



Alba Labour

Ramadan Kareem

Monthly Newsletter issued by Alba Labour Union (ISSN1985-9414) V.65 June 2015

Document about 104th ILO Conference



The 104th session of ILO Conference was held in Geneva during 1-14 June 2015, with the participation of 185 states.

Awarding Long Service Workers



Alba Company awarded more than 260 workers who had completed 10, 20, 30 and 40 years of service.

4 lucky workers win Prizes



Ameena Abdul Wahab, Sagheer Ahmed, Ali Abdul Aziz, Ali Mustafa maintenance won the grand prizes prepared by union especially for Family day celebration.

Alba Labour Union expresses its appreciation and sincere thanks to the wise leadership of His Majesty, King Hamad bin Isa Al Khalifa for approving Line 6 expansion project which will make Alba the largest single-site smelter in the world. It also expresses its gratitude to the leadership for their support and efforts in approving the Trade Union Law and including Bahrain's Labour Day celebrations. (Details on Page 2)



Thank you Our Wise Leadership

Ramadan Tournament Activities Kick Off

In the presence of Shaikha Hayat Bin Abdulaziz Al Khalifa, the Chairwoman of the Bahrain Federation for the Table Tennis, the member of the Bahrain Olympic Committee, Alba launches Ramadan sport Activities.



Alba Labour Union's Report on The Argument Over The Legitimacy Of Kuwait Trade Unions Federation

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Shaikh Daij: Alba protest was fabricated and our intention was to stop the BD20

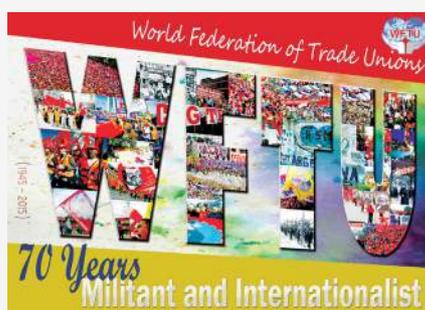


Alba's Chairman Shaikh Daij Bin Salman Al Khalifa

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Alba Labour Union Wins the 1st Prize for Best Design

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The Project Will Make Alba the Largest Single Site Smelter

Alba Company Approves Line 6 Expansion Project

50% of the Metal Production Is Expected To Be Sold

Aluminium Bahrain (Alba) announces approval for the Line 6 Expansion Project which would make the Company the largest single site smelter upon project completion. The Line 6 Expansion Project, expected to begin production in early 2019, will boost the per-annum production by 514,000 metric tonnes upon full ramp-up.

This would bring Alba's total production capacity to approximately 1,450,000 metric tonnes per year.

One of the biggest industrial projects in the Kingdom of Bahrain, the Line 6 Expansion Project is expected to have a big impact on the economy and new job creation. In addition, at least 50% of the new metal production is expected to be sold to existing and new Bahrain downstream customers.

The Line 6 Expansion Project will allow Alba to continue its marketing strategy of maintaining its core presence in the GCC and, leverage its global sales offices to directly market the additional metal produced to meet

the growing international demand for aluminium.

The Line 6 project will make Alba the largest single-site smelter in the world. In addition, it will strengthen Bahrain's position as the hub for the downstream aluminium industry in the GCC."

The Company's Board of Directors looked at various options from the Line 6 Bankable Feasibility Study and ultimately finally opted for the largest expansion option of 514,000 metric tonnes which will significantly improve Alba's overall cost position.

By selecting the larger production capacity, the CAPEX associated with the Line 6 Expansion Project will be approximately US \$ 3.5 billion versus the prior estimate of US \$ 2.5 billion. Included in this CAPEX is the construction of a fifth power station with a capacity of 1,350 Mega Watts. The Line 6 potline will utilize Dubai's DX+ Technology which will bring state-of-the-art technology to optimise cost performance and reduce

energy consumption.

In addition, the Board of Directors has officially appointed J.P. Morgan, Gulf International Bank (GIB) and National Bank of Bahrain (NBB) as Alba's Financial Advisors for Line 6 Expansion Project. During the Extraordinary General Meeting (EGM), Mutlaq Al-Morished was also elected as an independent board director representing the 10% public listed shares.

Actual construction of Line 6 is estimated to commence

in 2016 upon the completion of final engineering designs, selection of project EPCM for Line 6 and EPC for the Power Station 5.

The Line 6 Expansion Project is the culmination of the 40 years of history that Bahrain has in the aluminium industry as it will allow Alba to optimise both - its cost structure and marketing strategy. The Line 6 Expansion Project will be an important milestone for Alba and will sustain the aluminium industry in Bahrain for many generations to come.



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Summer Work Ban Imprisonment of three months



Minister of Labour Jameel bin Mohammad Ali Humaidan called upon private sector companies and institutions to commit to the ministerial order 3/2013 on the prohibition of labour, against working from 12 noon to 4 pm during the months of July and August. Which aims to protect the labour working in construction and open places from the risk of sunstroke and heat exhaustion and to reduce the number of occupational incidents especially fatal accidents. In addition, the inspection campaign will observe the implementation of the decision and will carry out surprise visits to work-sites on a daily basis. According to Article No 192 of Private sector for 2012 which states that anyone who violates the ban or fails to comply with the law will face tough penalties according to chapter 15, three-month jail sentence or a fine of not less than BD500 and not exceeding BD1,000, or both.

Alba Labour Union's Solidarity Statement with DHL Trade Union

Alba Labour Union expresses its solidarity with DHL Trade Union, following the unclear promotion policy and procedures practiced by the management in which the company attempted to marginalize workers' representatives, and ignored all the workers who deserved to be promoted based on their skills, abilities and qualifications. It is clear to everybody that the management is trying to take unjustified and one-sided steps to promote some workers on the basis of favouritism, while there are many workers who had been at the company longer and had more experience. Alba Labour Union urges DHL management to review its decisions which are considered as unfair and one-sided decisions and it should involve DHL Trade Union representative in all decisions related to promotions; in



which they have to be involved in the procedures and this should be considered as one of their rights which would enhance the efficiency of the working class in transport and shipping sectors. Alba labour Union expresses its full and unlimited solidarity with DHL Trade Union and it stands with all the escalating actions and decisions that will bring the justice for the workers in promotion procedures. The company should take into its consideration that no one can touch worker's benefits and gains.

