



Alba Labour

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A Lecture on "Worker's Rights"



Ali Al Binali, Chairman of Alba Labour Union held a lecture under the title "Worker's Rights & Duties in Bahrain". The lecture was held (Jood).

Al Mutairi, Chairman of ALO



Arab Labour Conference nominated Fayez Al Mutairi as the General Director of the Arab Labour Organization ALO, this came in 42nd session which was held in Kuwait.

Family Day Celebration



Alba Labour Union and the company's management in co-operation with the National Guard held a family celebration on the occasion of 1st of May International Labour Day.

HRH Premier's Court's President Shaikh Husam bin Isa Al Khalifa received Yaqoub Yusuf, Chairman of the Bahrain Free Labour Union Federation (BFLUF), who hailed HRH Premier's directives on following the principle of rotation in representing Bahrain's workers same as adopted by many other countries. (Details page 2)



Prime Minister's Wisdom

Following the Series of Protests.. A Solution For The Social Allowance Was Reached

Alba Labour Union, following continuous series of protests and workers outrage, was able to reach an agreement with the executive management about the BD20 allowance. In the frame of this agreement, it was decided that the social allowance for 2015 will remain as it was the case in the past years. Also, it was decided to provide joint suggestions and recommendations over the next six months. (Details page 10).



WFTU Shows Solidarity With Alba Labour Union



World Federation of Trade Unions (WFTU) issued a solidarity statement with Alba Labour Union (Details page 38).

Al Merbati: Historical Introductions to Understand

Mohammad Al Merbati, Bahraini union activist held a lecture on "Historical Introductions to Understand Labour Unions" where he explained the history of Labour Union (Details page 26).

In this issue: -----

1000 BD bill for two days of data usage!! (22)

London Exchange Market: LME down (30)

Hussam Bin Isa: Adopting the Principle of Rotating in representing Bahraini's Workers Affirmed HRH's Wisdom

HRH Premier's Court's President Shaikh Hussam bin Isa Al Khalifa received Yaqoub Yusuf, Chairman of the Bahrain Free Labour Union Federation (BFLUF), who hailed HRH Premier's directives on following the principle of rotation in representing Bahrain's workers same as adopted by many other countries.

HRH Premier's Court's President highlighted HRH Premier's interest in promoting and developing work environment in line with the development process taking place in Bahrain in various sectors.

He said that adopting the principle of rotation in rep-

resenting Bahrain's workers affirms HRH Premier's keenness to distribute opportunities among various labour sectors.

He praised the efforts of BFLUF in protecting labour benefits and achieving the aspirations of Bahraini labour, which contribute to uplifting labour skills and increasing their productivity.

From his part, chairman of BFLUF praised HRH Premier's support for the federations, promising to work harder to upgrade labour movement in Bahrain.



o Shaikh Hussam bin Isa Al Khalifa

Preparation for the 104th Conference of ILO

The 104th conference of the International Labour Organization (ILO) will be held from 1st to 13th June 2015, in the Palace of Nations in Geneva, in the presence of all the parties. The Conference consists of General Committees and Technical Committees. The General Committee will be held in the Meeting Hall of the Palace of Nations.

The Technical Committee will discuss the reports which are submitted by the Chairman of the conference and by the Board of Directors.

The General Committee will include all the formal procedures of the conference and the Meeting Hall will be used to receive delegations and

guests, including presidents of the states and government. These committees will meet and work concurrently during the Conference till all the reports are finalised which represent the three teams. The final report will be sent with the draft for approval by the General Committee in the Palace of Nations. As ILO member States are aware, the Governing Body of the ILO is continuing its review of the functioning of the Conference with the aim of reforming it. The decisions taken at the 323rd Session of the Governing Body (12-27 March 2015) which affect the 104th Session of the Conference are reflected in this Conference guide, with some details im-

mediately below. Among these was the Governing Body's decision to request the Office to produce a tentative plan of work for the Conference reducing its length to two weeks, without any reduction of substance.

The International Labour

Conference is the ILO's highest decision-making organization. It meets annually in June, in the presence of the tripartite delegations from the Organization's 185 member States.

It is worth mentioning here, that all the meetings will be broadcast live via Internet.



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the opinion's of its writer**

160 Iranian Workers Die Every Month



An Iranian official announced that every week nearly **40** workers die due to the lack of occupational safety in the worksites. He assured that Iranian's Government policy turned the workers poorer. Chairman of Labour Committee, Abbas Dawri said "the rules of workers' safety are not observed and every week around **40** Iranian workers lose their lives in a work related accidents". He added "around one million construction workers don't have social insurance; most of them work in construction and building companies for the Iranian Revolutionary Army". Abbas Darwei clarified" that during the past **36** years, the adopted approach made by the Iranian Government have imposed on Iranian workers and toilers is unprecedented in contemporary history. Al Dawri said the number of the unemployment increased as consequences of these polices and according to the Iranian Statistics the number of the citizens who are able to work is **64** million, while the number of capable working force is **41** million and the number of the workforce in Iran is **21** million, which means more than half of the citizen are jobless. Abbas affirmed that the workforce is less than **24** million which means the unemployment rate is **10%**. and according to the this statistics, anyone who works for a few hour per week is considered as employee and no longer unemployed, but the truth is that the real number of workforce is less than **21** million. He affirmed that Iranian workers organized thousands of protests and strikes in the past years.

100 Workers Protest



Around **100** migrant workers went on strike on **11th May 2015** for not being paid for few months. The workers started their strike from Jiddhafs toward Tashan, demanding for their unpaid salaries. The Ministry Labour Inspection Manager and Trade Union Director Ahmed Al Hayki said the Ministry will start an inspector campaign on all the companies, in order to assure that all the rules are observed and the workers are being paid.

The management is going to stop the social allowance

A protest by Alba workers to maintain their labour achievements



o Workers in front of the management's building.



o Alba workers are rejecting the management's decision.

As the workers are refusing the company's management policy and in response to the management's intransigence and their arbitrary decision against the workers, Alba workers organized a protest in the early morning of Monday 11th May 2015 to stand against the company's management attempt to disturb the workers lives by stealing their rights which they struggled for during last years by attempting to stop BD 20 increments in social allowance.

While raising the slogan "This is a crisis management. The workers' rights are gone" Alba workers expressed their anger towards the locked doors policy the company's management is following and arbitrary decisions seeking to take such as stopping the social allowance increment which the workers are receiving since 2006. The social allowance increment is a right the workers will defend with all their power

considering the difficult conditions they are facing. The workers never expected that their company management will stand against their legitimate rights. The workers feel their rights are lost under a management that doesn't appreciate the workers' honorable history and efforts in Alba. The workers' work efforts are spent to achieve profits that benefits the company and contribute in the development of the national economy. The workers stood up saying: This is feudalism management... The worker right is lost.

With regret on losing their trust in the management and expressing their fear that the BD20 deduction is only the start to a series of deductions the company will start. The deduction policy comes against the king's reform project and his majesty's demands to share profits with the workers. The General Assembly of Alba

Labour Union had a meeting on Sunday 10th May 2015 in union hall to discuss the managerial orientations to deduct and reduce allowances. Alba Labour Union chairman, Ali Al Binali, presented a presentation showcasing Alba efforts workers in increasing productivity. Al Binali discussed the government support for goods and services as Alba workers are denied to benefit from them like the rest of citizens such as anti-inflation allowance and housing allowance which gives the internal allowances a balancing element.

Al Binali compared between the companies under Mumtlakat company umbrella which are 32 company. He pointed out that only three companies are generating profit which are Alba, Batelco, and National Bank of Bahrain. Also, he explained there is a huge difference between the benefits that ASRY workers receive as allowance and privileges compared to what Alba work-

ers get as allowance deductions and further orientations despite Alba profitability.

In addition, Abdulla Al Moeraj, head of media and public relations, stated: "We have earned our social allowance increment since 2006 as BD 20 is added to the worker salary annually plus the annual merit increment which ranges from 5% to 7% according to the internal evaluation for the company. However, the company management is threatening to cancel the social allowance since last year. Al Moeraj added, "We disagree with this decision and this orientation to begin with and don't give up on a well-deserved right". Also, he pointed out that the general assembly members have authorized union board to take all necessary arrangements and procedures and plan for future scenarios that will harm workers' rights. The protest will begin on Thursday from 5.30 am to 6.30 am scheduled every week.

Alba Labour Union protest in front of the management's building.



Bahrain Unions solidarity statements with Alba Workers

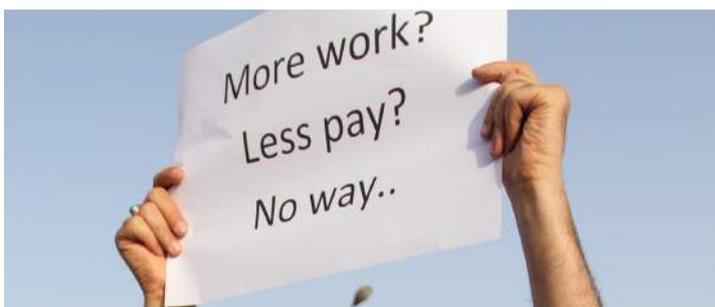
Batelco Workers Free Trade Union

Batelco Workers Free Trade Union expresses its support and solidarity with Alba Labour Union and the workers of Alba demands by their protest in front of union building, which was on the morning of Monday 11th of May 2015, as a result to Alba Board of Directors in stopping the increase in social allowance. We also demands Alba Board of Directors to abandon their decision on stopping the increase in social allowance for their workers that has been given for nearly 10 years and according to the law, it became acquired right that cannot be infringed upon. It is surprising that Alba Board of Directors would take this negative step toward the workers in the light of rising Aluminum prices in the global markets and the increase in the Company's profits in the first quarter of this year by BD 20 million, compared to the same period of 2014. Batelco Workers Free Trade Union stresses on its full support for Alba Labour Union and standing by its side in their union and labor demands.

Bafco Free Union Solidarity Statement with Alba Workers

Bafco Free Union expresses its full support and solidarity with Alba Labour Union and the workers of Alba demands by their protest in front of union building, which was on 11th May 2015, as a result to Alba Board of Directors in stopping the increase in social allowance. We also demands Alba Board of Directors to abandon their decision on stopping the increase in social allowance for their workers that has been given for nearly 10 years and according to the law, it became acquired right that cannot be infringed upon. It is surprising that Alba Board of Directors would take this negative step toward the workers in the light of rising Aluminum prices in the global markets and the increase in the Company's profits in the first quarter of this year by BD 20 million, compared to the same period of 2014. Bafco Free Union affirmed on its full support for Alba Labour Union and standing by its side in their union and labor demands.

Bankers Union Solidarity Statement with Alba Workers



The Bankers Union shows its support and solidarity with Alba's workers in the protest to claim the regular increase in social allowance.

The Bankers Union appreciates the roles of Alba as a leading company in the National economy; therefore it demands Alba's Board of Director to change their mind in stopping the BD 20 of Social Allowance which has been given to the workers since 2006.

Bankers Union stands with Alba labour Union in all actions and steps taken by Alba labour Union in order to safeguard the workers benefits and rights. Finally, for the sake of Alba workers and Alba Labour Union, we request unions' members at Bahrain Free Labour Unions Federation to support their brothers in Alba Labour Union.

DHL Bahraini Trade Union



DHL Bahraini Trade Union expressed its full solidarity with Alba Labour Union, which recently announced a protest against the company's management attempt to get their hands on the earned right of Alba workers. Union stressed that Alba Labour Union demands are legitimate and right, particularly as it comes to the protection of workers' gains that have been achieved through dialogue between union and management in earlier times but unfortunately this dialogue channels were stopped by arbitrary administration. DHL Bahraini Trade Union indicated that absence of dialogue and negotiations between productions parties leads to the deterioration of labour conditions, stressing on the importance of the return of the cooperation between the two sides across all channels. DHL Bahraini Trade Union stresses on their full support and solidarity with Alba Labour Union in their escalating actions to keep workers' rights and their gains. Finally, trade union demands Alba management to sit with union to negotiate in the earliest opportunity to resolve all outstanding issues as negotiation and dialogue are the best and most appropriate way to correct the situation between the two parties.

Bahrain Petroleum Company (Bapco) Free Trade Union of Workers solidarity statement

Bapco Free Trade Union of Workers expressed its support and solidarity with Alba Labour Union and the workers of Alba demands by their protest due to the Board of Directors decision in stopping the increase in social allowance (BD 20).

We also demands Alba Board of Directors to abandon their decision on stopping the increase in social allowance for their workers that has been given for nearly 10 years and

according to the law, it became acquired right that cannot be infringed upon.

It is surprising that Alba Board of Directors would take this negative step toward the workers in the light of rising Aluminum prices in the global markets.

Bapco Free Trade Union of Workers stresses on its full support for Alba Labour Union and standing by its side in their union and labour demands.

Bapco Free Trade Union of Workers
12th of May 2015



National Union of Bahraini Pensioners shows solidarity

With all support National Union of Bahraini Pensioners shows solidarity with Alba Labour Union in their fair stand against board of directors to stop the annual increase of the social allowance which has been given for many years that turned into a legitimate right to the workers that the company cannot neglect. The company bragged few days on newspapers pages by its top officials about the high level of production and the workers outstanding role in achieving profits for the company especially following the increase in Aluminum prices in the global market. It is a very strange unjustified step from the company management as the workers were waiting for appreciation of their efforts and dedication in work they were shocked with the disappointing and sudden decision by the board of directors. National Union of Bahraini Pensioners highly appreciates Alba Labour Union and its struggle on both national and union level as well as its honorable stands to the working Bahraini class. National Union supports the workers with Alba Labour Union and their legitimate demands and praises their civilized protest to keep their rights and demand to cancel the decision of stopping the annual increase for Social allowance. Lastly, National Union hopes that the company management to appreciate the workers efforts and dedication and respond to their fair demands to furtherance the principle of community partnership and good relations between the parties of the production.

