strength and determination to work, the union affirmed that it will remain loyal to the worker and it will work hard to achieve more benefits for the them .



o Chairman of BAFCO Free Trade Union

Bahrain Free Labour Union Federation to Labour Minister: We Are Not a Department of the Ministry Of Labour

Bahrain Free Labour Union Federation (BFLUF) confirmed that the federation received letter from the Minister of Labour setting the new standards for appointing the federation that represent the Kingdom of Bahrain labour in international forums and collective bargaining with employers and their organizations at the national level, and that happened without referring to BFLUF. Thus, as a confirmation from BFLUF to involve its members, unions, and Bahraini citizens, BFLUF declares: First: The Bahrain Free Labour Union Federation confirms its rejection for the new standards that proves they were set to eliminate BFLUF from representing the Kingdom of Bahrain labour in international forums and collective bargaining with employers and their organizations at the national level. Thus, confirming undoubtedly Minister of Labour favoritism towards the General Federation of Bahrain Trade Unions (GFBTU) and his keenness to maintain them as regular representative of Bahrain labour. Second: The Bahrain Free Labour Union Federation confirms its denial for the method used to force those standards without considering their opinion as if BFLUF is a department of the Ministry of Labour that receives orders and decisions without having an opinion about it. Recalling in this regard Minister of Labour decision that Labour federations should represent Bahrain alternatively yet General Federation rejected; ignoring the country laws and the Arab and international agreements regarding trade union organization. Third: Minister of labour statement mentioned that the results of appointing the more representative federation will only be to decide the member that will have full membership according the Arabic and international labour organizations in accordance with these organizations and how they work. This goes against the standards in the minister of labour statement which states the following: (The standards of appointing the representative federation in international forums and collective bargaining with employ-



o Minister of Labour

representative federation in international forums and collective bargaining with employers and their organizations at the national level). BFLUF considers this as an attempt from Ministry of Labour to fool us. We assure our full rejection to these attempts as we know that what is being plotted for us in the Ministry of Labour is worse than what was mentioned in the speech by His Excellency the Minister. Fourth: According to the standards that were appointed by the Minister of Labour that the countable members are only those working in the private sector (Addressed by the labour law in the private sector number (36) for the year 2012), while the labour in the government sector were excluded (Addressed to the Civil Service Law), who were stated by the Article (2) of the Labour Unions law No. 33 of 2002 and its amendments. BFLUF considers this as a clear discrimination and violations to the Trade Unions law which allowed the labour in the government to join Trade Unions as it was mentioned in the Article (10) from the labour law. However, His Excellency Minister of Labour in order to appoint General Federation of Bahrain Trade Unions as the representative of Bahrain Labour, he is willing to cancel all the of country's rules and regulations. Fifth: According to the Minister of Labour statement that calculating the workers to determine the federation to represent will only Bahrainis only; which is considered a clear discrimination between national and migrant labour. How can a foreign labour be a member in the union, yet not to be



o Chairman of BFLUF

counted among the members? This is goes against the ministry's which fought on not passing the Bahraini worker preference towards migrant act in the Shura Council and argued that is against the International Labour Organization agreement on non-discrimination No. (111). Then, today the Ministry of Labour prevents counting the migrant labour in the union members records, as if the migrant labour membership is an honorary membership despite his commitment to pay his dues. This decision is violating the International Labour Organization agreement No. (87) On union freedom and protecting organizing right and Article No. (22) From the International Covenant pledge civil and political rights. Six: Bahrain Labour Union Free Federation demands a meeting with the Ministerial Committee that the Minister of Labour mentioned that it appointed the standards to demonstrate the federation's point of view and ensure on the illegality of these unfair standards. As the committee shouldn't take the Ministry of Labour opinion only without referring to the labour side reprehensive BFLUF one of productions parties and decisions cannot be imposed over it. Seven: Bahrain Labour Union Free Federation re-ensure its rejection to these standards that were appointed to eliminate the BFLUF from its right to represent Bahrain Labours. Also, BFLUF ensure that all the procedures will be taken to retain its right in that subject.