Shaikh Daij: Alba protest was fabricated and our intention was to stop the BD20



o Ali Al Binali



o Daji Al Khalifa



o The statement published in Al Ayam newspapers on 21st of June 2015

In an interview in Al-Ayam newspaper issue no. 9565 on Sunday 21st June 2015, Alba's Chairman Shaikh Daij Bin Salman Al Khalifa described Alba workers protest against the management's sudden decision to stop the social allowance, which is been applicable for 9 years, as fabricated. He said the BD20 allowance is a high cost and goes against the "Rationing of spending" policy. Also, as he said he only wanted to "Limit this allowance". When asked about Alba workers annual social allowance, Chairman of Arab Shipbuilding and Repair Yard Company (ASRY) answered stating: "Unfortunately a lot of cards got mixed in regards to this subject. Thus, this allowance is cumulative allowance started 10 years ago and reached BD200 now. Subsequently, it adds an additional two million dollars into the company's budget. We are in the light of ration spending and want to limit the continuation of this allowance, nothing more". Regarding, not including «Alba» profits in the state budget, Sheikh Daij explained that "Mumtalakat is the main contributor and owns 70% of the shares. Thus, profits are turned to it as is the case for the rest of the shareholders and we have nothing to do with it after that". Sheikh Daij always held comparisons between Asry workers and Alba workers repeating that

Asry workers don't receive a social allowance (BD20), and their annual increment is 3%, compared to 7% of Alba workers annual increment. Alba comes at the top of "Mumtalakat" Group of companies in terms of profits made in 2014, as Mumtalakat's total profit amounted to 52 million dinars with 27 million being from Alba alone and Alba workers who achieved the highest production reaching to 931,427 metric tonnes, with 18,727 metric tonnes increase, generating revenues amounting to 821.7 million dinars with 9.7% increase. Sheikh Daij in a previous statement to Alba Labour Union for the month of February 2015 has thanked Alba workers on this achievement saying: "My thanks and appreciation for every worker in this company, the increase is production is due to the combined efforts between the workers, the managers and the officials." Yet, Alba workers were surprised that instead of a reward and recognition for their achievements they stopped the BD20. Sheikh Daij said when asked about the issue of reducing costs, and about the confusion between the company's management and Alba Labour Union on the decision to stop the annual social allowance: "It is a cumulative allowance different from any allowances or other

privileges given to Alba workers. In that period salaries were relatively low, thus, this allowance was given in the context of better salaries. We said the cumulative allowance has been adopted for ten years. So far this allowance now reached 200 dinars, which is up to two million dollars per year extra cost. It has increased to \$ 20 million annually over the past ten years". Sheikh Daij continued: "All we want now is to ration costs and not cancel the social allowance the worker receives. We want to deal with the subject wisely and to negotiate with two Alba unions. We sat down with representatives of the unions and the management. We have recommended the board of Directors to approve the allowance till next year on the condition the two unions with the management to review the methods and means of financial costs reduction". Alba Labour Union chairman, Ali Al Binali, thanked Alba board of director's chairman, Shaikh Daij Bin Salman Al Khalifa, on his statement he gave to Al-Ayam newspaper issue number 9569 on 21st June 2015. The Chairman explained that the company had the intention to stop the BD20 despite the executive management claims that they have no intention to stop the BD20, which is the social allowance the workers have been receiving

in their salaries for the past nine years and not ten years as the chairman stated in his statement. Al Binali added that the chairman is a wise man as he understood that line 6 project needs focused efforts by all the workers that was interrupted by an executive intention to downgrade the workers privileges and gains. Although the same goal could be reached by lowering costs and increasing production without escalation and challenging the workers by stopping a little valued social allowance compared to Line 6 project budget, which is worth \$4 billion. Al Binali said the chairman explained that Alba's profit is peaking due to the workers efforts and the advanced plan of the executive management in containing the global price of aluminum. Based on that, the company's management should not reward the workers by stopping the social allowance that was present before he came in and became the chairman. In conclusion, Al Binali stated that Shaikh Daij gave the workers their social allowance last year and again this year after the workers delivered their voices upon hearing the executive management's intention to stop the BD 20 which is an earned right.

Minister of Labour receives a copy of the writer Albermey works



Minister of Labour, Jameel Humaidan, received in his office at the ministry, the writer and poet Fadhil Albermey who gave him a copy of his poetry, «Kings Poetry» and the play «The game is over, my Hero» written by the poet Ali El Sharkawy, translated to English and Japanese by Albermey. Humaidan praised the efforts of Albermey in «Kings Poetry» which documents the important stage of the history of Bahrain, and to highlight the noble features of His Majesty the King through poems illustrating his stands and wisdom, and the wisdom of His Royal Highness the Prime Minister. On his part, Albermey praised the efforts of the minister in closing the dismissed workers file and thanked him for his support of national competencies in various fields.

The regulations are on «sick leave»



Often, the workers need inquiries about their financial and administrative situation in the company. They need someone to guide and show them where the labour affairs reached in regard to everything new in their labour life. Many workers seek the Human Resources who has all solutions and answers regarding the workers need in their affairs. But the workers rarely find someone to answer their inquiries and cases. The manager is a «brochure» being always unavailable and absent with no one to replace him that has the knowledge to guide the workers in their financial, administrative and even legal affairs; his absence stops all of their different affairs. The workers stand by as they didn't seem to find a solution to their cases. When the manager responsible for HR, legal, bonuses, and all sort of labour affair that workers care about their interest are stopped as his absence means regulations absence. The workers call on the executive management to stand with them and find an alternative to seek in their financial, administrative, and even legal affairs.



«If you are loved, you are never cursed!!»

The scholarships for studying abroad in Alba is based, mostly, on the executive management obedient not on the deserved workers. We don't know the standards they were chosen for these studies. It is known that whoever wants to study abroad must take IELTS and pass it with 2.5 grade. It is easy to choose the best from the result of this test with the choice being on the manager's level. However, this did not happen as the choosing process was on unclear and non-transparent basis to shock who ever applied knowing they were chosen to study Bachelor's degree or Master's degree in Bahrain not abroad. In some departments no worker was chosen for scholarships in Bahrain or

abroad. If the worker asked the manager about the scholarships, the answer is the manager is too weak to convince the executive management in a fair distribution; closing the file before it was even open. Of course we are emotional people, however, not to the point to choose favorites over the loyalist in the company in order to please the big manager who has few favorites among his personal closed circle. We have learned from the previous workers that favoritism and nepotism don't benefit the company as it only puts the wrong person in the wrong place. Also, favoritism in training and overseas scholarships do the same; it only trains and educates the wrong people who won't stay in the company.

Awarding Workers at Long Service Awards

Murray: Dedication and Commitment Distinguish Alba's Workers



o The workers



o During the ceremony

Alba Company awarded more than 260 workers during the long Service Awards ceremony which was held on Tuesday, June 16th 2015 at Alba Club. During the ceremony, workers who had completed 10, 20, 30 and 40 years of services till 2013 were awarded. They had been awarded with gifts and certificates for their efforts, dedication and performance during the past years. Executive management, Alba Labour Union Board

and managers attended the ceremony along with the honoured workers. On this occasion Tim Murray, CEO of Alba said: "There is no doubt that dedication and commitment distinguish Alba's workers and they are one of the strengthening elements in the company. On this occasion, I truly would like to thank all the workers for their contributions towards the great transformation which Alba Company had wit-

nessed in the recent years. And today we are pleased to award them for their remarkable achievements and their unlimited dedication". Chairman of Alba Labour Union, Ali Al Binali said "As you know, the dedication and loyalty of Alba's workers had made Alba such a successful company. We, at Alba Company are lucky to have such a wonderful working class, who are committed, competent and re-

sponsible. They are the real wealth in any industrial activities, especially in Alba which is considered as one of the biggest company, it has Bahraini National staffs that have a rich expertise in the transformative industries. Everyone is looking forward to the launching of Line 6. On this occasion I would like to express my appreciations to the workers who have served the company with their efforts".