Free Trade Union of Foulath Holding Group



Free Trade Union of Foulath Holding Group expressed its support and solidarity with Alba Labour Union in their legitimate labour demands which is guaranteed labour law by their protest due to the Board of Directors decision in stopping the increase in social allowance.

We also demands Alba Board of Directors to abandon their decision on stopping the increase in social allowance for their workers that has been given for nearly 10 years and according to the law, it became acquired right that cannot be infringed upon.

Thus, we stress on our continued support for labour movement for the benefit of workers and enterprises alike without prejudice and injustice to the right of any of the parties.

We would also like to commend the outstanding efforts of Alba Labour Union, which makes every effort in order to maintain workers' gains. Also, we commend the excellent organization which highlights the legitimate appropriate demands without damaging the institution.

Alba workers protest for the third consecutive week

Alba workers continued their consecutive protest on Thursday 21st of May 2015 against the company's management unfair decision to stop the social allowance increment. The workers participated in the protest gathered from 5.30 am till 6.30 am in front the executive management building chanting with denouncing slogans against the sudden decisions the company management is seeking to apply without referring to union. The workers expressed their rejection and resentment to the decision that detract their rights by chanting slogans that were widely heard throughout the area in

front of the management's building. The workers chanted "Unite Unite you workers", "The workers is widely heard in factories and streets", "Approve the twenty it's the workers right since years", "Our gain since years we struggled for the twenty", and "From Carbon to the pot room the twenty is a red line". In addition, the workers were holding pictures of the national leadership and decision rejection banners. At the end of the protest, the workers departed each in civilized manner, ensuring that the next meeting will be on Thursday, to renew claim of rights and usurped the gains.



In Front of Union's Door

As usual and since I started working at Union, I get to work early, waiting to meet workers who want to share their problems with me, complain or explain their cases, my only concerns were to stand by the workers' side, listening to their complaints, trying to solve their problems, trying hard to be as a brother who will help and support them, when they are in need, a brother who deserves workers' trust.

One day, while I was on way to the union, I saw a strange thing laying on the ground and barring my path, I hurried up to see that thing, and when got closer, I was shocked, he was a worker laying down on the ground, for the first second, I thought he was working in the night shift and due to fatigue and weakness he slept here and couldn't go home, I tried hard to wake him but he was sleeping deeply, I waited for a while, and then I shake his shoulder till he opened his eyes, yawning and said, Mohammad, where are you?! Mohammed tell me, is what I heard true?! I asked him with a voice full of sadness and sorrow: are you good, are you feeling well? I told myself he might be one of the elder workers in the company and he felt that the long years of serving the company, has talked his power and health and he no longer able to work. I asked: What is wrong with you, he replied: nothing, then he muttered, I don't sleep at night, neither my children!! I asked him: Why?!

He asked again: Mohammad. Tell me the truth; are they going to stop the social allowance, the BD 20?! Are they going to cancel it?! We had fought and struggled for many years to get it.. My daughters asking me: dad, why do they want to cut your salary, we have many financial obligations and Ramadan is coming soon. Then my eyes were shining with tears, I tried to hide them, to hide my weakness and helplessness, later I heard strong voices, yelling: Mohammad, let's go, let's start the protest, I saw huge number of protesters standing in front of Union's door, it was early morning, the worker stood proudly, as he just returned to life, he stated shouting with his colleagues:

The voice of the workers are loudly,,
You would hear their voices everywhere,,
In the smelters and corridors,,
Our King said; share the profit with your workers

Written By: Mukhles Taha

BFLUF Denounces Alba's Unfair Decision



Bahrain Free Labour Union Federations(BFLUF) denounces the unfair decision made by the Alba's management in stopping the annual allowance which had been given to Alba's workers since 2006 and which is considered as legal right was achieved through the hard struggle of Alba Labour Union.

At the same time, BFLUF denounces Alba management's decisions that affect workers' benefits and their income sources, the decision was taken by one party without referring to worker's representatives and this is considered as violation to the collective bargaining and partnership principles which was founded by His Royal Highness, His Majesty the King through his reform project.

BFLUF also expresses its solidarity with Alba workers and with all the actions which were made by Alba Labour Union in order to stop the management's decision which deprived workers from their rights, BFLUF members will participate in all the actions and events which Alba Labour Union will decide to take, and it advises Alba management to set on one table to negotiate and dialogue to solve the problem.



By : Essam Mahmood

Management and Alba Labour Union Reach an Agreement on the Social Allowance

Aluminium Bahrain (Alba) Management and Alba Labour Union announced that they reached an agreement on the BD 20 allowance, which will be submitted to the Alba Board for approval on June 10, 2015.

As part of the agreement, it was decided that the BD 20 allowance will be granted for year 2015 consistent with prior practice. It was also agreed to develop joint recommendations over the next 6 months to help the company manage cost challenges facing the aluminium industry.

Commenting on the agreement, Alba's Chairman of Board of Directors, Shaikh Daij Bin Salman Al Khalifa stated: "We are pleased to find common ground with

the Alba Labour Union on this subject. We look forward to working with the Union and developing ideas that will sustain Alba for future generations."

Also speaking on this occasion, Alba Labour Union Chairman Ali Al Binali said: "We are happy to have reached an agreement with the company on the BD 20 allowance. I would like to thank the Alba Chairman, Board of Directors and the Management for their constant support and listening to the concerns of the Alba workers. We have a long history of supporting the company and, I am confident that working together with the Management, we will find ways to improve the performance of the company."



o Ali Al Binali



o Shaikh Daij Al Khalifa



o Alba Company

Solidarity Greet

From General Union of Palestinian Workers, member of the General Secretariat elected from the ninth General Conference, a member of the central office of union's unity bloc. I approach you from the editor's family of your newsletter issued in the name of Alba Labour Union, and through the general members of your union and the Bahraini workers and to the free federation who is struggling for its workers and nation, with a greeting of solidarity, respect and appreciation. And I express my pride in the newsletter and the important topics it covers ensuring the importance of being aware, educated,

and trainer in labour rights for our labour movement and its ability to improve its union and national role. I believe your newsletter is characterized from the other Arabic labour publications by diversity of its topics including Arabic and international economic and labour in addition to national topics and local activities of union and federation as well as the general labour movement in Bahrain. I'm very proud in meaningful struggle of the internal call used in your union relation "Comrade" as this call is the true expression of collaboration, solidarity, class struggle between the workers. There is no oth-

er call that has in its aspects the attributes of injustice and discrimination between human beings.

You Comrades are trade unionists and true workers. The prospects are open in front of you and in front of the stalled Arab labor movement to exceed its shortcomings and setbacks. Bureaucracy, isolation and dependence to obey the instructions of the foreign dictations are not our workers calling and it's not going to be eternal, but it's going to change and be kicked to the dustbin of history. The independent unite Arabic labour movement will raise to struggle for workers interest and their historical role and noble desires. Long live Alba, long

live the federation, long live Bahrain, long live Palestine, its people, and general union and the union's unity bloc.

Long live Alba
Long live federation
Long live Bahrain, Long live Palestinian workers and its free federation
Long live Labour unity bloc



o Mahmood Khalifa

o During the meeting



Alba Union Holds the Supplementary General Assembly Regarding the the Social Allowance

Alba Labour Union held the supplementary General Assembly on Thursday, 28th May 2015 to update the workers with Management is decision regarding the BD 20 of the Social Allowance.

Ali Al Binali started the general assembly by appreciating all the workers who stood side by side with the Union, he explained to the workers all the action and procedures that were taken by the Union in this regard. He also reviewed all the escalatory actions and events since the first decision which was made by Alba Management to stop the BD 20 which was being given to Alba workers since 2006 and considered as one of the gains and benefits of the workers.

During the General Assembly, Al Binali clarified in detail all the letters and emails which were sent to Alba Management as well as their response.

Al Binali explained that in the recent meeting, Alba Labour Union and Alba Management had reached an agreement on the BD 20 Social Allowance, in which it will be granted to the workers without any deductions, he added that it was also agreed to develop joint recommendations over the next 6 months. He said that Union's Board will be on the lookout for the management's procedures which will harm the workers benefits. Al Binali called all workers to be ready for any emergency.



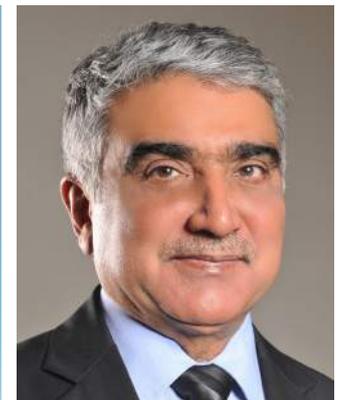
Economic tyranny in disguise of global democracy



\$2.5 per day. The main reasons are as follows: The first reason: Selectivity in Free Global Trade Agreement terms for the benefit of the vast economic powers by exploitation of the free movement of goods and capital and restriction on the freedom for labour transfer as third base in the equation. The second problem is: having borders and restricting people's movement through passports, visas, and the monopoly of geography and goods of the world for certain people and Nations; having borders

is the biggest sin against humanity. The third problem lies in the conversion of tyranny regimes – in the name of democracy and freedom - to institutions. And now we have institutionalized tyranny as a legitimate cover for governments to exercise exploitation and monopoly outside the system of democratic governance. As a result, management overshadowed and amplified leadership in institutions. From this point on, large economies tyranny has been exported through multinational institutions to local institutions in other countries and slavery has been recycled in the forms of employment, restricted work guidelines, and legalized corruption. The fourth reason is:

waste is still at high levels globally, which reaches 73 per cent from the resources that God has given us for the proper utilization. From these four starting points, we saw that the brutality inherent in the human psyche manifested in its worst forms with the collapse of the global financial system. Today, there is 16.5 per cent of the US population, which literally amounts to about 56 million people living below the poverty line in the US. This an example of the strongest economy in the world. Socialism and Capitalism did not benefit people. We are now at the crossroads to find a third global system that respects and protects human rights in concrete and effective method. Great optimism in this direction, but many obstacles ex-



Written by:
Dr. Akbar Jaafari
Conference in
Harvard University

Dr. Akbar Jaafari delivered a speech recently in Harvard conference on the topic "Expanding Horizons". The speech was as follows: Throughout the past 60 years, the global economy failed to improve living standards of the vast majority of human beings. More than one billion people now live in absolute poverty (\$1 in a day), and more than half (57 per cent) of the world population live on

ists due to the presence of elements in the global systems that prevent the right to void, and wrong to right, wherever they saw their role to be away from greed. But we all shall be aware, particularly the vast economies, that God did not draw states border, God did not specify nationalities, and God did not issue passports or visas. But God said: « Was not the earth of Allah spacious» (An-Nis': 97).



Alba Labour Union hosts «To you my country» on the occasion of Labour Day



o During the festival



o Bahrain Musical

Alba Labour Union and the executive management hosted the music festival "To you my country" on the occasion of Labour Day accompanied by Bahrain Musical which was led by Maestro Khalifa Zeman on Thursday evening May 21st at 8 pm at Bahrain Cultural hall. The festival began with welcoming speech from the participants from the Ministry of Labour which was given by Dr. Mohamed Al Ansari, deputy undersecretary, where he stressed on the Ministry's keenness to support labour events.

Then, Mr. Sehel Al Qosaibi, Bahrain Foundation for Reconciliation and Civil Discourage, gave a speech mentioning clear testimonies from reality and circumstances that the institute was launched to create a wise society away from hateful sectarian poisons by dialogue and accepting other opinions based on national basis joining this nation's people as one line coming together for the benefit of this nation. He thanked Alba Labour Union for inviting them and giving

them the opportunity in building the bridges of cooperation between civil society institutes and working together to achieve the desired objectives. Afterwards, union activist comrade, Ghazi Al Hamar, reviewed the struggle of this country's workers in order to gain their legitimate rights of freedom to form union, and the fundamental role played by Alba workers in their continuous quest until the formation that fought, and is still fighting, for a bet-

ter tomorrow. At last, Ali Al Binali, Alba Labour Union chairman, gave his speech which he thanked all participants from the organizing committee, Ministry of Labour, and Bahrain Authority for Culture and Antiquities. He acknowledged Alba Labour Union's continuous support for art and artists of all types based on its diverse events throughout the past year. This festival is just an example for Bahraini workers that Alba Labour Union believes in

conformity and communicating with all the official and non-official institutes and civil society institutes in particular and this is union role in the next few days to support cultural and artistic movement in the Kingdom of Bahrain. The music festival consisted of an art gallery that was built by two union activist's artist, Ahmed Ali Yusuf and Ali Mohammed Janahi. In addition, a labor report by a group of male and female workers within the company was viewed.



Cast-house Management It is Taitan or managerial stinginess?

Lately, workers complaints have increased as the management is lacking the commitment to correct unsafe conditions and situations in the workplace, using "Taitan" as an excuse!! What is "Taitan"? Is it a Bogeyman, just like it was during Mackanzy and other projects? We don't know their secrets and failure only after the executive management demise of and the appointment of alternative?! A workers gets injured in his back when driving production vehicle due to the streets in operations area bad conditions. The management refuses to repair and fix the situation claiming there is no budget and "Taitan" doesn't allow wasting as caring for the worker health is considered to be wasting in this condition. On the other hand, another group complained that management stopped their training courses due to cutting expenses and reducing costs, using yet again "Taitan" as an excuse. However, the general perspective of this management is that they are always pioneer in making defeating decisions such as stop paying overtime hours and replacing it with days in lieu, canceling or delaying training courses, and canceling business trips for some workers. However, the management always complicates the situations and make up excuses towards encouraging decisions such as promotions and financial incentives.

A worker dies as bricks fall on him by mistake



An Asian worker died in one of the factories in Dry Dock area. According to the details, as the workers were working building a building for the factory, meanwhile, their colleague was carrying a large load of bricks in the crane «Excavator» and by mistake he unloaded the bricks on the worker who is working at the bottom which caused him serious injuries. All the rescue attempts that was done by the people in the site weren't successful resulting in the worker death sustained by his injuries. The security authorities began their legal procedures and cordoned off the site with yellow tape; to facilitate the work of the crime scene, with reservations on the worker whom caused the accident.