Bahrain Labour Union Free Federation
26th January 2015



Gulf Workers News Agency

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Egypt hosts the meeting of the "Arab Trade Unions"

The representatives of the Arab Workers decided in their urgent meeting which was held on Jan28th 2015, to hold their next meeting in Egypt instead of Algeria which submitted an apology to host this meeting due the election process prevails in the country. This meeting shall be held on its date, in the next February.

A protest strike in the administrative courts for 21 days

The administrative courts in Tunisia decided to go on a strike for 21 days, which followed the courts' administration to respond to the justified demands of the Original Union of the courts, including the demand of obtaining 45-days of leave, and in lieu of the night working hours for the night security staff, besides other demands.

Arresting 1400 illegal expatriate workers in Amman

The Ministry of labour arrested 1406 expatriate workers during the period between the last October 25th and current Jan 21st, from different nationalities who live in the streets and public places. The Ministry in its press release emphasized that this campaign shall continue in the future in order to organize the outside labour.

Mobily", the Saudi company , dismisses" employees



" Mobily" company dismissed some of its employees, from engineers and of high qualifications. The company contributed it measures to its decision of the restructuring of the company management and the cancellation of certain departments.

Open strike in Beirut

The Union of the Trucks' owners in Beirut started an open strike which started from Feb. 2nd, 2015, demanding the discussion of refilling of the fourth dock in Beirut Port by the cabinet. The Union president " considered the refilling works of the Fourth Dock ,being carried out by the Port management is without any feasibility, and it shall change the port into a tourist port that benefits few companies only".

A general Strike as a protest on the killing a Palestinian

On Jan 5th 2015, the Palestinians started a general as a protest against the crime of killing a Palestinian young man Sami Al Jaar by the occupation policemen, who was killed aggressively in a cold blood. The strikers announced in their statement that the education institutions are excluded from this strike.

cut electricity current during the French Prime Minister's speech

Members of the a French Trade Union cut the electricity current while Manuel Falss, the French Prime Minister was delivering a speech on proposed reforms in the energy section. The lights were put off and the speakers stopped, and this went on for about one and half hour, the Prime Minister continues his speech after the current had returned.

Eternity and grace for our martyrs



The representatives of the Arab Workers decided in their urgent meeting which was held on Jan28th 2015, to hold their next meeting in Egypt instead of Algeria which submitted an apology to host this meeting due the election process prevails in the country. This meeting shall be held on its date, in the next February.

Al Sahbani: we are not in a competition

The Secretary- General of the Tunisia Trade Union Ismael Sahbani emphasized that the Tunisia Trade Union is a young organization which was created after the revolution and includes today more than 180 thousands of members. He added that his Union did not call for the last strike of the transport workers, which was called for by the Tunisian General Labour Union (UGTT).

Teachers'" threatens to go on a strike "

The Teachers' Union in Jordan declared that an escalatory plan has been prepared for the next semester, if the Ministry of education continued to ignore the execution of the agreed upon demands with the Union, including the health service file and the teacher's protection file , and Ministry Social Security Fund.

Seventeen workers were injured

A fire started in a bus which used to transport workers resulted in the injury of seventeen workers of different nationalities. The fire was put out and the injuries were moved to the area hospital. The result of the accident was seventeen injuries suffered different levels of burns. The Saudi Authorities asked the citizens to give way to the ambulances during the rescue operation.

Laying off of the "Cazino" employees



The National Union of the Trade Unions & employees in Lebanon condemned and disapproved of the action taken by the "Lebanon Cazino management" concerning the mass dismissal of more than 200 employees of the Cazino, who have been in service for many years.

A general strike in Gaza

The Ministries in Gaza entered into a strike on Jan. 20th, 2015, in protest against the non-payment of the employees' salaries for several months. The Trade Union committee for the defense of the workers' rights in Gaza announced an open and a general strike in all Ministries protesting against the non-payment of the Palestinian Authority workers' salaries and to preserve their rights.