Four lucky workers win the grand prizes At Labour Day Celebration



Alba Labour Union held a big family celebration on the occasion of Labour Day. During the celebration four grand prizes were given away to the lucky workers. Ameena Abdul Wahab from marketing department, Sagheer Ahmed from power mechanical maintenance section, Ali Abdul Aziz from Casthouse operation (2), and Ali Mustafa from power maintenance won the grand prizes prepared by union especially for Family day celebration on the occasion

of International Labour Day which was held by Alba Labour Union and company's management in cooperation with National Guard Directorate at Alba Club located in East Riffa.

The first prize was a Peugeot presented by Mansoori transpor, Second prize was Mitsubishi Lancer presented by group of companies while the third and fourth were Jeep Renault presented by commercial companies.

The winners expressed their

joy and happiness receiving the awards presented by Alba Labour Union. The first award winner Ameena Abdul Wahab expressed her joy and happiness on winning stating "I attended the celebration without expecting to win. Thus, when I received the news I felt great, I was really happy. Thanks to all in general and to the one who picked my winning ticket and made me one of the lucky winners". Also, Sagheer expressed

his happiness upon winning the prize saying "It is such a great news to hear you have won a grand prize. First, I couldn't believe it and I thought it was a joke except my badge number was repeated several times and then I realized I have it won for real". Alba Labour Union always ensures to prepare valuable gifts and prizes for all its family celebration events especially for Labour Day celebration and National Day celebration.

Bus stations umbrellas are useless !!

Many workers complained about the useless umbrellas in the bus stations. The design is inappropriate and there is no use of having them. The umbrellas are considered as lose and draining the company's budget as they were supposed to protect the workers from the sun. However, it seems the umbrellas are only for decoration purposes and not to mention the way they were built up. Foundations and bases were used that fits a skyscrapers. This proves the poor planning and choosing without consid-

ering workers interests as they standing waiting for buses under the changing weather conditions. The poor planning and implementation must not be tolerated by the workers on the expense of their comfort. The employer must provide the appropriate working environment with the suitable service the worker can benefit more from, not just for decoration or to be said we did this and done. Everything should be tested and place under observation then delivered it by the construction company after ensuring its validity and all other of things.



Alba Club workers are attending by chance

Several workers in Alba Club complained that Human Resources department issued written warning to them which they must be accept and sign. The reason behind these warnings are late arrivals for work in several occasions, as HR department claims. Some of them received a warning for being late for just 10 minutes. We agree with everything that the HR department claims while taking disciplinary actions. However, there are many disagreements which we are against, as it takes away workers' rights impeding their performance and professional progress. How can a worker who has a delay of 10 minutes on 22nd of June 2014 to be held accountable and issued a written warning to him in the third period of assessing the annual increment in 2015, though the warning was in the past year and in the first period? Ironically, one of the workers was issued a written warning for being late for just "ONE Second" on 14th

of December 2014 last year during the second period of assessing the annual increment. HR department should stop disparaging workers. It is true that we don't encourage lateness and we don't support it. However, you as a manager is it not possible that you will be late one day during the year!? And face circumstances that are beyond your control!? You are human and of course you will face circumstances beyond your control that will force you to be late. What would say during that situation when you receive a written warning from your superior?? And then your circumstances and claims won't help you as the situation will be my dear "What goes around comes around". HR department, how can you hold workers accountable when there is a defect in the attendance system?! Employer must provide everything that is required and needed to the workers to perform their duties, then can only hold them accountable when there is any failure in



their performance. How do you want workers to attend and be punctual when you on the other hand are not punctual in providing the necessary sources for it. The simplest things are not available which as the visual timing clock where the worker can see his arrival and departure time. This clock is not available and there is no alarm to alert on shift start and end?! How can you hold the worker accountable and ask him to be punctual when in reality you are not prepared for it. How can you explain that HR department?! You have no right to hold workers accountable in light of defect in the company's system.

Alba Club Lacks For "Ramadan Activities"



Before few days, we had welcomed Ramadan and everyone in Alba Company is excited about the spiritual atmosphere during this month, especially when Alba's workers used to spend a great time in Alba Club tent, which is considered as an entertaining place because it used to provide workers with all types

of entertainment, such as traditional foods, juices and games. Nowadays Alba workers do not have all these benefits due to the goal of executive management to reduce costs at the expenses of the workers. It is true that shisha section was closed due to healthy reasons and it was out of the

Management's control. But it is strange that they stopped and prevented all the activities which Alba's workers used to practice at Alba Club tent during the holy month of Ramadan, The numbers of excuses made by the management are endless, the number

of unconvincing justifications is many, but the question is, where has all tent budget gone? Can we say it went unheeded under reducing cost project?! Is it in individual decision made by an official who did not care or bother himself to discuss the matter with Alba Labour Union?

Labour's Problems

Power Management stuns efficiencies

Many supervisors criticized Power station manager Mathew as they are feeling disappointed and unappreciated due to the obstacles he put when they requested a promotion for a Senior Supervisor. They are all very competent with some holding more than 20 years of experience. They were surprised as a new English mechanical maintenance senior superintendent was hired leaving them wondering «Where is our right in acknowledging our experience, seniority, skills and priority to promotion when we asked for it?» Why all these obstacles for the loyal devoted supervisors who gave a major part of their lives and many years of their age to the company??

Fighting Ravens

There is no doubt that Alba workers are efficient, productive and hardworking, They work hard day and night They are more likely to have an accident than others..So who will dare to deprive them from their rights?!The one who assumed,, And tried to use false propaganda, Is a man who has no deep intellectual thoughts!! The social allowance, is our right,
A trade marker for Alba worker..
It is our destiny..Anyone who would cut it Should reconsider, reevaluate his illusions.. Or he can visit a Doctor,, He might completely lost his mind..
Or have went on a deep,, deep sleep..
Social allowance is, our rights
Our law granted us with the tow laws
No returns,, the intellectually disabled should be stopped Those,, who sing as ravens .. Meet in closed room should be silent.. Hand in hand,, lets protect our rights,, Pave the path for a better future, where the sunshine lights our smelter..

Sincerely,,

Your brother from Afghanistan..