By: Fatima Hamza

All things could be split in half, however, not every half is the complete part to the other one as there are halves that are completely opposite each other. We recall at least three examples of this type of "Halves" that are completely opposite in essence and significance. The first example is half-solutions, if we are trying to solve a problem we address it partially, with half a solution or a quarter of the solution. What we do, in this case, is not a step towards the radical comprehensive solution. In fact, it is an obstruction to it, as half a solution is a camouflage to the real problem essence and escape from it to some of its manifestation instead of solving it. Some say if radical treatments for the problems

Half of things

proved to be difficult then temporary solutions or partial solutions are necessary. However, this view is not perfect unless who is doing the temporary solution is aware of the problem's essence and is working towards finding the final solution to it, even if some calming actions and reducing the symptoms were used just like the doctor that gives the patient pain killer knowing that the treatment of the illness is in another medicine not in the pain killers. The second example is half intellectuals and there are many in our society as they surpass the actual real intellectuals to the point they are considered to be a burden as they contribute in vulgarity

of the intellectual culture without improving it. A half intellectual is someone who exaggerates his/her achievements and confers himself praise that is not deserved.

The distance between the intellectual and half intellectual is not like mathematic equation: one minus half = half. It is more like the distance between the earth and the stars, as the real intellectual is assigned to a permanent concern and search for the truth, while half intellectual is assigned to the prosecution, bravado, and false prestige. The third example is a half-truth,



Dr. Hasan Madan

when talking about certain events and facts, however, without telling the whole truth. We are not lying when telling it, however, we are not saying everything. A half-truth doesn't please a person, it frustrating as it gives the illusion that this is the whole truth. According to one writer, telling half-truth and neglecting the other half is worse, not better, as it lead to harmful and misleading denial.



Photographed by: Khalid Mohamed

Alba Labour Union Statements Regarding the 20 BD of Annual Allowance

Statement No. 3

The Executive Management at Alba are trying to exaggerate the value of BD 20 and ignoring workers' demand. Although the increment of BD 20 is considered as a petty cash compared to the other burdens of life, such as the education expenses. Nowadays the workers' burdens are increasing, where they have to pay high fees in order to educate their children, which lead them to lay off their important needs just to bear the education expenses of their children.

The school fees and other costs are increasing dramatically each year, from at least BD 200 and more than BD 400 which are not supported by the workers' salaries, forcing the workers of Alba to borrow money just to cover the financial expenses for the payment of school fees and this is the reason behind the workers' insistence to reduce or deduct their allowances and benefits, where these expenses force the workers to take loans from the banks to cover the cost.

Even when the worker's children graduate from the school, the expenses of studying in university add enormous difficulties on the worker's budget and make his ability to afford the university costs for his children in need of tough decisions among which depriving some of them of university education.

Although the company's management has a project to bear the costs of the educating one of the worker's children, the limit of the amount which is BD 1000 is not in line with the real costs incurred by the worker, in addition to that the program only supports the worker just once for educating one of his children, and therein lies the dilemma in covering of the cost of rest of the worker's children.

One of the executive officers said that the BD 20 is not a demand of all the workers and that only a few dozens of workers protested in order to demand it, where the luxury cars of Alba workers in the parking areas prove that the workers do not need another BD 20, he added that Alba Labour Union is behind this demand and protest and they want only to inflame the labour movement.

We say to this officer that workers in Alba have bought their cars and no one gave it to them as a gift, we ask this officer, what are you doing in Alba and what about your car that Alba company has provided you?! Is your job just to watch the workers' cars in the parking areas?!! Instead of participating in the production process?!

Statement No. 2

Alba Labour Union had a meeting with the Executive Management on Thursday 14 May 2015 at 2:30 pm, regarding the annual increment of BD 20 which has been given to Alba's workers since 9 years. The Executive Management expressed its willingness to end the protests, which are organized by Alba Labour Union every Thursday, in return of taking an appointment to meet Chairman of Board of Directors once he is back to Bahrain.

According to its sources, Executive Management said that the number of the protesters did not exceed 30 workers, while the Union's responded "even the number of the protestors was less than 10 workers, the management should reconsidered its one side decisions and should not touch the workers' rights and benefits.

A proposal was raised by the Executive management to arrange negotiating between workers and Chairman of Board of Directors regarding this allowance management will propose to give the workers BD 20 only once and stop it for coming years.

The Union has demanded the Executive Management to change its mind and never ever think about such solutions, because it is considered as depriving the workers from their rights, therefore the Management's proposal is very ridiculous and reflect the truth about the Executive management, where they don't understand the importance of BD 20. The meeting was attended by Alba's CEO Tim Murray and Alba's CFO Ali Al Baqali, where nothing was achieved. Accordingly, Alba labour Union calls all workers to protest on Thursday 21st May 2015, at 5:30 am to convey our voice.



Alba Labour Union Statements Regarding the BD 20 of Annual Allowance

The following table shows the fee increase in some private schools of Bahrain for the academic year 2014 - 2015 for 12th grade. The increase percentage varies each year from 5% to 13%.

The schools with the highest increase are: Middle East school, Al Eman School, Shaikha Hessa Girls' School, The international School of Choueifat, Abdul Rahman Kanoo International School, Hawar International School, and Al Raja School.

The schools with the least increase are: Al Salam School, British School, and Modern Knowledge School.

In the light of the increase in school's fees, Alba worker who has been deprived of his BD 20 is the one affected as it will increase the burden on him and it will affect his family too.

Despite the increase in private school fees in 2015, Alba management is seeking to stop the annual social allowance for the workers' which they have been receiving since 2006.

Alba Labour Union Statements Regarding the 20 BD of Annual Allowance



Statement No. 6

The Executive Management deals with the BD 20 of the annual allowance that has been added to the workers' basic salary since 2006 as if it was an excessive welfare allowance to the workers and not a way to solve the problems of inflation and the high cost of food products. AS the prices of food products are increasing annually and rapidly, without a way to control this rise with the fluctuation in currency exchange which affects all imported food products. On the other hand, the price of all the imported agricultural goods have been dramatically increased due to the political circumstances in Arab countries and due to the high cost of transportations that led to shortage in the agricultural products and rise of the price significantly to be more than double in some products. The study which was carried out by Bayt.com and You Gov Siraj showed that the living cost in the Gulf countries raised by 24% in the past 12 months. The irresponsible policy which applied by the Executive Management's against the raise of food products prices aims to make workers' pay their food bill without any compensation in their salary and this goes against the Executive Management propaganda which always speaks about its care for the workers and their welfare; as how Alba can manage an external charity program of BD 1 million, while it works on reducing the purchasing value of workers' salaries.

Statement No. 5

One of the official said that Alba is similar to Asry and there are no differences between the two, moreover, working in Poot Room and Reduction department is similar to repairing and maintenance ships, where also the profits, production and fatigue are similar. Since the establishment of Alba and till today, everyone knows about the harsh conditions and the dangers of working in Alba, where the workers often don't eat their meals, which leads them to feel the fatigue, in addition to the hot weather in the smelter, where the temperatures may exceeded 45°C, and the heat of the metal might be more than 900 °C. In order to protect the workers from metal splash, Alba has provided the workers with heavy and thick uniform that increases the body temperature of the workers. This in turn leads the worker to change his clothes and uniforms more than twice daily, during his working hours, due to amount of sweat being absorbed by these uniforms. All these circumstances make changing their clothes a necessity. Due to the Aluminium dust and its dangers on workers' health and lives, it is very important for Alba's workers to wear masks in order to protect themselves from fumes, which adds more difficulty to the workers to breathe properly, especially in the hot and very humid weather. We have to mention here that Alumimium is melting with very high electrical current that causes many diseases for all those working nearby, so the question now is "why doesn't this official compare the salaries of Alba workers with that of the other smelters in Gulf?! And he should also take into consideration that all these workers are not nationals, and most of the citizens in the Gulf countries don't work in smelters. Therefore, the Executive Management of Alba must explain and clarify to this official the difference between Alba and other companies, especially when he mentions the names of other companies, which he had headed and he strongly believes that there is no differences between Alba and Asry. Hence Alba Labour Union will go ahead with the protest on Thursday 28th May 2015 from 5:30am to 6:30am, against the decision of stopping the increment of BD 20 to the workers' salaries, which has been the practice since 2006.

You Want To Change Alba To A Jungle!!!

Everyday an official calls us to threaten in the name of another official who is currently out of Bahrain to say he has connections and he is capable of canceling the twenty dinar increment that was added to the salary annually since 2006 without referring to anyone. Afterwards, this official requests union to be careful while comparing the financial results of Alba with other companies as the current financial results are the reason for deducting the twenty dinars increment. The strange thing is, this official is the one who complained about his boss being unfair in comparing Alba's profits with smaller companies whose profits are not more than a car agency. Union cannot go along with the management in any scheme that doesn't give the same results, that former chairmen were giving and the twenty dinars is not just a gained right, but it is an example the workers prove their adherence to the labour achievements they went through so many struggles to obtain it. If the executive management is seeking a vital role in the company, then they have to improve production methods and means, so that it will benefit in reducing costs and improving production, which will add value to the company and the workers. It is not the management's only role to play smart on the workers claiming this will bring benefits to the Board of Directors. Is it not chivalry, that this official would lay his hands on the worker's achievements and allowances which were present even before he was hired in this position? Are you going to include in your C.V that you clashed with the workers in Alba for the twenty dinars issue and took away their money? We don't know why the executive management forgot what the workers have done and sacrificed and how the executive management's aim becomes limited in eliminating the labour achievements instead of improving production and the worker's conditions. There is no doubt that this is the jungle the CEO wants to launch in Alba where the strongest (CEO) eats the weakest (the worker) and this is what the executive management in Alba is enforcing while snatching away the workers' rights. Accordingly, Alba Labour Union confirms its commitment to the weekly protest on Thursday 21st May 2015, at 5:30 am to 6:30 am.

Table shows food Price in the Local Market for 2014 & 2015, it was attached with statement no.6, done by Bayan Al Mualaem:

percentage	Price in 2015	Price in 2014	Weight/ Unit	Food Items
30%	1.300 BD	1.00 BD	1 Kg	Meat
20%	1.200 BD	1.00 BD	1 Kg	Chicken
55%	0.650 Fils	0.420 Fils	1 Kg	Flour
45%	1.450 BD	1.00 BD	1 Kg	Safi fish
30%	1.950 BD	1.500 BD	1 Kg	Shaire fish
30%	7.200 BD	5.500 BD	1 Kg	Hamour fish
15%	7.900 BD	6.800 BD	2.5 Kg	Nido milk
30%	0.500 Fils	0.390 Fils	1 L	Al Marai milk
15%	2.490 BD	2.175 BD	1900 Kg	Rainbow milk
20%	1.595 BD	1.290 BD	500 g	Puck cheese
25%	0.925 Fils	0.757 Fils	227 g	Chesdale cheese
20%	1.980 BD	1.600 BD	1.8 L	Oils
30%	0.375 Fils	0.290 Fils	1 Kg	Tomatoes
30%	0.625 Fils	0.490 Fils	1 Kg	Cucumber
40%	0.700 Fils	0.500 Fils	1 Kg	Carrots
30%	0.390 Fils	0.300 Fils	1 Kg	Potato
20%	0.325 Fils	0.275 Fils	1 Kg	Onion
25%	1.100 BD	0.890 Fils	1 Kg	Apple
60%	0.390 Fils	0.250 Fils	1 Kg	Orange
7%	26.390 BD	24.750 BD	20 Kg	Basmati rice
30%	2.800 BD	2.150 BD	10 Kg	Sugar
85%	0.315 Fils	0.170 Fils	1 Kg	Salt
52%	1.75 BD	1.15 BD	30 Pieces	Bahraini Egg
15%	3.750 BD	3.290 BD	3 Kg	Tide

Table shows the increase in private school fees for grade 12 in 2013 and 2014, . the table was attached with Statement no.1, done by Bayan Al Mualaeem:

Percenta	increase	fees for 2015	Fees for 2014	Name of the School
7%	275 BD	4225 BD	3950 BD	IbnKhuldoon National School
7%	243 BD	3823 BD	3580 BD	Bayan School Bahrain
9%	302 BD	3732 BD	3430 BD	Al Naseem International School
10%	317 BD	3603 BD	3286 BD	Al Hekma International School
11%	227 BD	2306 BD	2079 BD	Abdul Rahman Kanoo International School
11%	290 BD	2920 BD	2630 BD	Hawar International School
8%	174 BD	2214 BD	2040 BD	Al Noor International School
11%	260 BD	2560 BD	2300 BD	Al Raja School
8%	181 BD	2350 BD	2169 BD	Modern Knowledge School
10%	190 BD	2050 BD	1860 BD	Arabian Pearl Gulf School
13%	230 BD	2000 BD	1770 BD	Middle East Schools
13%	250 BD	2200 BD	1950 BD	Al Eman School
12%	370 BD	3450 BD	3080 BD	ShaikhaHessa Girls' School
11%	390 BD	3920 BD	3530 BD	The International School of Choueifat
5%	180 BD	2857 BD	2677 BD	Al Salam School
5%	270 BD	6726 BD	6456 BD	British School

Gulf Air union held its general assembly meeting

National Labour Union of Gulf Air held its general assembly meeting in the company's headquarter. They discussed and approved the literal and financial reports for 2014. Then, the action plan for 2015 was discussed, and it involved raising the loans from BD 300 to BD 600 that union offers to its members without benefits. Also, the worker's

fund was proposed, to help union members in case of emergencies making them in need of a financial support. One of the decisions made in the general assembly meeting was to raise the monthly deduction from BD1 to BD 2 seeking union's full independence in financial resources and investing it in achieving union's vision. A part of the action plan is

to organize workshops and educational activities. The general assembly demanded to stop the announcement on airplane crew regarding the sick leaves and improve their allowance and basic salary. In addition, the members decided on the subject of EDS workers history to join the company. Another demand was to return workers tickets as they were in the past and

improving health insurance for low grade workers. Moreover, heat allowance for engineers during summer months was re-raised. Among the very important topics by the workers was the fund contribution for them. They hoped the management would take this demand into consideration because of its moral incentive to raise productivity just like any major national company.



o Chairman of Alba labour Union, Ali Al Binali



o The attendance

National Society (Jood) Receives Chairman of Alba Union

Al Binali: Society Development Is Based On the Productivity Forces and the Relations between Them

There Is Different Between Capitalist and Mediator



o Atya Allah Ruhani



o Amal Al Suwaidi



o Ghazi Al Hammar



o Worker from Gulf Air

Ali Al Binali, Chairman of Alba Labour Union held a lecture under the title "Worker's Rights & Duties in Bahrain". The lecture was held in National Constitutional Society (Jood), on Monday 4th May 2015. Al Binali extended his appreciation to (Jood) for hosting such successful lectures.