Threatening letters are sent to the Unionists in Colombia

The Oil workers Union in Colombia said in its statement that two of its leaders have suffered a severe attack due to their attitudes and views which are in favor of the workers' interests. While 11 other unionists received threats of murder if they don't change their attitudes. It is worth to say that the unionists in Colombia used to be targets of continuous threats.

A worker was injured during the works of digging project in the Suez Canal

A worker was badly injured during the work in the new digging project of the Suez Canal in the north of Al Ismailia, when he fell down off one of the sand hills in the evening shift. Ismailia hospital received on Wednesday Jan. 25th, 2015 an injured worker from the project who suffered broken legs, the case was given the necessary treatment and was put under observation.

Labour strikes inflame Tunisia winter

The Labour strikes and protests demanding the improvement of the working and living conditions continued, where the secondary school teachers have gone on into a strike for two days, in order to force the government to execute previous agreements which has not been activated yet.



Teachers" launches the social solidarity Fund for its members

Officially the teachers' Union launched its social & education solidarity Fund for its members from the beginning of the current year. The Union said in a press release that the Fund aims to provide the loan services for its members for the purposes of education or marriage.

Death and injury of four workers

An Arab worker was killed and three others were injured in the collapse of an eight building roof under construction. The Saudi Civil Defense Department reported that they had received a notice stated that informed the collapse of a part of a building under construction on a number of workers. It was revealed that the roof of the eighth floor collapsed and other parts of the building were collapsed too.

A debate on the establishment of a union for the foreign female housemaids

The Ministry of labour in Lebanon issued a statement which said that "Some unofficial parties have tried recently to establish a union for both male & female foreign housemaids in Lebanon. The Ministry is unwilling to enter into a debate on this illegal matter, and emphasizes that it was the first who discussed the issue of the foreign housemaids in Lebanon".

The Palestinian government pays part of its employees' salaries

The Palestinian government said that it succeeded in providing part of its employees' salaries and shall be paid during the next week, that is after two weeks of delay. It is worth to mention that the Palestinian government was unable to provide salaries for more than 160.000 of its employees in both civil and military sectors.

Five workers were killed in China

Five mine workers were killed during their work in one of the mines in China when a flood swept into their work place, according to official resources. The owning company of the mine said that" The accident occurred when 34 workers were working underground, 27 workers managed to escape the drowning , while 7 of them were over swept by the running waters" .

Egypt

Tunisia

Jordan

KSA

Lebanon

Palestine

The world

Solidarity Statement

WFTU Expresses Its Solidarity with ETUF

Dear colleagues,
Egyptian workers,
Our brothers in ETUF,

The World Federation of Trade Unions (WFTU) announces its solidarity with the Egyptian People, the Working Class in Egypt, who are fighting and struggling to defend their right. The working class in Egypt are working under hard circumstances; where there are many victims and many of them lost their lives because of the terrorist attacks which are made by people who are blinded by religious fanaticism. Through the ETUF, we express our solidarity and sympathy with the innocent victims in Sinai and we declare that we are on their side. The three women who lost their lives on Sunday, February 1st 2015 in Sinai, and the 27 people, who lost their lives in Sinai last week proved that the role of the so called "Islamic State" is to divide and separate the people.

Dear brother Jebaly,
ETUF leadership,

We will continue our joint efforts for the interest and the progress of the simple people in Arab countries.

We will continue with respect and appreciation towards all Arab workers, with the rich history, culture and humanistic traditions.

Regards,
The Secretariat of WFTU

Athena: Training Seminar for the American Unionist Held in the WFTU Headquarter

Trade Unionists from USA have arrived to the Central Offices of the WFTU to attend training program concerning on variety of trade union subjects as well as sessions about history of WFTU, its action plan and struggle.

The trade union training program started from 26th January till 31st January 2015, the

presentation was conducted by George Mavrikos, General Secretary of the WFTU. The program was organized by the North-American Regional Office and aimed to express the solidarity of the WFTU with the working class in USA and to strengthening the abilities the American trade unionists.