A Blatant Violation for All Regulations and the Future Vision

The Reform Scheme adopted by His Majesty the King has been the secret of the continuous development in this country in all aspects, and I wont be exaggerating if I would say that this scheme has affected the details of everybody's social life, as the Bahraini citizen is the core and the major element of the development process but the target of this process. The wise leadership in our beloved country realized the great wealth that it has got, and concentrated all of its developing efforts on the human resources which represents the real wealth in the present and in the future. The Bahraini citizen has become one of the most important resources for the income of this country, and at the same time he is the source of this power and energy that emerges and originates from the depth of his loyalty and dedication to his homeland and to his wise leadership. The Economical Vision 2030, which was launched by His Majesty in 2008, whose major aim is to achieve the most proper life conditions for the people of this country with all different sectors, through deliberate sustainable development plans and programs that all have one aim , that is, the development of the possibilities and potentials of creativity in the different aspects of science and enhance the spirit of competition and dedication, which all symbolize the realization of this ambitious vision. Today Bahrain gains the fruit of so many efforts made over the last years, but some of the national institution leaders are "singing out of tune" and do not follow the directives of His Majesty, which makes them the odd ones and our out of repellent tune instead of working in harmony with others, and becoming a hindrance in the way of any youth who wants to develop his organization, and what happened in Alba Company, the biggest national company which is considered to be the icon of the heavy industries in the region, and the most important resource for the national income since it was been established in 1968, which depends on the national labour of more than 90%, is the best example of the ignoring the these public directions. In this company, some of the randomly taken decisions which are not well considered, tend to follow the means of intermediation and being selfish, represented in the employment of new workers on the supervisory grade, and this is for only some of them and not for all, all these constitute an obvious violation to the regulations and systems. My case is the best example for that. I was appointed in 2013 in the SHE Department on the grade (5), although I have a Bachelor in Business Management, which qualifies me to obtain grade (7) as per the regulations prevailing in the private sector and in the government sector either, that is if we assume that I have no any previous experience and I am newly graduated. Moreover, I was appointed in a department which has no any relation with my subject of study, although I have more than (9) years' experience in the HR Department in one of the Government Organization which means I am well qualified to work in the same department and not in this department. After so many applications and demands and with the help of Alba labour Union I was transferred to the Accounts Department, where unluckily I stayed for 5 days only, and then I was removed again without any justification or reason. Today I present my issue through this newsletter hoping that the concerned people will consider my problem and grant me my right, and realize the spirit of justice.

The Perfect Man Is Confused

When there is specialization in any work, the work will be done with high proficiency, and if the work was done with proficiency, it will be more productive and valuable. The cardiologist knows exactly what the symptoms of heart disease are, and so he can immediately give his patient the appropriate treatment. On the other hand, when the general medical doctor feels that you might have a significance of heart disease he will call on a cardiologist for help; he will be doubt and will take more time to decide which treatment is the best, and during this period the conditions of the patient might get worse. The previous example applies on most of the job. We have to mention here that specialization is concerned with the successful management, especially Business Administration. Moreover the management should divide tasks on the workers based on work specialization instead of favouritism.

I can see that we have many genius workers in Alba who are highly proficient in their specialized area and they can transfer sand and stones into gold and silver, but unfortunately, the company do not pay any attention to them. Moreover it disperses them by moving these genius workers from one department to another and this lead to a low degree of production. Imagine you hired a security man to protect your house and to provide you and your family with security and then you forced him to work inside your house and gave him more tasks which are not within his duty, what do you think the result will be? He will forget his main task, and will feel dispersed and confused, he will have several tasks to do inside the house along with his main task. As they said "it was like the raven that wanted to imitate the dove in its walk and it did not succeed and when he wanted to walk in his manner he discovered that he had forgotten how to walk".

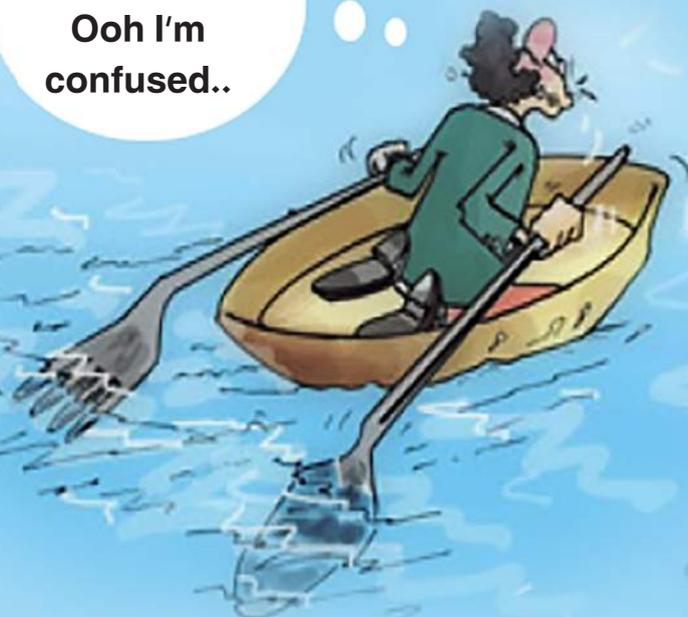
Sultan Khairi

"Safety Jungle" Is Dry

Alba Company celebrates safety week under the title of «Safety Jungle», where it urges workers to be aware towards risks and safety at workplace and to prevent them from being involved in any accidents and to ensure that all necessary precautions are implemented. Alba management organizes visits to various departments to raise worker's awareness. On the other side, we can see obviously that Alba Company postpones and delays any repair or maintenance services which may affect workers' safety; it failed to make any maintenance services with excuse of reducing the cost. Therefore the project of building a new exit is cancelled although it has been agreed to start the project since many years. The project aims to reduce the risk of using one exit by the workers, as well as to save workers' time during the leave. The project cost is BD 180,000 only.

Confusion in decision making..

Is it Alba or Asry?!
Ooh I'm confused..



Ramadan Tournament Activates Have Been Kick Off

In The Presence of Shaikha Hayat Al Khalifa,, And a Number of Managers and Officials



o Isa Al-Ansari, Alba's COO



o Women Basketball Team

In the presence of Shaikha Hayat Bin Abdulaziz Al Khalifa, the Chairwoman of the Bahrain Federation for the Table Tennis, the member of the Bahraini Olympic Committee, Alba launched its Ramadan sport Activities, during which she deliver a speech greeting the attendees, and she expressed her ap-preciation for Alba for its great attention that the company pays for the sport staff, mainly women staff, under the leadership of Sheikh Du-aaj bin Salman Al Khalifa, the chairman of Alba Board of Di-rectors, who put more efforts in supporting and highlight-ing the workers skills through Ramadan tournament. Abdul Rahman Janahi, Director of Administration, delivered a speech on be-half of Isa Al Ansari, COO of Alba, where he thanked Shaikha Hayat Al

Kha-lifa for her kind partici-pation in the launching Ram-adan tournament, which has been featured by the partici-pation of women in the basketball game, and high-lighting the women's skills, through which the women members for the Bahrain basketball team shall be se-lected for the next seasons. Ali Al Binal, Chairman of Alba labour Union, delivered speech on this occa-sion, where he said "We appreciate the sport spirit among Alba's workers, and among the women in particular, which contributes great in raising the name of our beloved Kingdom, high in the international sport events, we also thanks Her Highness Shaikha Hayat Al Khalifa, for her presence, who is known for her continuous support and effort to pave the way

for the effective participation of our daughters and sisters in the sport events, we also thank Shaikha Sabeika bint Ebrahim Al Khalifa , the president of the Women Su-preme Council, for her valuable efforts in supporting Bahraini women". On behalf of the players, Najla Ebrahim, a member of Alba sport team, deliv-ered a speech, where she said " We thank Alba company for its continuous support for all of the sport staff, and for its concern to hold a women basket-ball championship last year, which shows company concern towards the wom-en players , we also extend our thanks and appreciation to Isa Al Ansari for his personal interest and attention for Alba women basketball team since it was formed, also appreciation is extended for Alba Labour Union, head by



o Shaikha Hayat Al Khalifa

Ali al Binali, for his continuous support and encouragement for the working women, to take part in the different sports events, which boosts the women role and position in the Bahraini community". After that the basketball championship, the events started with the participa-tion of ten teams in addition to the Alba women team and the Bahrain women basketball team, and the men competitions in the football and basketball games to be held the next day.