The lecture focused on the concept of the Labour Union Movement and its role in solving disputes between the worker and the employer since the beginning of life on

this Earth till the present, and what is the consequences of this concept such as social development, new social patterns i.e. slavery, bourgeoisie, and classism until communism.

"Open Ownership" And the Stages of Earning the Living

Al Binali said that the human-ity have passed through five stages, the first stage was the "Open Ownership", where everyone's concern was only

to obtain his daily living, depending on hunting and agriculture, in this stage all people were equal, and there were no class differences, and there was no head for the troops to manage the troops affairs at that time.

After that Ali Al Binali discussed "the Historical Division", describing this stage as the most important stage of societies' development, where the development of societies was connected to the production relations and the production forces and

parties. Where he described the relationship between the worker and the employer as a relation of "exploitation", where the employer always used to exploit the worker's talents and time in order to produce a product that has a value, where it was a type of "Slavery".

Al Binali explained in the lecture the industrial relationships and the meaning of "capitalism", where he explained the conflict between employers, which is focused on the industrial relations be-

A Lecture on "Worker's Rights"



o Ali Al Binali



o Working women

tween unions and employers, and that the class dispute is a good example of introducing any labour union activities as it is the result of the conflict that occurred in any society.

The Relations of Production Power

Al Binali explained the Power of Production, reasons for development, social phenomena, dialectical materialism that man has no any relation with, which are result of supernatural powers, as everyone develops finds that everything around him also has developed in a surprising way, for example the technological development in broadcasting and how it widely spread nowadays.

The problem of Capitalism

Al Binali pointed out that the real capital is who owns the labour, goods, and the raw materials for the production processing, and that is the real problem of the Capitalism which is represented many Contradictions as the result of the accumulation of values, which is the added value on the original price of the products. The roles of Unions appear here to reduce the size

of such contradictions, where it concerns on reducing the worker's suffers, and helping them in obtaining their rights and benefits such as the social and compensations rights that will improve his standard of living that equals his effort in work. Therefore the role of Labour Union is to solve disputes between the worker and the employer in order to improve the productivity.

Office of the Industrial Relations

Al Binali defined the "Office of the Industrial Relations" which is an office to manage the negotiations between the Labour Unions and the company. He also defined the "Union" and said that the real aim of the Union is to improve working conditions and environment. The new worker may wonder and asks himself: How can I be promoted? How my salary will be increased? How can I be trained? How to obtain a housing unit? How to reach the top?...Unfortunately, all these questions are still has no answers.

Justice

Justice is a very important point for workers, because

when the worker reaches to a point where he hates the workplace, he may damage his workplace, and as a result the employer may loss, so they are trying to open dialogues with workers, even if the dialogues was false and not serious. In the past, the manager used to select the workers who deserved to get the promotions, but now there is interview for the non-supervisory to get higher grade, the interview must be attended by the HR manger, Department manager, and assistants and accordingly the decision will be lost.

While for non-supervisory grade, nowadays there is a skill Matrix system, where the 10% increment is given based on the workers' skills and so the average wages in Alba is about BD 1500.

Annual Evaluation

The Annual increment in Alba is 7%, where 2% goes for the late attendance, 2% goes for the Sick leave (shall not exceed 16 days) and the reaming 3% goes for supervisor and superintendents' evaluations every 4 months.

Alba workers are greatly committed, not due to the finan-

cial difficulties, but due to the "Competition".

Previous situation and the margining policy

Until the year 2009, Alba used to sell the product in the form of ingots with little profit, then the French CEO "Louranth Shmiet" asked the management to change the previous strategy, where Alba started selling Aluminum of high quality for the Vehicles companies, this increased the profit from \$40 to \$ 300 per ton. Therefore, these were Alba's strategies at that time, instead of decreasing the worker's salary to reduce the costs; they improve the productions to gain more, which will benefit all.

Questions

Finally discussion was opened and the first question was: What is the aim of Unions pluralism in the one institution? Does this benefit the worker? The answer was that the worker is the one who chooses the union that will represent him and shall defend his rights, away from political societies, which prefer their interests on the worker's interests.

Worker's Problems

BD 1000 bill for two days of data usage

The Telecom Company which calls its self «Wonderful World» didn't respond to the problem

Few months ago I was shocked with BD1000 bill for data usage due to my travelling to Qatar for two days on 1/1/2015. The biggest shock was knowing I have had to pay this huge amount, which I was charged without warning and prior knowledge, in period of 4 months and pay 30% of total bill amount. Prior to my travelling I had paid all my bills to the Telecommunication Company that boasts itself with its "Wonderful World", which wasn't wonderful to me at all. I was shocked when I came back home with this huge amount that I was charged with though I have been a customer for 10 years and pail all my bills on time. When I tried to meet the managers of the company all my attempts ended in failure. I wasn't allowed to meet any manager and I didn't receive any cooperation from the company's staff. I directly went to Telecommunication Reg-

ulatory Authority, which is the body that protects the rights of consumer's. However, their procedures weren't any less complicated from that of the telecommunication company. The authorities asked me to send an email explaining my problems without letting me meet with any manager. The response to my complaint was only through a phone call one month later. The amount I was charged is huge as this company charges much more for data usage compared to other telecommunication companies in Bahrain. Here I wonder can a telecommunication company charge users with whatever it wants?? How this company can disconnect phones lines if the billed amount would reach BD 10, yet would allow the bill to reach BD1000 without disconnecting the line??

I appeal To Whom It May Concern in the company demanding to cancel or lower the amount that I was charged unlawfully and I wish that will not happen to anyone else. Worker (F.A.A) Complaint number: 36844868 / All my information are with the newsletter editor. In turn, Alba Labour Union newsletter team contacted Telecommunication Regulation Authority and they responded as the following: The procedure that is being followed here in TRA is to file for complaints through emails or online through the website and attach copy of CPR and all the required documents. The, TRA will investigate for two weeks and will respond to the complainant via a phone call. A person can appeal on the result again, if not satisfied. Upon asking the TRA regarding the number of

complaints they have received similar to this worker complaint, they responded saying they receive a large number of complaints without knowing their type to calculate the number. TRA also added that the telecommunication law gives the telecommunication company the right to follow up with the case and solve it in 60 days before the authority steps in and investigates, this law is applied to all complainants. Alba Labour Union newsletter team made several phone calls to the relevant telecommunication company "Wonderful World", however, there was no comment from their side on this issue. Following several strenuous attempts the company promised to respond to this case, yet till this day we did not receive anything!!

From Date	To Date	Subscriber No	Bill Type	Charge Type	Description	Amount
01/01/2015	31/01/2015	36844868	0	0	36844868	
01/01/2015	30/01/2015	36844868	02002	15:47:33	30 FREE CALLS	0.000
01/01/2015	30/01/2015	36844868	02002	24:49:14	35 FREE CALLS	0.000
01/01/2015	30/01/2015	36844868	02002	17:07:49	0 FREE CALLS	0.000
01/01/2015	30/01/2015	36844868	02002	18:30:06	1091 FREE CALLS	0.000
01/01/2015	30/01/2015	36844868	02002	22:53:13	458 ROAMING DATA	3.243
01/01/2015	30/01/2015	36844868	02002	09:47:53	1650 ROAMING DATA	35.134
01/01/2015	30/01/2015	36844868	02002	16:55:34	511 ROAMING DATA	3.670
01/01/2015	30/01/2015	36844868	02002	11:25:34	360 ROAMING DATA	2.555
01/01/2015	30/01/2015	36844868	02002	17:05:40	1380 ROAMING DATA	9.844
01/01/2015	30/01/2015	36844868	02002	13:34:58	170 ROAMING DATA	0.832
01/01/2015	30/01/2015	36844868	02002	13:58:05	60 ROAMING DATA	0.432
01/01/2015	30/01/2015	36844868	02002	13:05:23	330 ROAMING DATA	2.378
01/01/2015	30/01/2015	36844868	02002	15:08:03	14910 ROAMING DATA	107.457
01/01/2015	30/01/2015	36844868	02002	25:55:44	2850 ROAMING DATA	20.545
01/01/2015	30/01/2015	36844868	02002	17:42:04	1380 ROAMING DATA	9.944
01/01/2015	30/01/2015	36844868	02002	17:01:24	900 ROAMING DATA	6.444
01/01/2015	30/01/2015	36844868	02002	21:56:45	1770 ROAMING DATA	13.754
01/01/2015	30/01/2015	36844868	02002	23:09:49	750 ROAMING DATA	5.000
01/01/2015	30/01/2015	36844868	02002	19:49:19	90 ROAMING DATA	0.640
01/01/2015	30/01/2015	36844868	02002	23:33:16	150 ROAMING DATA	1.000
01/01/2015	30/01/2015	36844868	02002	23:32:00	9000 ROAMING DATA	29.000
01/01/2015	30/01/2015	36844868	02002	23:45:01	8500 ROAMING DATA	61.000
01/01/2015	30/01/2015	36844868	02002	00:02:23	2760 ROAMING DATA	19.197
01/01/2015	30/01/2015	36844868	02002	00:38:16	12240 ROAMING DATA	88.437
01/01/2015	30/01/2015	36844868	02002			1.391

o The bill

رغم انهما :
 شركة الاتصالات التي يتم التعامل معها :
 اتقدم بطلبني هذا الذي يتضمن شكوى على ما لحق بي من ضرر نفسي و مادي بسبب زيادة كبيرة في قيمة فاتورة الاتصالات حيث قمت بالسفر الى قطر لمدة يومين فقط و تفاجأت لذي قدومي للبحرين بتخطي الحد المعقول حتى بلغت الفاتورة الى 1,024.192 دينار بحريني
 ثم قمت بزيارة شركة الاتصالات (زين) للتحري عن المشكلة بخصوص مبلغ الفاتورة و طلبت نسخة من الفاتورة و طرح دوافع الاسباب عن صدور الفاتورة بالمبلغ الذي ذكرته الذي يستحيل أن تصل قيمة المكالمات والخدمات بقيمة هذا المبلغ فأجابوني : بأن ليس لنا دخل بالمبلغ ولا التسعيرة وتم قطع الخدمة بدون اي مقدمات رغم انني ملتزم بالعمد من تاريخ 2013/08/13
 اتوجه اليكم بحق الاتصاف لي و النظر في موضوعي حيث تم ارفاق ما يلي :
 - نسخة من فاتورة الهاتف لشهر
 - نسخة من البطاقة السكانية

o Example for the letter the worker submitted

Working Women in Alba

The role of a working woman in our society has been highlighted during the previous years with regards to all the difficulties and hardships a woman faces, in addition to all the responsibilities on her shoulders. As one of the leading smelters in the world the feminine workforce in Alba has begun to increase in the recent years as a result of encouraging, supporting and providing equal opportunities to the working women of our society. In a male dominated environment such as a smelter, the minor proportion of female workers should inevitably receive certain benefits in order to support them in a robust working environment. One of these

benefits was recently allotted such a segregated car parking space with parking slots for women only.

The ladies car park was created to make it more convenient for the female workers to park closer to the gates and be able to access the entrances they don't have to walk across a long distance over the entire parking lot. However, recently there have been several complaints pointing out that male workers have been misusing this knowingly and parking in the ladies parking area.

A meeting was held on the 07th of April, 2015 between Alba Labour Union and Alba women in order to find solutions for this is-

sue. Several points were taken into consideration such as night shift male workers occupying the car park, early arrival timing of male workers and proper monitoring of the ladies car park. The two main solutions that were concluded were firstly, informing ALBA ladies to attempt leaving earlier in order to be able to find suitable parking spots and secondly, union agreed to co-ordinate with security in terms of appointing one security officer to patrol the area and monitor the entrants in the morning period. Females should be respected and privileged as opposed to restricted and conflicted!

Passport Renewal

The expatriate community was in for a shock when they learned that the HR department have stopped paying the Passport renewal fees which has been the practice since the past 25 years or more, as the passport renewal, which occurs just once in 5 or 10 years, the fees for of about BD 31 which we feel is not going to save a very big amount in the budget, has been withdrawn without the knowledge of the workers and without any consultation or discussion with Alba Labour Union. This was a facility given before and now the workers are required to bear the cost from their pockets. When confronted the Hr department just say that it was part of the saving plan called Titan.

Stranger should be polite !