BFLUF Condemns the Terrorist Attacks in Egypt

Bahrain Free Labour Union Federation (BFLUF) condemned the terrorist attacks that took place in Northern part of Sinai Peninsula in Egypt on 29th January 2015. The attacks targeted many military headquarters and killed dozens of innocent Egyptians and left others wounded.

BFLUF emphasized that this criminal and terrorist attacks violates all the human principles. It also violates the rules of Islam and all other religions that advocate the safety of human life.

It stressed strong and full support to the people of Egypt especially the (ETUF) in the face of terrorism and it will continue standing with the government and people of Egypt as they counter these serious crimes. BFLUF



o Yaqoub Yousif

reiterates its full rejection of all forms of violence and terrorism whatever the motive and reasons behind them.

BFLUF extended condolences to the families and relatives of the victims. It also conveyed its sincere condolences to Jebali Al Maraghi, chairman of Egyptian Trade Union Federation (ETUF) and to the people of Egypt and wished a quick recovery to the injured people.



o WFTU

The Safest Method to Delete All Phone Contents before Selling It

Apple upgrades their devices annually; these new devices come with the latest technologies and techniques. This makes us want to buy and own the new model and letting go of the old one. However, before letting go of the current device and selling it, you must assure all the data and photos that you don't anyone to view is deleted. This as these devices contains many important data as the username, password, your bank accounts information, and your credit cards information. Plus, it contains your pictures, mail box and private messages. Even if you deleted all the inbox messages, this will not prevent the new user from viewing your future messages that you might receive (if you did not delete them from the settings). What to do before selling the

device? How to grantee that all data are deleted permanently?

You can delete all the data and content of your device by restoring though your computer using iTunes. Certainly assure that iTunes does not download the backup version. However, another solution which is considered the best is to delete all the date and reset the device according to the factory following these steps:



- Back-up your device by pressing right click on your device name that appears in the side bar in iTunes. This step is important to restore your data on your new iPhone you want to buy.
 - o Ensure that your phone is fully charged as this process might take a long time (Approximately two hours).
 - o Go to (Settings) icon in your device.
 - o Set your device on (Airplane more).
 - o Log in to general.
 - o At the bottom you will find (Reset).
 - o Click on (Erase all content and settings).
 - o Now wait till this process finishes (this process might take approximately two hours) and after process finishes you can sell your device without worrying.

The Best Three Applications to Help You Edit Your Selfies:

App Name: Selfie Photo Editor

Features: to edit skin tone and lighting, to change eye color, to enlarge lips, adding shine to your teeth, plus many filters.

App Name: Face Tune

Features: adding some impressive effects, you can also remove acne from the face, remove red eye, remove unwanted hair from eyebrows or beard, remove under eye circles, editing smile to look prettier, remove grey hair, improving photo lighting and many other edits for the photo.

App Name: Perfect 365

Features: you can edit your photos to look like celebrities; this app allows great options to improve photos that you take, plus many filters.

Comparison between iPhone 6 and Galaxy Note 4, which one is better?

Which one do I chose Samsung Galaxy Note 4 or iPhone 6 plus? A question that is asked a lot these days. Apple took the smart phone market by a storm following the reveal of iPhone 6 and iPhone 6 plus especially with the existence of many phone with strong feature and specifications.



	Galaxy Note 4	iPhone 6 Plus
Weight	6.07 oz	6.21 oz
Screen	5.5 inches	5.7
RAM	1GB	3GB
Internal storage	128 ,64 , 16 GB	32 GB can be increased
Camera	Background 8 Front 1.2 px	Background 16 Front 3.7 px





Union highlight

A senior official in the Bahrain Livestock Company (BLSC) stressed that they implement all the international, local and Islamic slaughtering process and rules. The question is, where are the roles of Human Rights Organization after discovering a huge number of spoiled meats?!