The Labour Movement Today Is At a Crossroads

Written by: Ebrahim AlKhoheji

It seems that the dynamic changes took place in the political as well as in the social life have a positive as well as a negative impact on the Labour movement, and so the Unions' pluralism and the workers' representation have become one of the great issues. The Labour Movement today encounters the greatest challenge represented in connecting between the labour union pluralism, the workers' unity and the joint work to encounter the continuous attacks of the "Capital" on the workers' achievements, and defending the legal labour rights. There are different views on this issue, but here we have to focus on one of the most important point, that is, when the matter of disagreement is related to the workers' achievements and rights, then both of the workers and the Unionists are required to put aside any sign of disagreement and adhere to the principle of the joint work to defend the workers' rights and achievements, in other words our internal front has to be united in order to face any possible external danger. One of the most concerns among workers is that the Labour Union activity turns into a class or sectarian act, and its structures turns into a nominal tool and a sectarian entity that has its own agenda, apart from the workers concerns, and when defends the workers' rights, only on a sectarian and class bases and according to the workers' belonging only. The question her. Is that the real desire of the Unionists and those who assume the Labour Union work? The most curious in this matter is that in the events of 2011 the General Federation Of Bahrain Trade Union (GFBTU) pushed the workers for violation and rebellion, and laid out a track for the Labor movement that never benefit the workers, and produced new findings before the Labour movement and new perplexities that do not benefit the workers' issues and made them more complicated, and their main concern has been concentrated on how to gain personal benefits and how to obtain local and external representation and possess the largest number of workers' representation in the different organizations. The workers' fears and concerns have increased, and the separation indicator can be seen clearly among workers, and it has become clear that the GFBTU has been confused by those events and by its previous calling for rebellion, and by the emerge of new federation Bahrain Free Labour Union Federation (BFLUF) to attract a large number of unions under its umbrella, all that caused great confusion for GFBTU that made is lose its balance and the clear vision. Another important point to stress is that the Labour Field has no longer limited to a single party, particularly when the Federation throw behind the workers' issues and associates itself with political agendas which has no relation with the workers' demands, needs and concerns. Instead of conducting a thorough review for all of the previous stage and study the Labour Union experience in the light of these events and learn a new lesson which is that the workers' issues and suffering are not for sale, not for making deals, as the GFBTU announced that it represents the workers' majority, and it is the only party which has the right to represent the workers!!! The trust granted by the workers to their Federation does not mean that the Federation takes advantage of the workers trust to make personal deals. Today with all of the clear indicators in the workers' field that confirm the ultimate failure of the GFBTU to retain the workers' majority, and Bahrain workers shall put their trust in the Unionists who are honest and sincere in defending their rights and interests which have been realized and protected by His Majesty's Reform Scheme.

The next will be tougher

Alba workers are always seeking to maintain their rights and labour gains due to their demanding movement which is targeted to improve their living standards and reduce life demands weights.

Alba workers stood together with all their categories and spectrums to defend their interests. They were strong barrier against whoever tries to tamper or even think about tampering with their gains. Labour gains are forbidden to be touched which cannot be negotiated on or compromised with, regardless of the cost and the situation.

The officials in the company and the decision makers think, that Alba workers are easy to defeat or keep up with by imposing arbitrary decisions that takes and undervalues their rights. Alba workers assured from their message they sent through their peaceful protest stand that the working class (proletariat) are the real national profit the company generates from their sales by their indefinite loyalty to their country and wise leadership. At all times and places they sought achieving the highest production levels in the light of the competitive market in the region. The national labour proved its loyalty and dedication in work through the past years. As a result, the company achieved a high prestigious status among international companies as its going to enter history by being the largest smelter of the world after the launch of the upcoming line 6 project.

Alba workers refused to phish in troubled waters and take advantage of them through the cheap easy to reach media by launching statement indicating their lack of knowledge in labour reality and have no future outlook. But, it phish claiming they are against any projects led by Alba Labour Union that are militant and seek achieving labour unity. Also, they are seeking to spread division between the labour classes by inciting them on hate, spreading hatred and sectarianism. Whoever is the decision maker, he will know that Alba workers are not an easy bite to trick. They have militant labour union with rich history in defending workers' rights and interests. Union will never accept workers' rights to be derogated and compromised claiming expensive programs that comes every day in a new way to reduce costs and expenses.

Written by: Abdulla Al Moeraj

Accidents and Injuries during the Month of May 2015

Date	Place	Details of the accident	Notes	Evaluation	Results of the investigation
4/5/2015	Workshop and Maintenance Services	Contractor AC Technician was testing the nitrogen gas pressure, suddenly the copper tube fitting burst and air blown in employee's face causing some irritations.	Union Representative advised the contractor to wear full face shield while testing leaks.	Minor Injury	Found that the flare joint was deteriorated due aging and inadequate maintenance.
4/5/2015	Power Station 1 Fire Pump House	Power Station 1 testing fire pump flow. After completing the test, power station 1 outside operator was closing fire pumps flow meter inlet isolation by using F rod. The rod slipped and hit the valve wheel with his right hand.	Union Representative strictly emphasized the management to ensure the tools are in good condition and proper ones are available	Minor Injury	Found that the worker was using improper tool, due to lack unavailability of the proper one. And the management was aware of the issue.
9/5/2015	Power Station 1 Fire Pump House	After completing The south test, power station 1 outside operator was closing in-let isolation by using F rod. The rod slipped and hit the valve wheel with his finger trapped between fire valve and the spanner causing minor injury.	Union Representative strictly emphasized the management to ensure the tools are in good condition and proper ones are available	Minor Injury	Found that the worker was using improper tool, due to lack of availability of the right proper one. And the management was aware of the issue.
9/5/2015	Reduction Line 4	Worker found that electrical socket is not working, he attempted to disconnect the Compressed air hose from PTA hoist, but he forgot to shut the air valve first. As a result, compressed air blown on employees hands causing red spots over his hands.	Union representative advised to review the design and relocate the electrical socket and ensure the management is providing the proper procedure for this task	Minor Injury	Found that the design of the electrical socket was not safe.
11/5/2015	Reduction Maintenance Crucible Cleaning Machine	The Cylinder bracket plate at Old STAS Machine and were tried to carry mounting bracket in order to fixing it and complete their job, accidentally the bracket plate slipped and his left hand small & ring fingers.	Union Representative advised the management to standardize the maintenance procedure and use o 1 type of Hydraulic cylinder	Minor Injury	Found that the design hydraulic cylinder is not according to specification and 2 types of Hydraulic cylinders used for this machine
16/5/201	TAC Plant	While the MTV driver was stepping up to enter the MTV cabin his right shoulder hit the door hand rail. The worker felt pain and attended to Alba Medical for treatment.	Advised the crew to take extra care during windy day	Minor Injury	Found that the vehicle door returned due to strong wind.
18/5/2015	Carbon 1-2 Kilns 2	While ECL.2 crane operator was clearing filling pipe blockage using long steel pipe, after completion of clearing the blockage he started pulling out the steel pipe, his left hand palm got burnt due to physical contact with hot surface (steel pipe).	Advised the management to ensure that every employee is carrying his gloves	Minor Injury	Found the contractor employee did not use the gloves due to lack of availability within his vicinity.
29/5/2015	Reduction Line 5 Room C	Operator completed metal tapping from pot C117 and was heading to pot C118. He stepped on solid bath piece and fell down on his right hand.	Union Representative emphasized on the management to ensure about the safe condition during shift change	Restricted Work Case	Found that the incident as a result of poor housekeeping due to improper handover of shift.