Accidents and Injuries during the Month of April

Date	Place	Details of the accident	Notes	Evaluation	Results of the investigation
2/4/2015	Marketing Ship Yard	While the contractor employee was driving a forklift to lift Aluminium bundle a foreign body went into his right eye causing the pain/trauma.	Emphasized on wearing proper eye protection during dusty weather.	Minor Injury	the accumulated dust on the bundles flying on by strong wind causing the eye irritation to the driver
10/4/2015	Reduction Line 1-3 Tilting Station	The operator was walking at the entrance of Tilting station room 6, suddenly felt foreign body (dust) in the lift eye causing mild irritation and redness. so the employee was sent to alba medical for treatment.	Emphasized on the management to ensure the employees are properly complying to Personal protective equipment.	Minor Injury	Due to dusty weather small particle were flying.
12/4/2015	Process & Quality Control Room 1	The worker was taking metal sample measurement from reduction cell, he insert the sampling ladle, suddenly metal splash metal penetrated between his trouser and the spatcausing small burn in his leg.	Advised the reduction line management to follow up on floor repairing and review the weight of the sample spoons	Minor Injury	The employee lost his balance due to uneven floors the weight of the sample spoon
15/4/2015	Operation Support Services Line.4 Room 7	While the contractor employee was working on the reduction cell 7142, his spanner fell-down in the basement. Due to long distance of stair case to access the basement.	Emphasized on providing safe access stairs close to the gates to avoid long distance walking	Lost Time injury	There was no access to the basement and to avoid long distance access, employees use the sandy way.
16/4/2015	Reduction Maintenance Line.4 PTA Garage	While the employee was dismantling the bucket by using impact wrench, his finger squeeze between the grab plate and impact wrenches, his finger get minor bruises.	Recommended to provide anti slippery rubber mat to avoid slipping and tripping.	Minor Injury	Poor Catering planning management and organization of work to satisfy the demand.
16/4/2015	Human Resources Al-Dana Restaurant	While the employee delivering the dishes for catering he slipped on wet floor causing him to fall and break the dishes on his hand causing minor cut to his hand,Immediately.	Advised the responsible management to provide anti-slippery floor mats to avoid slipping in case of unconsciously water and soap spillage	Minor	Found that the floors were wet due to work load and limited timeframe to coop with demand which causing slip and trip hazard.
26/4/2015	Calcining & marine Coke Cooler.2	While the operator was helping the Mechanical Maintenance to rectify breakdown, and due to strong wind at that day, dust flew and penetrated his eyes causing irritation and redness.	Emphasized on ensuring the regular housekeeping is take place and review the usage of personal protective equipment.	Minor	Found the Housekeeping of machine was poor due to lack of management monitoring.
27/4/2015	Calcining & marine Coke Cooler.2	While Electrical Technician was attending break down, he got some dust blown on his face due to windy weather, he felt redness and irritation in his eyes.	Emphasized on ensuring the regular housekeeping is take place.	Repetitive injury incident	Found the Housekeeping of machine was poor due to lack of management monitoring
29/4/2015	Carbon 3 Rodding 3 Induction Furnace	Contractor employee was assisting operator to remove partially frozen cast iron thimbles, while lifting, his figure caught between the hook and the shackle causing minor abrasion injury.	Union Representative advised the management to closely track the contractors competency	Minor Injury	Found that management are not ensuring the competency of the contractors skills prior.

Heat Stress

Many workers spend some part of their working day in a hot environment. Workers in construction projects, near by furnaces, out door, and workshops. Face hot conditions that pose special hazards to safety and health. Heat stress or heat exhaustion and the more severe heat stroke can occur, and may result in death. The following references aid in recognizing and evaluating hazards in the workplace.

Factors Leading to Heat Stress

High temperature and humidity, direct sun or heat; limited air movement; physical exertion; poor physical condition; some medicines; and inadequate tolerance for hot workplaces.

Symptoms of Heat Exhaustion

- Headaches, dizziness, lightheadedness or fainting.
- Weakness and moist skin.
- Mood changes such as irritability or confusion.
- Upset stomach or vomiting.

Symptoms of Heat Stroke

- Dry, hot skin with no sweating.
- Mental confusion or losing consciousness.
- Seizures or fits.

Preventing Heat Stress

- Know signs/symptoms of heat-related illnesses; monitor yourself and coworkers.
- Block out direct sun or other heat sources.
- Use cooling fans/air-conditioning; rest regularly.
- Drink lots of water; about 1 cup every 15 minutes.
- Avoid caffeinated drinks, or heavy meals.

Controls

Ventilation, air-cooling, fans, shielding, and insulation are the major types of controls used to reduce heat stress in hot work environments. Heat reduction can also be achieved by using power assisted tools that reduce the physical demands placed on a worker.

What to do in case of Heat-Related illness

- Move the worker to safe and cool place shaded area of office.
- Call others for help and Call Emergency call center for help
- While waiting for help to arrive loosen or remove heavy clothing:
- Provide cool drinking water and sponge the person with water.





Mohammad Al Merbati

Historical Introductions to Understand Labour Unions (2-1)

The Beginning of the Labour Movements in Islam

Unions were formed and begun Under Political Effects

The historical mission that distinguished the working class and social productive classes, through the stages of historical development, have originated from its nature as classes which makes life, producing material, as one of the most fundamental components of continuity in this life and these productive forces become producers, which produce thought and minds along their craft innovations, we cannot imagine these creative achievements would be produced without the mind and thought, as such innovations are considered to be as fruit of this thought, as Ibn Khaldun says in his book The Muqaddimah (known as Prolegomena in Greek), therefore we find that the productive forces have always been providing not receiving, in the other world these productive forces live to serve the others. It is the only class which always endure most of the life burdens,

and it has been throughout history the fuel of all historical civilizations. So it believes in the idea of freedom without sovereignty, in attempts to remove obstacles in its historical development.

This Universe has contained inside it self the energies of millions of people from different classes, slaves, peasants, craftsmen and workers. The great witnesses of the historical civilizations, which we admire today, represent the efforts of those classes, and the production of that enormous energy which had been spent in building this great civilization, which some of them still miracles for science and Architectures nowadays, and the Islamic civilization evidences which still stand firmly over centuries, nothing to say, but it had been made by great people.

These great cultural achievements were the major cause of

the Arabs' and Muslims' interest for these productive social forces, that should be respected and appreciate their work and production as a cultural and military necessity, and this was first when Imam Ali bin Abi Talib sent a historical document to Al-Ashtar Al-Nakha'i, when the late was appointed as the governor of Egypt, in which he write: " know that people are divided into classes, where no one can live in loneliness, , some of them are soldiers, others are writers, judges, others are labourers, craftsmen, Muslims and non-Muslims, soldiers take care of the security, and peasants and craftsmen cannot perform their work without the protection of the soldiers, and both of these classes need the judges, workers and writers and all of them need the merchants who provide materials and bring to the country good and materials.

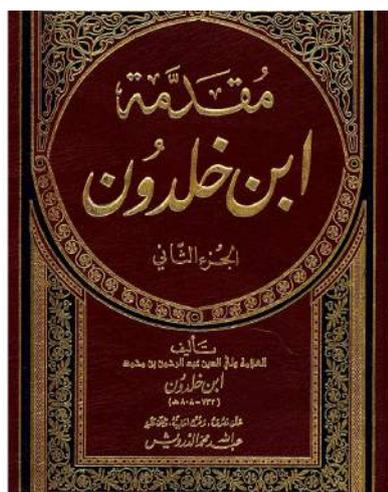
first social classification in the Arab-Islamic history, and we can see clearly that these was an important Productive Social Force in the political, economic and social sectors at that time, and perhaps this appreciation for workers and producers has come as a reflection of the material life, produced by these Social Forces, and respect for its work.. This clearly show us that the Islamic religion had focused on work and put it in the top level of worship and obligate every Muslim to work, in other word, the work considered as one of the fundamental rights that the Islamic had granted these workers and craftsmen.

Encouragement on work

Encouragement on work Islam considered work is as a manner of earning living, as confirmed by the verses in Surat Al-Jumu`ah: (do not forget your share of the world), and (And when the prayer has been concluded, disperse within the land and seek from the bounty of Allah, and remember Allah often that you may succeed) Moreover, Allah prefers work to asceticism (self-discipline), as the ascetic de-

The First Social Classification in the Islamic History

The observer finds from this classification, the relationship between the different social groups in one community, through emphasizing on the importance of workers and craftsmen. In this historical context, we can see the



o The Muqaddimah



o Ibn Khaldun

pendents on the others. There are so many movements and trends in Islam which appreciated work, and urge the Muslim to work hard, such as the Ismaili Movement, Al Qarametah Movement, Brethren of Purity, all the people emphasized on work and equality between the workers, and they tried to mixing between work and mind.

Al Qarametah in Bahrain

In this regard, Abdulhadi Alawi, said in his book (Thoughtless characters in the Islamic history) that Abu Sa'ed Al Qurmuti appeared in Bahrain in the year 286, he was known as Abu Tahir Sulaiman. This group (Al Qarametah) had taken the philosophy of Al-Razi, and the founder of their movement was Abdullah Ben Maimon Al Qaddah, who died in 261 and due to the increasing of industries and crafts, that caused great development in all aspects of life, including markets, for example, Al Qaisareyeh markets were established, in the heart of the Islamic cities, as in Al Qaysareyeh market in Muharraq governorate.

Al Qaisareyeh

Some of the resources says that the name "Al Qaisareyeh" came from the Eastern Roman Empire, which means "Caesar", which means the accommodations, including hotels and Public baths, and around such gathering so many occupations were found, such as blacksmiths, carpenters, and coppersmiths, and finally, the residential houses and enclosures around them, and this is a system which spread in all of the Muslim World, as well as the Eastern World. We can see this system in the old cities as in Syrian, Iraqi and Egyptian, Turkish cities and others.

The Beginning of the Labour Unions Movements

This life produced forms of relations, such as relations between labour Unions, hand-craft and professional communities, and in the beginnings it takes a type which is similar as Sufi groups as it adopted the same system in the social distributions, including Captain and brother and in its advanced stages, the teacher and manufacturer. On this basic, the labour Union had chosen the Sufi characters, to be the leaders and the elders of their sheikhs like: The prophet's Abu Dhar AL Ghafari, Salman AL Faresi, Belal AL Habashi, Abdulla bin AL Abbas, Omar bin Omayyeh, Bureiqa AL Aslami, Abu AL Darda; a AL Amiri.

The Byzantiness effects

Labour Unions were a groups of industrial and a number of skilled communities which workers and craftsmen from same belong to, and each Union had its selected leaders and constitution, and it has many tasks, such helping its members, keeping the profession and its secrets, organize its production and keeps its accuracy and organizing their industry, prices and wages and the working days and times, These Labour Unions in the Islamic World were effected by the Byzantine which



o Hadi Al Alawi



o "Al Qaisareyeh" came from the Eastern Roman Empire, which means "Caesar".

had a large number of laws and sub-unions such bakers unions, makers Fabric, leather makers and others, the Labours Union in Byzantine had its own private markets to sell their products and each unions had a Chairman and his staff, and one of its responsibility was to protect and take care of the economic interests of its members, and adjust wages and fight fraud and scales and weights, it also works to celebrates on holidays and occasions, and providing help and supports to its members and to provide a care for the injured and orphaned and widows...

The Ismaeli Movement and Qarametah

On the other hand, labours Unions which believes in the philosophy of Brethren of Purity, the Ismaeli Movement and the Al Qarametah, in which these Movements were formed based on the political influences of the Crafts Unions. For example, Ahmad bin Qurmut, the movement was named according to his name him, was a craftsman, also Abu Saed Al Janabi, the founder of the Qarametah Movement in Bahrain was also craftsman, some sources said that these founders were named due to the Movement or handcrafts. Brethren of Purity and Al Ismaileya spread the spirit of brotherhood and trust between its members, in order to achieve Justice and fair

while distributing wealth. Labour Unions in the Abbasid Period During the Abbasid Era, the Labour Unions started to be formed, which took the form of a Labour Union organization and through qualified elective craftsman. The book "Islam and the Labour Unions" said that "The members of these unions used to select their Chairman or leader, these unions had many responsibilities such as defending the interests of their members and solve disputes, they were often worked hard to provide the water for pilgrims. Al Jahez said that "these unions are located in these markets centres, and they had great roles, they created new system to guarantee or insurance against catastrophes, so if one of its members needs help, or exposed to an incident or illness or wanted to marry, he may go to his Union for help, in a way that gives his human dignity and help him, Al Jahez added and describes this case by say:" one of the slaughterer at that time had a hard situation, or became bankrupt, so all other slaughterers in the market helped him by closing their shops for one day in order to give him the chance to sell all his goods and gain the profits alone, as a kind of providing help for their fellow slaughterer, an at same time they keep his dignity."

Government: Price of Meat Will be Increased and the Citizens Will Receive Cash Compensations



The cabinet held its regular meeting on Monday 18 May 2015, when they discussed implanting a new strategy to subsidy the meat sector to ensure that the government subsidies will benefit the Bahraini citizens only. The Cabinet approved that meat subsidies will be through cash compensations through an electronic system that is currently being prepared by the Ministry of Social Development, in collaboration with the Central Informatics Organisation (CIO) and the e-Government Authority.

The meat-subsidy compensations, to be calculated according to the age category of the members of the family and it will be effective from August 1st 2015.

Al Mousa: The disclosure of Al Soufi managerial corruption series continues



o Amal Al-Mosa



o Garmco Company

The dismissed union activist, Amal Al Mousa, revealed that disclosure of managerial corruption series continues under the leadership of Chairman Mahmood Al Soufi. She exposed the manipulation extent made in the managerial policies and regulations due to the direct intervention from chairman in the affairs of the executive management where Al Soufi is seeking to cover the violations and manipulations that happened by laying off some workers as recently two workers from the HR department were laid off with unclear claims, ex-

cept those that measure their loyalty to Al Soufi. Labour representatives in the company confronted Al Soufi management with proofs and evidences that shows how much the managers are sinking into the depth of managerial violations that have taken place with direct orders from Al Soufi. After he was exposed, especially with the existence of evidence and proofs convicting him, he promised the labour representatives to achieve their demands to buy their silence on all the violations. The labour representatives con-

sidered their deprived rights are not gifts but rights and gains that workers are seeking to obtain. The workers are eagerly waiting to find solutions to gain their rights through collective bargaining channels between union and the management. Al Mousa revealed that the company's financial auditors observed many financial violations by Al Soufi. The violations were exposed during the Board of Directors meeting which surprise them completely and created confusion due to the amount of managerial

corruption without deterrence.