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A senior official in Alba had been asked to prepare the gas contract for Line 6 Project, to be approved by the government before the approval in the General Assembly which will be held in Alba Company on March 1st 2015.

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Bahraini fishermen strike started after the rejection made by the official authorities in the Marine Resource Management to renew the fishermen licenses. Would this strike be the first spark of the fire?

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What is the reason behind the reduction in Bahransisation in the tourist sector to 16%?!

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The Ministry of Labour posted the leadership Photos in various places in Training department, after publishing an article in our newsletter in our newsletter about them.

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The minister of Labour said that 6000 migrant workers entered Bahrain without any medical check-up and some of them have an infectious disease, he is very proud that a few of them were arrested and returned to their homeland, the question is : What about the remaining ?!

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The new leasing law should be reviewed again, as it implemented many of tenants would be homeless.



Our Workers and the Legislative Authority

By: Ghazi Al-Hammar

The working class has struggled for decades in order to achieve their goals of the democratic rights of freedom and welfare of workers. It was the backbone of the changing forces and has headed the struggling national movements. It has a long history of struggle which goes back to the period of The National Union Committee which started in the 1950s. It could gather large and solid base of workers despite the small size of the working class at that time, but it could occupy a pioneer national role at that time, and it headed the resistant movements in the face of the British Colonialism, and represented the workers' demands of freedom and working rights. This movement extended its demands to realize the free Trade Union Work and adhered to its national issues and its independence, and this was approved in the 1970s when it headed the National movement demanding the issuance of a constitution and release of the public freedoms.

Today we are before a new era of struggle, characterized by its new conditions, in the light of the reform project and the political openness and looking forward to the freedom of the Trade Union work. Therefore, our workers have harvested the fruits of their long struggle and today they are required to perform their national responsibilities and to support the reform project towards new era of progress and prosperity as they are the real partners of the national development process, consequently, the Trade Union movement shall be in the heart of the political scene in order to be able to perform its national responsibilities and to reflect its actual social and economic case and to play its real role, which does not mean the politicization of the Trade Union in any way but emphasizing its role and responsibilities towards the national issues which are considered to be part of its social demands. This was shown obviously through the active participant of the workers in the last Parliamentary and Municipal election process as citizens, and they chose their representatives who could protect their rights and achievements under the umbrella of the Parliament, it was a political participation but not politicization. The Parliament granted them the opportunity and they have to prove that they can carry the responsibility in the process of the national development. It was an appreciated step where the Trade Union movement, represented by Bahrain Free Labour Union Federation (BFLUF), meets the leaders of the Legislative Authorities (Shura & Parliament).

This relation with the parliament members has to be strengthened, and its necessary that there should be a definite agenda for the Trade Union in the government programme as well as in the parliament members' agendas. The Trade Union movement has got its own demands and concerns and has to represent such demands before the executive authorities such as the Ministry of Labour and before the other Legislative Authorities for the issuance the laws and regulations that protect the workers' rights and to improve their living conditions , especially the retired workers, as there are many workers' issues which are still unsolved due to the absence of the regulating legislations and laws, despite the individual resolutions of the Ministry of Labour which are not enough to realize a better condition for the Trade Union and does not meet the demands of the different sectors of workers in the different work places from the different sections of the society. For instance, the law of the minimum wages is still unfulfilled, and the regulations of the retirement issues are incapable to realize suitable living condition for the retired. Moreover, there are still no actual representation for the Trade Union movement in so many institutions and authorities related to the workers' affairs, such as the GOSI and the Vocational Training Councils. Another point which is worth to mention here is that the Trade Union's legislation itself is no longer suites the pluralism in the Trade Union movement, and the best example for that is the failure of the Ministry of Labour to create a balance between the two Trade Unions "BFLUF & GFBTU". In the light of these facts, our workers represented in their Trade Union are require to establish acommunication bridges and to activate their role and presence amongst the members of the Legislative Authority and make them aware of the demands and concerns of the working class.

Send us your suggestions, feedbacks and complaints on: omalalba@gmail.com