Ramadan has arrived. Here are 10 advices that will help you:

- 1. Break your fast with dates:** the person who is fasting needs a source of sugar to reduce the feeling of hunger. Breaking your fast with dates is good contain a portion of fiber that prevents constipation and makes you feel full.
- 2. Choose a whole healthy food meal:** Be sure to add variety to your diet including all the nutrients, avoid spices, pickles, and fried food as they cause indigestion and abdominal distress.
- 3. Divide your breakfast into two phases:** start by eating dates and drinking water to alert your stomach. Then, pray to allow your stomach to absorb the sugar in the dates and water eliminating hunger and thirst. Then, finish your breakfast as it is known that eating large portion of food at once may lead to abdominal bloating and indigestion.
- 4. Avoid excessive fats, sweets, and heavy food:** Kunafa, Qatayef and a lot of sweets that turns into fat and obesity as well as forming a heavier burden on the heart. Therefore, it is advisable to avoid them.
- 5. Suhoor meal:** eating suhoor is useful to prevent fatigue and headaches during the day. It is preferred that suhoor contains easy to digest food such as milk, yogurt and fruits.
- 6. How to avoid feeling thirsty:** try to avoid salty food and spices especially during suhoor as it increases the level of thirst. It is advisable to avoid using preserved food or fast food. Drink enough water.
- 7. How to avoid constipation:** If you're someone who suffers constipation eat more food that is rich in fiber such as salad, legumes, fruits and vegetables. Also, try to have more fruits instead of Ramadan sweets and be sure to exercise regularly.
- 8. Avoid napping after eating breakfast:** Some people will tend to have naps after breakfast, however, sleeping after having a large meal might increase drowsiness and laziness. It is best to relax for a short period time after eating. It is best to eat in moderation.
- 9. Try to quit smoking:** For sure, the benefits of quitting smoking starts since the first day when you stop. Smokers will find Ramadan a good opportunity to quit. If the person who is fasting could quit smoking for long hours during the day, why not continue on that? It needs to determination and it is very much possible.
- 10. Advice for the pregnant and breastfeeding women during Ramadan:** pregnant and breastfeeding women should consult her doctor at first. If she was allowed to fast, she divide breakfast into two meals: breakfast and the rest after four hours. Also, it is recommended to delay suhoor and have a lot of yogurt and cut back on sugar and fat food.





Working during pregnancy is it dangerous to health?

Is there any reason preventing me from working during pregnancy?

If you have natural pregnancy that doesn't involve any risks or problems, you can continue working. However, make sure the type of work you perform doesn't involve any potential risk and its conditions won't expose yours and your baby's health to risks.

How do I take care of myself at work during pregnancy?

Not all health and safety problems are obvious physical problems. Any concerns you might have about your work goes under risk assessments. It might include the following:

- Physical and mental exhaustion
- Movements and positions
- Travelling
- Noise

Even if your work involves little bit of

standing and the only risk you might face is picking up the phone, there are simple procedures to make you feel comfortable. Try to take breaks to rest. Also, put your feet up if you have been standing for a while or stand and walk every two hours if you have been sitting for a while. This procedure will help you reduce feet, ankles swelling for your convenience and comfort. Do some stretching exercises to protect your back.

Rest whenever it is possible. The more tiring your work is, the more you need to reduce physical effort outside of work. Make sure to eat regular meals. Choose nutritious and well balanced food and add fiber to your diet to reduce the incidence of constipation.

Wear comfortable shoes and wide and loose clothing.

What You Should Know About Lifting Tackles



❖ Colour Code

Colour code is a mark or code use for statutory inspection of lifting Tackles frequently every 6 months according to the laws and regulation of lifting equipment and It is mandatory to ensure all portable, circulating and removable lifting equipment are colour Coded to give visual indication of inspection and test lifting equipment. The following color code cycle must be used to indicate the current

lifting accessories in use such as: Chains and Wire

Ropes, Webbing Slings, Shackles, Eye Bolts, Swivels, Snatch Blocks, Beam Clamps and Plate Clamps, Lifting Beams / lifting magnet Etc.

❖ Recommendation

- 1- All lifting tackles to be stored in adequate storage facility.
- 2- User to be informed about the dangers in using uncertified lifting tackles.
- 3- Lifting tackles not allowed to be heated or welding.
- 4- Don't use any lifting tackles without code it with current color code.

Written by Isa Al Mehri, SHE Department- Lifting Section



Renew your energy

When we feel tired and exhausted while working, our only solution is to have a cup of coffee. However, we offer you 8 tips to renew your energy while working:

1. Exercise as soon as you wake up to pump the blood to your whole body giving you energy throughout the day.
2. You can take a 20 minutes nap to refresh and renew your body energy.
3. Get rid of hatred feelings to your colleagues at work, in order to preserve your energy.
4. Devote 15 minutes daily at least for laughter and humor with your friends.
5. Walk for 15 minutes a day. Don't sit for long hours in front of computer screen and frequently move around.
6. You should read something interesting during lunch to rest your mind and to help reenergize it.
7. Get rid of the existing disputes and conflicts between you and your boss because it will distract you from working.
8. Be gentle in dealing with everyone, words of thanks and gratitude from others have a great effect.

Detective Minion



(The Excellent Idea !!)



I've got an idea

What do you think about this idea?



Welcome to Safety Jungle

Today: while I'm on my way to Alba



It seems that we will drive pickups instead of cars!!



OMG, he is going to cut our Annual Increment!!



Good idea!!
Let him speak Arabic instead of cutting our Annual Increment.



Let me tell you the idea in Arabic:
Eslama Msa'alyat Jamee3

Globalization brings poverty too

Marshall McLuhan was among the first who talked about "The Global Village" popularizing it all over the globe. Even "The parties" of the global capitalist system started promoting this phrase with great enthusiasm assured it is already within this village, and has all the rights and duties. Modern technology especially information technology and its modes: Computers, internet, television stations that are able to create this illusion and false awareness as it masks the fundamental differences in reality. The reality of human is flesh, blood, ideas and opposite interests. Yet, the virtual reality suggests the end of geographical location and the emergence of a new geography with no limits.