Also, Al Mousa confirmed that the labour representatives reached solutions regarding several delayed and outstanding labour issues by Al Soufi management, to reach an agreement about the annual allowance whose decision was postponed, hiring worker's children, increasing end of service benefits for all workers, the annual allowance for retired workers, and the school bag allowance for all workers.



National Seminar for Arab Retried Workers

Abdulla Hamza

The Arab Centre for Social Insurance in co-operation with Arab Federation of Retried Trade Union organized a seminar titled "National Seminar for Arab retried workers", from 9th to 11th December in Egypt, where it discussed the mechanisms of social protection for Arab retired workers..

The seminar was attended by 46 members of Arab Federation of Retried Trade Union, from 8 countries: Egypt, Bahrain, Jordan, Palestine, Yemen, Kuwait, Eretria and Sudan. The recommendations were as follows:

1. The importance of increasing retirement pensions, in which the Governments must take the responsibility of the cost.

2. The importance of providing retirees' benefits into the social insurance legislation.

3. Forming social funds to support retirees, and the importance of expansion the social investment in order to support retirees and reduce the impact of the economic crisis.

4. Promoting the financial condition of social security.

5. Raising awareness and improving culture of social dialogue. The national Union of Bahrain Pensioners (NUBP) attended the seminar along with a number of guests and participants from Arab Federation of Retried Trade Union.

We shall not deny the role of such seminars and programs on promoting and enhancing the conditions of the retired in the Arab region, where they can exchange their Labour experience and raising the awareness of retirees.

"Strike" a Legitimate Right

Strike is considered as one of the most important mechanisms that workers and employees usually use to protect their rights and interests, and are often defined as: the Abstention of workers or a group of them absent from working regularly for a specific period of time, this act is connected to the demand of their rights, in other words, it is: Workers or groups of workers stop with the aim of improving the working conditions and environments.

And when we go back to the history of strikes, we find that this act is not new, it goes back into early stages of history. The first workers' strike in history goes back to 1152 BC, in the days of Pharaohs in place called DeirAL Madina, against Ramses III, the famous 20th ruler in his family, and it was an expression of protest against the foreign intervention and robbing the stores by the rulers, this made the workers strive, so the only way to defend themselves was to stop working and protest. In this regard, we don't encourage workers to demonstrate, but we try to explain the workers' rights, and it is important to know that strike is a legitimate right, and an integral part of the Unions' liberties that are protected by the Constitution and by Law as it is one of the peaceful forms to demand rights.

For the legality of strike in Bahrain, the Bahraini law has guaranteed the liberties for the Unions, and Article No.(21, of the decree law No.(33), for 2002, of the law of the Labour Unions, has explained the side related to the strike:

Article (21)

1. The strike is considered to be a legitimate right to protect the workers' social and economic interests.

2. The strike is legal if:

a) Obtained the agreement of the majority of the extraordinary General Assembly of the labour Union concerned with the strike.

b) The employer is notified by the workers' intention to stop working at least fifteen days prior to the strike.

c) The workers may not stop work during the discussion of the dispute in order to solve it amicably or by arbitration.

d) Strike may not be carried out in the vital institutions, where if work stops, there shall be a state of disorder in the citizens life and threatens the National security.

A decision is issued from the Prime Minister determining the institutions which are not subject to any form of strike.

The agreement No.(87), issued by the International Labour Organization (ILO) legislated the right of the strike, and emphasized that strike shall be related to certain demands that to be fulfilled. Moreover the International Labour Organization stated that it might be something acceptable if commitment is imposed on the Trade Unions to notify the employer prior the strike.

Strike as a pressure path:

Strike by itself is not an aim, but the aim behind strike is to create an atmosphere of "dialogue", and strike is not the only or the first option to refuse, but it comes at the end of the list, and is one of so many final alternative solutions, and workers recourse to after the failure of all other peaceful means such as demonstrations and short stops besides so many other means.

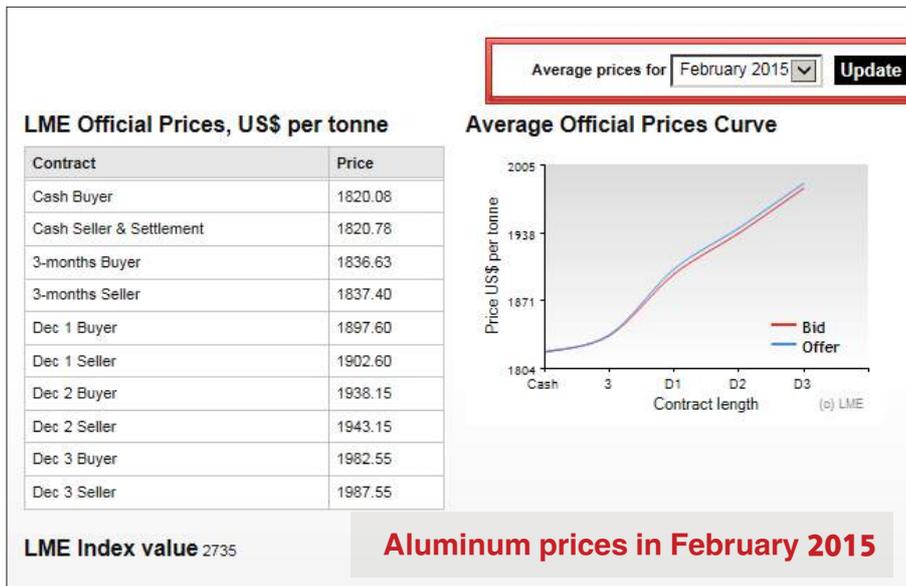
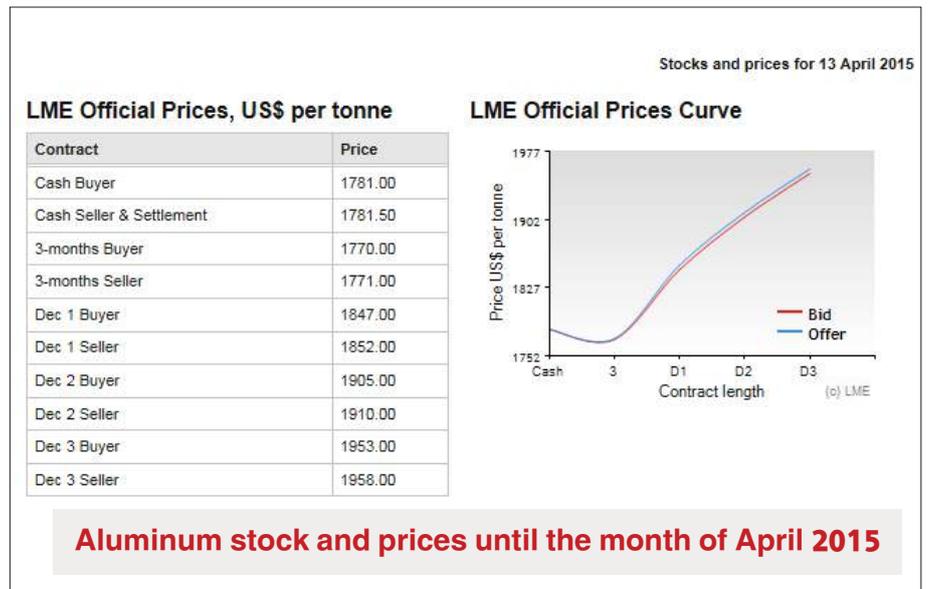
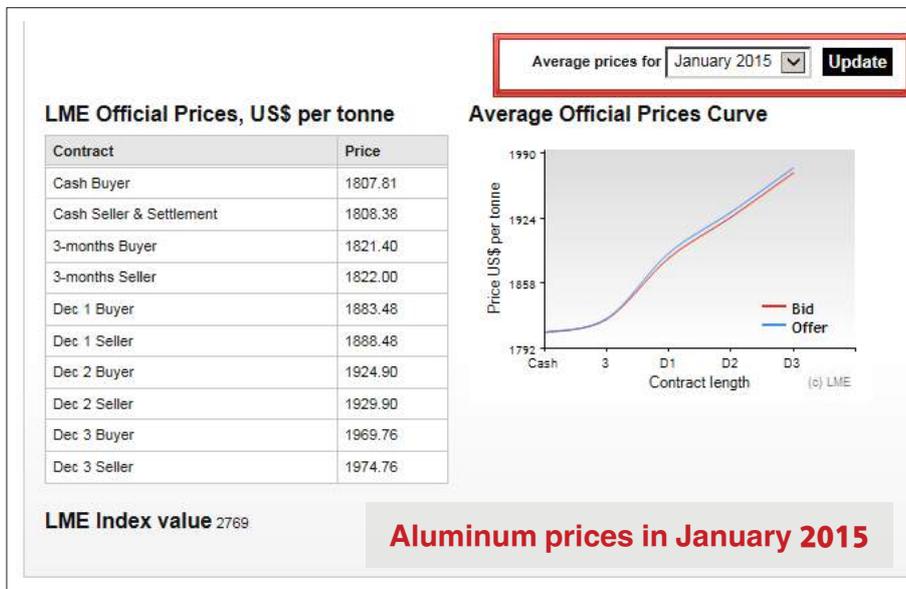
LME down

The executive management is still broadcasting the horror movie "Low Aluminum prices" as its director seems to have wide knowledge in the global film industry productions in terms of plotting it to broadcast it among the workers. The management is trying to force the workers to believe this false information and enter a phase of fear from the uncertain future they will face in the light of this constant drop in Aluminum prices according to the LME. Worse than that the executive management itself started to believe the lie just like the actor embodies a dramatic role, but it cannot get rid of it until it becomes a permanent curse. But, what disapproves the claims of ex-

ecutive management is the real numbers and Aluminum market status derived from London market tables that are published regularly. Also, the company status and producers that they are taking to cover the constant demand. By looking back at London market data in the past few months, we find that the price is increasing monthly since the beginning of the year. There is increasing demand from the purchasers especially with the decrease in prices which started to drop in January 2015. Production in the Middle East is accounted for no more than 8% of total world production. In spite of the growing demand in the re-

gion, according to statistics of the previous three years it shows growing demand for Aluminum usage annually. If we went back to the basics of economics science, low production versus growing demand means higher prices. The biggest proof of market recovery and growing demand is that the executive management purchased large amount of ready aluminum and restructured it in ingots to sell it to customers to gain faster profits knowing there is an increasing demand on its high quality production. We cannot find a real reason to broadcast this useless horror movie and lament between the workers and other parties. We consider it

as the only available cover up the management has to show decreasing profits at the end of the year claiming low aluminum prices. This whole movie is done to cover up for the repetitive mistakes that could have been invested in to improve the production process in Alba. Also, it is done to cover up the other expenses that could have decreased by sizing the propaganda surrounding the management with endless campaigns that doesn't benefit the company or the workers, it doesn't even reflect the true orientation of reducing costs. Dear executive management, the working proletariat are not fooled!!!





When the Labour Movement Turns Upside Down

Written by: Ebrahim Al Khoheji

Since the recent events that occurred in our Kingdom, and the Labour Movement was involved in the revolutionary project, the workers also were involved in the political conflicts, which has nothing to do the workers' demands and interests, these political conflict will never improve workers' conditions and the standard of living for them. In this situation the political conflicts in Bahrain did not take a responsible decision or action regarding this critical of the existence of the Labour Union movements, and caused a dangerous division in the unity of the labour movement. The policy of General Federation of Bahrain Trade Unions (GFBTU) which insisted to politicize the Labour movement, so today we have two federations in Bahrain, and more than one union in the same company. Today GFBTU does not see or hear about the consequences of this division and split in the Labours Movement , it ignores all the facts about negative effects of this division, moreover members of GFBTU burry their heads in the sand like ostrich and acts as nothing happened, and still they just claimed that they represent the majority of workers in both local and international levels and they deserve that representation. The question here is "What are the achievements of GFBTU since it has started, along with the launch of His Majesty's Reform Project? From the beginning, the same people who had occupied the GFBTU's General Secretariat and central council for many years has implemented the policy of exclusion against all other unions which disagree with this Federation, these people created fake unions in small companies just to elect the GFBTU's members in Central Council Elections. Later these fake unions don't have any activities they are inactive; they fall in a deep sleep until the next elections. Today, the labour movement faces many challenges and obstacles, one the biggest challenges is splitting and dividing the workers' unity, due to GFBTU's policy. It seems that GFBTU still believes that it won the battle; but unfortunately it did not learn the lesson from the previous experience when it announced the general strike in 2011 and called all the workers to strike, leaders of GFBTU put the workers into a dark tunnel, which resulted into the dismissal of a large numbers of those poor workers and one had paid the bill of the strike except the workers and their families and here we ask another question "do the workers have the right to question the Secretariat of the GFBTU?!, and specifically its chairman who surprisingly had not been dismissed from his work!!, or legally followed!!, unlike the other hundreds of workers, this chairman was living and moving freely between Five Stars Hotels, while the workers were starving and suffering with their families ??? Do Bahraini workers have the rights to ask the GFBTU about the benefits of the general strike in 2011?!! Unfortunately, we didn't gain or benefit from this federation, it just divides and split the workers' unity and labour movement on sectarian basis.. Are this Federation still has the right to continue its misleading???

Jungle coming soon to ALBA

The CEO predicted a new project that he calls the return to the era of the jungle provisions in the company without giving any signs to this scary project from its title. But, it seems that this project's details began to emerge clearly in many aspects that are pertaining to the workers, work affairs, and even the executive management.

Many countless events began to be practiced by the CEO which shows the disasters coming on the way and may destroy Alba downhill. Surprisingly, this project began shooting towards the top management as the CEO withdrew the authority from the top management for many things such as promotions, scholarships, and even simple things like giving workers the golden card. It has emerged that he gave orders to the IT department to cancel all email groups that joined top management together to ease the process of communicating with them when needed. It is now not possible to send a joint email like it used to be before. This is on the executive management level, however, on the worker's level the disasters are many and cannot be covered in one article. We don't know how far it will reach, but we know it will reach the jungle rule as the CEO's predicted. Workers are going through so many problems that doesn't reach a solution due to the CEO constant and long absence from the company as he simply pulled the rug from the HR department. The HR department, which is headed by a manger and directing admin, cannot decide about the workers cases and keeps on hold until the CEO lands in Bahrain on transit and takes a decision. Thus, we find the complicated cases to reach the grievance status transferring from office to office without being answered during the time period available for them despite being against the company policies, as the case should be transferred to higher level especially if the worker did not get any official response that leads to many problems among the aggrieved workers.

Sings of the upcoming jungle rule is dividing the workers and work in the company. The worker's official working hours is not the same as the management which causes discrimination on the basis of grade. Also, this causes a lot of complications due to the absence of decision maker, which of course similar to the jungle rule where the benefits goes to the stronger! We don't know till where the jungle rule will reach and we don't know much about its mysteries. Also, we don't know if the CEO will be on his chair in Bahrain until this issue of the newsletter is published. But, what we know for sure is that the workers will not stand still in the attempt to take away any of their labour gains and achievements.

Alba Labour Union cancels the march on 1st Of May for Workers

Ali Al Binali, Chairman of Alba Labour Union announced that Union Board had cancelled the march on 1st of May which was suppose to start from Isa Town, due to safety reasons and to

protect workers' safety.

Al Binali blamed the opposition political societies for their attempts in ruining the march, where they had called their followers to join the march with the aim of disturbing the march..

Al Binali apologized to Alba's workers and expressed his

appreciations for their efforts in organizing and preparing for the march. He also extended his thanks to Minister of Interior, Sheikh Rashid Bin Abdulla Al Khalifa for his efforts in the protection of security and helps to promote the reputation of Bahrain, where they informed the Union of risk of going

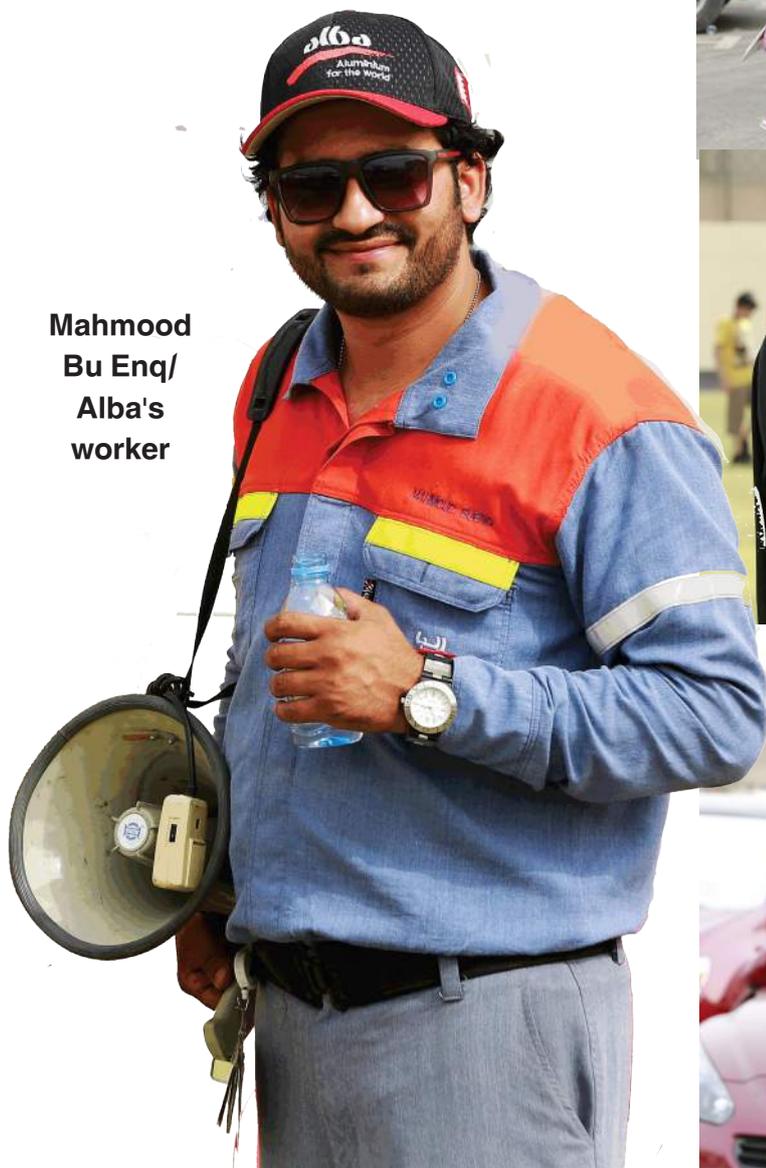
ahead with the planned march

He said that the political societies headed by "Al Wafaq Society" are responsible of the misery conditions in Bahrain, where no one can protest due to security reasons.



Alba Labour Union cancels the march on 1st Of May for Workers Security

Ali Al Binali, Chairman of Alba Labour Union announced that Union Board had cancelled the march on 1st of May which was suppose to start from Isa Town, due to safety reasons and to protect workers' safety. Al Binali blamed the opposition political societies for their attempts in ruining the march, where they had called their followers to join the march with the aim of disturbing the march..Al Binali apologized to Alba's workers and expressed his appreciations for their efforts in organizing and preparing for the march. He also extended his thanks to Minister of Interior, Sheikh Rashid Bin Abdulla Al Khalifa for his efforts in the protection of security and helps to promote the reputation of Bahrain, where they informed the Union of risk of going ahead with the planned march. He said that the political societies headed by "Al Wafaq Society" are responsible of the misery conditions in Bahrain, where no one can protest due to security reasons.



Mahmood
Bu Enq/
Alba's
worker



Fayez Al Mutairi Was Nominated As the Chairman of (ALO)



o Fayez Al Mutairi/ General Director of ALO



o The attendance

Arab Labour Conference nominated Fayez Al Mutairi as the General Director of the Arab Labour Organization ALO (2015-2019), this came in 42nd session which was held in Kuwait, according to the regulations adopted by the conference regarding the nomination of the leadership position in ALO. This came after the withdrawal of six candidates who had already applied their nominations for the position of the General Director of ALO from Egypt, Iraq, Morocco, Lebanon and Palestine, therefore Al Mutairi was the only candidate for the position, according to the conference's statement. In his speech, Al Mutairi appreciated the efforts of our six candidates who withdrew; he also thanked all Arab Countries and the participants in this con-

ference from the three parties "government, businessmen and Labour". He highlighted his commitment to work hard and sincere to achieve the Organization's goals, and to establish a balance for the three parties. Ali Al Binali, Head of the external relations in BFLUF, said that the nomination of Fayez Al Mutairi, the chairman of Kuwait Trade Union Federations, as the Director of the Arab Labour Organization is considered to be slap on the face of Sharon Burrow, the general Secretary of the ITUC, as well as for all her allies in the Arab Federations and unions who support her project in splitting and dividing the Arab Unity. Al Binali added that it is very clear to everyone that the GF-BTU was supporting the Pluralism candidate Ahmad Al

Buraie as Al Mutairi competitor, and BFLUF represented by Yaqoub Mohammad played a major role in the formation of the labour team who took part in the ALO conference, where the chairman of BFLUF withdrew and he gave his membership (Social Insurance Committee) to the Union Générale Tunisiens du Travail (UGTT), just to exchange the vote for the chairman of the Lebanese Federation Ghassan Ghusain as a leader of the working team, all these strategies led to the unity of workers, despite the attempts of Mustafa Saed, the Chief of the activities in the International Labour Organization (ILO) in Beirut branch, to spilt and break up unions and workers' Unity, after Ahmed Al-Burai " the candidate of pluralism" announced his with-

drawal from the elections. Al Binali thanked the Prime Minister, HRH Prince Khalifa bin Salman Al Khalifa, for his wisdom and his intervention in the decision of BFLUF to choose Fayez Al Mutairi, in order to serve the Gulf workers, where Fayez Al-Mutairi became the General Director of the ALO. He also pointed out that without the intervention of the Prime Minister, the ALO would have fallen in the hands of Sharon Borrow, under her control and under the control of the International Trade Unions Confederation (ITUC). Fayez Al Mutairi had sworn the Oath on Wednesday, 13th May 2015, in front of Dr. Nabeel Al Arabi, the General Secretary of the Arab League, in order to take his duties officially as the Director of ALO.





New Stage towards Achieving the Goals

Written By: Fayez al Mutairi

The Arab Labour Organizations 42nd conference was concluded in Kuwait. The conference, which was held under the patronage of the Amir of Kuwait Shaikh Sa-bah Al Ahmed Al Jaber Al Sabah, discussed many issues that concerned the Arab societies, and came up with many recommendations that will benefits all the Arab workers.

This Conference, as many guests, ministers and union activists said, was one of the most successful conferences, where various principles such as unity, solidarity, harmony were spread among the Arab delegations, everyone left Kuwait with a pure soul, no place for arguments, disputes or hate. As we all know the Arab spirit which is full of unity was represent in Kuwait. And this was considered as the huge success in the 42nd conference.

A new stage had begun, we are looking forward to continue the successful approach which was implanted by our comrade Ahmed Luqman, the former Director of the Organization, we look ahead to go forward through a realistic programme based on our abilities, we will take advantage of this conference which has spread the unity, cooperation and joint work, we are determined to move forward to follow-up till achieving the recommendations of the conference. We promise to work faithfully and honestly, and to put more efforts in order to overcome all the difficulties and the challenges in the Arab countries such as unemployment and economic crisis. We pray to Allah Almighty God to help and support us in our endeavors.



o Group of photo



o Ahmed Luqman/ the former Director of ALO



o Union Activists



o Abbas Ali and Bader Al Mutairi



o Ghassan Ghusain/ chairman of the working team

Labour force returns Kuwait Trade Union Federation board of directors

The general authority of labour force issued a decision to return Kuwait Trade Union Federation board of directors headed by Salem Al Ajmi and all member from 14th of May 2014 till 24th of March 2017. The statement stated that the Labour force returns Kuwait Trade Union Federation board of directors formed on 14th of April 2010 with all its legal authorities which are Salim Al Ajmi as chairman, Faleh Al Aazmi as deputy chairman, Faraj Al Arada as general secretary, Nasser Al Meea as general secretary assistant, Fayez Al Mutari as general secretary, Faleh Al Aazmi external affairs secretary, Mohamed Al Mashoot general sec-

retary for internal affairs, Mohamd Nafel Al Harbi as head of labour enlightenment institute, Lafe Mohamed Al Anazi as head of labour enlightenment institute deputy, Yaseen Al Farasi as secretary of labour affairs and editor of Labour newsletter. According to resources, the labour force decision closes the federation case and return of its board of directors headed by Salim Al Ajmi to its position his achieved via elections. Therefore, according to the former Cassation Court sentence the board that was formed on 14th of April 2010 returned and the emergency board formed on 20th of June 2010 was annulled.



The names of committee of five to temporary direct KTUF



o Hussain Al Aazmi



o Dr. Yaseen Al Farasi



o Duij Al Aazmi



o Yahya Al Dossari



o Eid Al Aazmi



o General authority of labour force certificate



o Disclaimer: names of the temporary committee



Gulf Worker's News Agency

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Strike at Tunisian radio & TV

Workers of Tunisian radio and TV went on three day's strike, which was called by the general media union regarding the government's procrastination policy in implementing the 9 month's agreement about financial demands to improve the financial status of the workers in TV and radio.

Lebanon Actions to correct wages

Lebanese Workers celebrated International Workers Day amidst the deterioration of their living conditions, economically, and their lost rights. In addition, the competition by immigrant workers and increased unemployment rate. The chairman of federation, Ghassan Ghosn, announced that «The Federation will not hesitate to take actions demanding fair wages in all possible sorts of protests and strikes».

Egypt refuses to raise workers' wages

The Egyptian Finance Minister emphasized that his country's government won't make any raise in government workers' wages for the next financial year budget, which starts from next July. The Egyptian Minister said «We will not apply social allowance for the next financial year. The economic conditions won't allow it and we need to work more than any other thing».

Irbid Mills' workers crisis continues

For almost 3 months, Irbid Mills' workers crisis continues, since closing the mill due to debt accumulation, more than 60 families are facing an unknown future. Workers said that closing the mill made them the first victim stressing that their destiny is unknown after it's been closed for more than 3 months.

140,000 immigrants are violating law

The Iraqi Ministry of Labour called company owners and private sector projects for the need to commit to the immigrant workers law by hiring number of unemployed Iraqi youth as well as immigrant workers. The ministry pointed that these laws require 50 percent of immigrant workers to make room for young Iraqis to get similar jobs, similar to their counterparts of foreign workers.

Gaza workers improving their conditions

Dozens of Palestinian workers in Gaza demanded from the Palestinian Al Wefaq Government to look into their tragic conditions that are aggravated everyday as a result of their inability to work due to closing the Israeli side of the crossing points. The participants held a signs during a solidarity stand demanding to solve these issues that are hitting the Palestinian workers reality ever since 2000 due to closure of crossing points.

Strike for teachers in Italy

Dozens of teachers and students went out on the Italian streets following a strike to denounce the reformist project. The protesters said that this will decrease the importance of public schools and provide financial incentives to private schools. Also, unions considered it as unfair, as the controversial law seeks to raise teacher's wages based on merit rather than seniority.

»poor« increase in wages

The agreement between the government and Union Générale Tunisienne du Travail was not accepted among government workers regarding an increase in their wages. The workers accused the UGTT of having a collusion with the government and they expressed their shock to UGTT's stand in the agreement of wages raise that does not exceed fifty dinars.