An expansive ecstasy goes high due to the fall of reality itself in front of the power of virtual reality. Nonetheless, the enablers of using this virtual reality modes are still a minority in this wide world of continents, cultures, ethnic and religious affiliations who are still far from turning to a small village. New technology are means of influence and control of the major powers; the dominant power capable of subjecting the world and plunder its wealth and conquer the markets with its goods. Those major scientific achievements are used to achieve their own goals, especially since the economy based on the achievements of the information revolution and digital media is majority the raw global output, where it is integrating scientific research in the economy. This means that underdeveloped countries will remain undeveloped regardless how much they sought to keep up with the world. The share of scientific research in the Arab

world does not exceed 0.1%, while in developed countries, it exceeds 3 percent. These contradictory results for economic internationalization leave the same negative effects on all. Despite 2 decades and more on the fall of Berlin Wall and the collapse of Soviet Union, the social justice and the search for another option for the world's ideas are brought back. People that fell for the illusion that globalization will circulate democracy and prosperity in the world are beginning to realize and inspect this lie. A lie such as the establishment of democracy on the ruins of dictatorship in Iraq by direct invasion revealed the invalidity of that. Democracy is like anything else cannot established on tanks invasion and occupation. In many countries of America, have seen a clear shift toward the left-wing options and the anti-globalization approach and savage American policy in particular. If we took the conversation to the global level, we may see in the wars that mafia companies are trying to ignite, it is a manifestation of fundamentalism economic aspects that do not hesitate to pay tens and hundreds of thousands and even millions of people to death. As long as the continuation of war provides an ongoing growing profits from arms trafficking. A person should not look for social or economic motives of wars. But, also to look for international arms mafia that have an interest in these wars pricing and sustain, to keep arms market refreshed.

It is true that the invasion of other countries option is not the only by which the United States and its allies tried to subdue the world. But, it

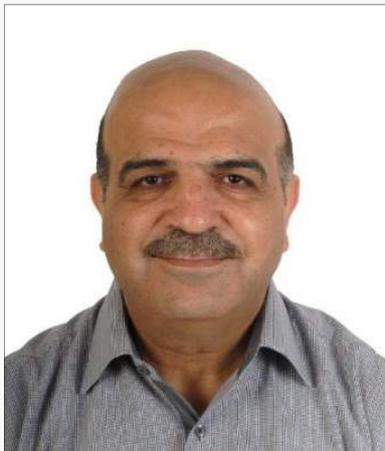
was the option used so far as an exception. Economic and cultural globalization mechanisms provides an effective way to achieve the goals that military forces can do directly. Economic and cultural globalization mechanisms achieve greater flow in the capital and goods that are looking for new markets and opportunities for investment which are not surrounded by protective walls. Also, where the state doesn't intervene thus weighs heavily it with high taxes and cheap unprotected labor by imposing minimum wages as well as putting harsh conditions to dismiss workers'. But it remains a cause for concern that the West no longer finds anything wrong in resorting to traditional methods, including invasion. That seemed to mean subjecting the world, while in its essence, it draws on many forces all over the globe that will not accept this devastating option for humanity and the environment that the world is driven towards. As a result of the spread of the influence of "neo-liberalism" which borrows from the capitalism, the old tools that are based on the spread of profitability principle as governor sole, and reconsider the social guarantees and gains won by groups toiling in its struggle prolonged with the capital owners. The reconsideration affect many fields important. The neo-liberalism, which was announced during the past two decades of its victory brought devastation to millions of people around the globe. In 1962, 20% of the world's population living in the richest countries had 30 times more income than those 20% who lived in poorer countries. However, this gap had widened



Dr. Hassan Madan

82 times more during the 90s, and so on. A person's income in 70 countries of the world is not what it was twenty years ago. In the whole world there are nearly three billion people meaning almost half of the people are living on less than one dollar a day. All this is happening at a time when the abundance of goods reached unprecedented levels, and food grains have never been available as it is the case now. The problem lies in the unequal distribution of wealth causing 30 million people die each year due to hunger. Also, eight hundred million others are suffering from permanent ill feeding, and a total of four and a half billion people in developing countries yet nearly one-third do not drink non safe water, and more than one billion people, suffer from malnutrition. Some studies say that it is enough to deduct less than 4% of the accumulated wealth of only 225 world's richest people to meet all the needs of the world, which is not more than 13 billion. This is barely the amount United States and the European Union population spend per year to buy perfumes. Globalization does not bring wealth alone, but also circulate poverty, and the world is still continents opposite of interests rather than a global village of interdependence.

Nezam Qahoush Will Replace Waleed Hamdan in ILO



o Nezam Qahoush



o Mustapha Sayed



o Mohamad Trablisi



o Waleed Hamdan

General Secretary Of GFBTU and Sharron Borrow Filed a Complaint Against the Government of Bahrain.

Waleed Hamdan interferes in the internal Affairs of Bahrain

International Labour Conference (ILO) appointed Nezam Qahoush – Union activist from Jordan – as Regional Desk Officer for Arab Region at ILO, replacing the so-called “Waleed Hamdan”. Qahoush served International World Federation of Trade Union (ITUC) for more than 18 years as a Regional Coordinator. He organized many lectures and seminars in the Arab states such as Yemen, Jordan, Palestine and Bahrain.

Appointing Qahoush came as a shock for Waleed Hamdan who tried hard to divide and split the Labour Movement in the Arab Region through his scheme, where he called for forming Independent Trade Unions in the Arab Region and he took advantages of his position in ILO and used all resources in ILO to achieve his devilish objectives which goes in line with Sharron Burrow’s objectives.

Waleed Hamdan attempted to put Mustafa Sayed in his position instead of Nezam. But the failure of Waleed’s scheme had affected the opportunity of appointing Mustafa Sayed who is

a Senior Specialist in Worker’s Activities in Beirut. Waleed Hamdan along with his ally Mohamad Trablisi used all the sources of ILO to implement their devilish scheme but fortunately they failed.

What did Waleed Hamdan write to Waad Society?!

It is worth to mention that the so called “Waleed Hamdahan” had intervened a lot in the political situation of Arab States, especially in Bahrain, when he sent a letter to National Democratic Action Society (Waad) in 16/3/2015, in which he expressed his solidarity and supported the recent unrest in Bahrain, and he wrote “Warmest and thousand greetings to our brothers and sisters in Bahrain who are struggling and fighting. You are paving the history with your struggle and stead-

fast in front of the brutal repression. Soon you will get all your demands, freedom, democracy, dignity, Justice and equality. We will always stand by your sides and I will convey your voice in the International Labour conferences. Let the entire world know that the language of war will not stop you and it will make you stronger and it will show the world that you are in the right way”. His letter is considered as intervention in the internal affairs of Bahrain where he criticized the National leadership and Bahraini Government for

its policy in dealing with the recent unrest. In addition to that, Waleed Hamdan said on many occasions that he supports the so called “Arab Spring” which destroyed the Arab region and resulted in disastrous consequences. Later on, he continued to intervene in Bahrain, where he and Sharron Borrow, General Secretary of ITUC supported Sayed Salman Al Mahfoud, General Secretary of General Federation of Bahrain Trade Union (GFBTU) to file a complaint against Bahraini Government in ILO in an attempt to demonize the Bahraini Government.



o Waleed Hamdan’s letter to Waad Society on

What Is the Secret behind Waad's Dual Policies?!



o Waad Society



o Sharron Boarrow

Waad's Member ally ITUC

Is joining ITUC structures, which has Israel as member, a part of Bahrain's popular front theoretical principles?