Bankers protest in Casino Du Liban

About 27 dismissed workers of Casino Du Liban protested in front of Lebanon Bank demanding to be returned to their jobs with permanent contracts. Also, they called for a mass protest if their demands were not responded to. Prior to the protest, a conflict occurred between head of security in Lebanon Bank and chairman of general federation of Lebanese workers about the protesters being photographed

Worker killed in the collapse of a mosque

A collapse in part of a under construction mosque's dome resulted in a worker's death and injuring 3 more. Security Manager received a call from people and acted immediately sending forces where they were informed of the worker's death and other injured. It is likely that reason of the dome's collapse is not placing the wooden intensity for pouring concrete the right way, which led to the collapse on the workers.

Engineering workers going to strike

Workers of Engineering Technology faculty in Al-Balqaa' Applied University threatened to strike if their demands are not achieved. The workers' demands are represented in accelerating the annual increase adaptation with retroactive effect from the beginning of this year and improving health insurance and conditions for all workers.

Janitors strike ends

Service committee announced the end of janitors strike after the government pledged to pay one month's wages immediately. A member in the committee said «Janitors ended their strike» and went back to their work in cleaning up the city and ending the strike which came after the government's pledge to pay one month's wage quickly while the rest of the wages will be paid as soon as possible.

11 workers were killed in 2015

Palestinian sources confirmed that 11 Palestinian workers were killed since the beginning of the current year 2015, including 9 workers that collapsed in work stations while more than 2051 workers were injured due to absence of general safety regulations. The reason behind their death is the large fatigue they are going through as some are forced on working in construction and farming for 12-15 hours daily.

Train drivers end their strike

Train drivers ended their one week strike, which is the longest in the country owned «Deutsche Bahn» history due to conflict with the company regarding wages, working hours, and negotiation rights. The strike, which ended without reaching an agreement, resulted in losses in the industrial sector of Europe's largest economies.

Tunisia activating union pluralism in

Tunisia Labour Union organized a protest in front Government of Palace calling to activate union pluralism in the country. The participants held signs that had phrases implementing union pluralism and respecting international compacts chanting several slogans including No Democratic System without political and union pluralism.

Sectarianism device's workers

Despite the series of demand moves for public and private sector in Lebanon last year, the constant sectarian interventions took over unions in achieving those demands. The security risks and fear of terrorist attacks took over from the labour movements which has been downgraded as a result of «Capitalism alliance of economic bodies with sectarian political parties».

Egyptian Workers on «No Strike»

Egyptian Trade Union Federation chairman, Gebaly AL-Moraghi, announced prior to the Labour Day celebration that the «Workers decided to represent a labor code of conduct to the Egyptian President stressing on their refusal for strikes and protests versus the country's stability they are seeking for long time». Al Moraghi added «We are the most category to respect that law and cannot break it».

Laying off 46 workers from Newspaper

For almost 3 months, Irbid Mills' workers crisis continues, since closing the mill due to debt accumulation, more than 60 families are facing an unknown future. Workers said that closing the mill made them the first victim stressing that their destiny is unknown after it's been closed for more than 3 months.

Labour Law needs radical changes

General Federation of Jordanian Trade Unions confirmed that the new draft of labour law that is with the Parliamentary Committee of Labour and Social Affairs needs radical changes calling the government and parliament to take his notes into consideration. Ali Raheem, Chairman of the federation stressed that «The parliamentary committee must take into consideration the notes the federation».

workers are steadfast occupation

The general secretary of General Union of Palestinian Workers, Haider Ebrahim, stressed that Palestinian workers are steadfast despite the strangulation, harassment, stalking policies, and deterioration of their economic conditions which has been enforced by the Israeli occupation. Ebrahim gave a tribute on International Workers Days to all Palestinian Workers.

dismiss 4500 workers

«Siemens» Company plans to cut employment by 4,500 workers, or a rate of one percent of the total number of workers around the world. The Chief Executive Officer said «These procedures are taken in response to chronic difficulty of the environment in the global market for power generation».

Tunisia

Lebanon

Egypt

Jordan

Iraq

Palestine

The world

WFTU Protests against Alba's Planned Increment Withholding



The World Federation of Trade Unions representing 90 million workers in 126 countries has received information by its affiliate the Alba Labour Union that Aluminium Bahrain (BSC) plans to deprive the workers right and stop the increment.

Aluminium Bahrain BSC one of the largest industrial companies in the Middle East and one of the top ten aluminium producers in the world with extreme profits over the previous years.

Alba Labour Union has already held protests on Monday 11th May 2015 and Thursday 13th May 2015 and will continue its efforts for the withdrawal of this policy.

The WFTU Secretariat expresses its solidarity with the struggle of the metal workers of Bahrain and supports its struggle for its fair demands for full increment.

General Union of Palestinian Workers shows solidarity with Alba workers

Alba Labour Union is going through a protest and organized legal work conflict with the business owners in the company in order to obtain the workers in Bahrain from overall social insurance to reduce their burden and suffering. This labour conflict comes in the lights of labour division resulting from the interventions and foreign dictations against the Bahraini labour movement in particular and Arabic labour movement in general. The International Confederation of Arab Trade Unions and International Labour Organization are practicing all sort of activities against the Arabic Labour Unite. In this context, Alba Labour union, WFTU, and ITUC invites for solidarity and honest comrade efforts. Bahraini workers and struggling union aim to achieve their fair legitimate demands and pushes the relations and efforts by an important step forward towards

Bahrain and Arab workers unite in the struggle in achieving their interests and improving their social, union, and national role. In response to Alba Labour union the union's unity bloc sent a solidarity statement to Bahraini workers and their free federation stated: "From General Union of Palestinian Workers, member of the General Secretariat elected from the ninth General Conference, a member of the central office of union's unity bloc. You Comrades are trade unionists and true workers. The prospects are open in front of you and in front of the stalled Arab labor movement to exceed its shortcomings and setbacks.

Bureaucracy, isolation and dependence to obey the instructions of the foreign dictations are not our workers calling and it's not going to be eternal, but it's going to change and be kicked to the dustbin of history. The independent unite Arabic labour movement will raise to struggle for workers interest and their historical role and noble desires.

PAME Denounces ITUC's Intervention in Favor of a New Memorandum in Greece

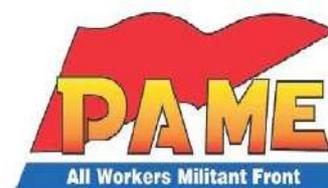
PAME denounces the ITUC (this notorious international trade union organ of the multinationals) which contributes to the intimidation campaign of the Greek people, the campaign in favor of a new agreement that will continue the slaughter of Greek workers. By a press release on May 27, the ITUC criticizes the IMF for its "hard" attitude in the negotiations as opposed to "friendly" European Union.

The ITUC, like the GSEE in Greece, are used to line the must be isolated and condemned by the workers. The new government of SYRIZA continues the implementation of all anti-worker laws of the previous governments, and prepares how they will push the Greek people in accepting a new memorandum. Any negotiations between the EU-IMF-ECB and the Greek Government are not in ANY point about the recover-

ing of the losses of the Greek people. The negotiations are concerned with the support of the monopolies, multinationals, and the local and foreign capital.

The real trade unions – not the well paid bosses of ITUC – are currently organizing and prepare the working class to respond to the new anti-popular measures. The forces of PAME is in preparation battle for a General National strike in Response to the new

Memorandum, while over 200 -until now- trade unions in Greece are calling for rallies on June 11 against the new agreement.



MediSafe

It is one of the important applications for the user's health and the winner of numerous international awards as one of the best applications in medicine category. It also has the facility for re-

minding the user about his/her medicine dosage.

Features:

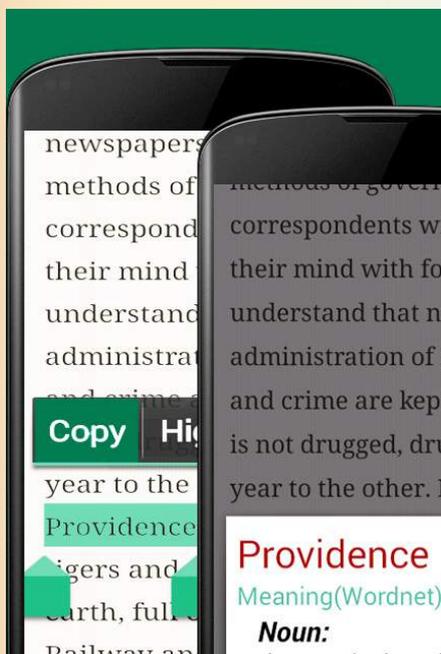
1. Offers you an easy reminder for your medicine.
2. Offers synchronization for all family members in one place.
3. Alerts to take your medicine even if your phone is turned off or on silent

mode.

4. Provided reporting tool and send reports to your doctor.
5. Allows to watch educational videos, and can also manage various health conditions, including: chronic pain, diabetes, heart disease, high cholesterol and cancer.



App to translate words instantly



Android phones users have large number of translation apps to use as well as Google Translate page that they can easily open and translate any word. However, the user must exit the current app and switch to another app to do this. Now, Android users can try Power Reading app, which is free to download, through which they can get instant translation through a window that pops up in any application to translate the word they want. After installing the app and starting it you need to press on «How it works» option to know how it works in details. Then, while browsing the websites or reading emails you can highlight any word and once you click on the Copy button the translation window appears.

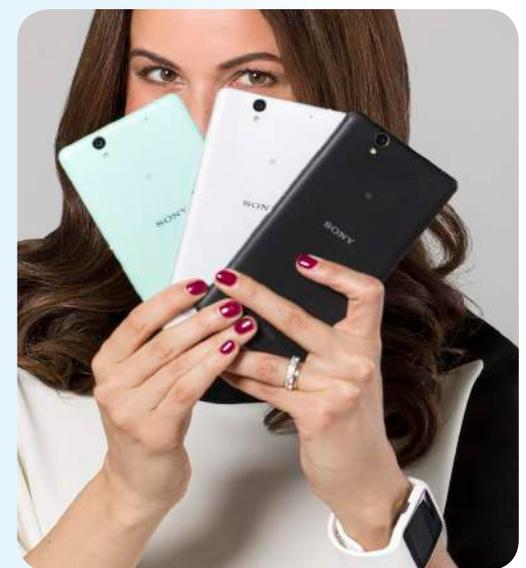
How many bytes does it take to make a call through WhatsApp?

After monitoring the Internet consumption when making a call on WhatsApp, a difference in the rate of consumption was found if used by both parties within in the same country and if one party was in any other country.

Consumption:

For 1 minute between users in the same country consumption rate hit almost 280 KB and 1.1 MB after 5 minutes.

However, when making a call in different countries consumption rate hit 330 Kb for 1 minute and 1.25 MB after 5 minutes.



Sony reveals its new Selfie phone

Sony revealed two version of the new smart phone «Xperia C4» which is being promoted to be special in Selfies.

The Xperia C4 features 5 megapixel front camera with flash as well as 13 megapixel main camera with LED flash.

The new smart phone has full HD 5.5 inches display with 1920x1080 pixel resolution supported with IPS technology.

The internal storage is 16 GB that could be increased by Micro SD external memory while the Battery capacity is 2600mAh with an Android 5.0 Lollipop system.



Union's Highlight:

* * * * *

One of the FAKE Federations ruined Bahraini workers' reputation by presenting sectarian agendas of the society it followed in a recent Arab Labour Conference.

* * * * *

Does Alba Management Follow the equation: increasing profit is equal to stopping the allowances?!

* * * * *

Alba's Management is comparing the Profits of Alba which is more than 50% of Mumtalakat Company with other company and it want to implement all procedures of that company in Alba, but the workers' respond is: Alba is not like Asry!!

* * * * *

All the focus of citizens and residents is concentrated on the decision of cutting meat subsidies, they are wondering if BD 5 or BD 3.5 will be enough to meet their needs?! Especially when the price of meat will reach BD 3.

* * * * *

Ministry of Labour had announced recently that number of Bahrainis who work in the hospitality sector is 2000 out of 12000; the question here is what does the minister mean?!

* * * * *

It has been said that there is plan in Gulf Countries to rise the retirement age to (65-69) due to the average life which is (80 years), but does the proposer took into his consideration that the citizen will be stricken with diabetes, heart disease and hypertension when they reach 50 years!!!



Strange Decision..Alba's Board of Directors

Alba Company has distinguishes constructive and productive relations with all, and it has a modern management, as well as a Labour Union which is considered as one of the most active and productive Unions in Bahrain. Alba Labour Union was able to achieve great and remarkable achievements in serving the working class through its wise leadership and according to the hard efforts of its members. The achievements was improving working environment, rising salaries and grades, as well as increasing allowances and providing workers with health insurance and loans.

All these achievements have not been reached in one night, but through a hard struggle made by the workers which was led by their leadership and through long and tough negotiations and dialogues with the management, as well as the workers' effort. This atmosphere of trust between the workers and the management improved the level of productivity and enabled all to work honestly and hardly. On the other hand, it is very strange when the Board of Directors' decided to stop the Annual Allowance, while this Board talks about the good financial situation of Alba company and its profits reached about ٣٧ million besides the improvement of selling aluminium with the global prices. The decision of stopping the annual Allowance was irrational in the light of the current economic situation, and shall create a state of disorder among workers who are not ready to lose their achievements which have become as permanent rights, especially after more than eight continuous years have already passed on gaining these rights. It is the decision which shocked Alba Labour Union and workers, as well as it shocked some members in Alba Management!!.

If the management is trying to decrease the production cost, they should have looked for other alternatives, except the workers' salaries and allowances, and the policy of looking for "scapegoat" is failure and not justified at all. There are so many illegal areas where the money are wasting so they should look for an alternative there , not here from the small salaries of the workers who work hard , day and night to earn their living for their families, so the victim should not be always the workers.

It is not secret to say that the company management had adopted in past years a number of austerity policies, such as decreasing the contractor labour, decreasing the management structure, and here Alba Labour union was so cooperative with the management in this regard, and so such policies succeeded as they did not affect the workers' rights an benefits . However, the strange decision issued by the Board of Directors is considered to be an aggression on the workers' rights, it shall not succeed, Alba Labour Union shall defend the workers' rights till the end.

Written By: Ghazi Al Hammar



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