We all know that National Democratic Action Society(Waad) had put the Palestinian issue on its top priorities and had adopted this approach since many years, and they themselves as the defenders of Palestine in Bahrain. Therefore when the people of Palestine got attacked by the Israel's Military Occupation, we see that Waad Society immediately issues a statement to express its solidarity, and it might organize or call upon others to march or demonstrate to show comrade in Palestine that Waad society stands beside them. You will see them marching in the front row of the rally, holding the Palestinian flag, wearing Palestinian keffiyeh(scarf) and singing National song.. The observer of the history of Waad Society knows exactly that there is a strong relationship between Palestine Liberation Front and Waad Society. And the visitor of Waad Society site will see numerous statements issued by Waad every year, on many

occasions such as the Land Day on 30 March, Nakba Day on 15 May and International Day of Solidarity on 29 November, as well as many other statements in case if any of Palestinian activist gets arrested or killed by Israel. The strongest feeling of sympathy of Waad Society was when one of its members decided to form a society under the name of "Bahrain Society Against Normalization With Zionist Enemy' which embodies the spirit of Arab nationalism.. Waad's members proved to all that the Palestine issue will always remain in their hearts. And they will continue fighting and supporting their comrades in Palestine.. Members in Waad Society proved that they will not go off the track which was founded by the former members of Waad. They will move forward; they will continue issuing statements and holding activities and initiatives to support the comrades in Palestine. But what we are seeing today confirms to us the dual poli-

cies of Waad society in dealing with the Palestine issue. Moreover, at the main time, when it holds banners against Israel, calls against normalization and issues a solidarity statement, one of its members who lead the workers delegates in the international Labour Conference, was sitting at one table with the Zionist enemy!! Abdulla Husain who represents Waad Society should reject all kinds of normalization and should withdraw from the General federations Of Bahrain trade Union (GFBTU). Here we have to mention to our readers that GFBTU are member in the international trade union Confederation (ITUC) which is the biggest supporter of General Federation Of Labour Israel (Histadrut) .. Could we say that Abdulla Husain normalized with Israel when he agreed with them?! How could two different parties meet at one point, regardless of each party having opposite views and visions?! Waad Society should issue a statement and apologize to all

Palestinians due to its recent position in which it agreed to put its hand with the Israeli's hand. And it should issue another statement to explain why Abdulla Husain is still a member of the General Federation of Bahrain Trade Union (GFBTU) and why he agreed to be a member in one of the Labour Organization which has the Histadrut under its umbrella?! Why doesn't he become a member in the World Federation of Trade Union (WFTU) who always defends the rights of workers and people of Palestine?!

Why there is contradiction between the national principles and the actual practice in such society?! Does being member in ITUC which ally Histadrut is one of the main principles of Waad Society?! Does fighting normalization lies in only in selling olive oil? As the Bahrain Society against Normalization with Zionist Enemy announced recently?! Is there anyone who feels ashamed of all this?!

Document Shows the Relation between GFBTU and Histadrut (Israeli Labour Federation)



ITUC INTERNATIONAL TRADE UNION CONFEDERATION CSI CONFÉDÉRATION SYNDICALE INTERNATIONALE CSI CONFEDERACIÓN SINDICAL INTERNACIONAL IGB INTERNATIONALER GEWERKSCHAFTSBUND

LIST OF AFFILIATED ORGANISATIONS

11	Azerbaijan	17	Azerbaycan Hemkarlar Ittiraqları Konfederasiyası (AMİK)
12	Bahrain	18	General Federation of Bahrain Trade Unions (GFBTU)
13	Bangladesh	19	Bangladesh Free Trade Union Congress (BFTUC)
...			
76	Ireland	157	Irish Congress of Trade Unions (ICTU)
77	Israel	158	General Federation of Labour in Israel (HISTADRUT)
78	Italy	159	Confederazione Generale Italiana del Lavoro (CGIL)

List of affiliated organizations in the International Trade Union Confederation (ITUC), which proves that the General Federation of Bahrain Trade Union (GFBTU) is member in ITUC (No12 in the list). It ally General Federation Of Labour Israel (Histadrut) which has around 450 thousand members (No 77 in the list). This approach contraoicts GFBTU's policy, although it claims that it's supporter of the Palestini-an issue, it works hand in hand with the Histadrut. Moreover it obeys orders of Sharron Borrow, General Secretary of ITUC, who is a big supporter and defender of Histadrut. After revealing such a document, what is the GFBTU's excuse when we ask them about the relations between themand Histadrut?!

Source: ITUC website : (http://www.ituc-csi.org/IMG/pdf/no_36_-_list_affiliates_181113-2.pdf)



NUBP" Calls For The "Parliament" To Enhance Its Legal" As Well As Its Legislative Position

Written by: Abdulla Hamza

The Executive Board of the National Union of Bahraini Pensioners (NUBP) was honored by meeting some of the Parliament members recently. NUBP presented its proposals and the current obstacles that face the Federation in the legislative side, as well as a letter shall be sent the chairman of the parliament in this regard, hoping to hear a response as soon as possible. The Executive Board of NUBP seeks in different fields to enhance its local as well as its international role, in order to be able to perform its tasks and responsibilities in the most effective way, represented in defending the Retired people's rights and is-

sues, and this can be realized by the unity of all attitudes and look at the Retired as an important sector of the country and can play an effective role in the national development and can contribute greatly to the civil organizations. NUNP continuous efforts to hold its responsibilities are not limited to the national and the local level only, but great efforts are being made to establish good relations with the international organizations that concern for the Retirement affairs. The Executive board took part in so many conferences and meetings held by the Federation of the Arab Retires Workers, and recently the last one

was held in Egypt, besides so many local as well as international conferences, raising the name of Bahrain and the Retired high, taking advantages from the valuable experience of other local and international organizations in the field of the retirement and the retired. No doubt that our ambition and hopes exceeds our limited potentials, but our determination to develop our current potentials and strengthen our position is the most important goal that we have. From this point, we call for our brothers – the parliament members to support us and enhance our legislative and legal position, meanwhile, we call all

our brothers – the retired, to support us in order to enable us to play an effective role in the development process, which shall be reflected positively on the retired life. This is our ultimate goal which shall be realized by the help of our brothers – Alba Labour Union, who shares us the same ambitions, goals and interests and gives us the opportunity to participate in the various activities and provides a lot of offers to the retired .. To this outstanding Union we extend our gratitude and appreciation, looking forward for more cooperation and joint activities.



Emergency Conference to Elect a New Executive Council for (KFTU)



A new chapter full of disputes and arguments had been opened in the Kuwait Trade Union Federation (KFTU) following the resignation of unions' members in KTUF Board and forming new body called "quintuple- partite committee". Many Unions called for the importance of unity and overcoming all the conflicts and disputes in the Trade Union Movement. Trade Unions in Ministry of Work, Ministry of Education and Ministry of Transport announced their full support for the so called "quintuple- partite committee" in holding an emergency conference to elect a new Executive Council for Kuwait Trade Union Federation (KTUF). On the other hand, some of the union members are refusing to adhere to the verdict of the Cassation Court, and are violating the regulations of the union by forming a five-member committee.

Different Views on the Emergency Conference



o Mohammad Haidhnea

Mohammad Jumaan Al Haidhnea, the founder the of committee said that an emergency conference will be held on Monday 8th June 2015, at 4:00 to elect a new executive council of KFTU. He added Jurists Association, lawyers Association, Public Authority for Manpower as well as Ministry of Social affairs will attend the conference for election observation.

Mohammad added there are 18 candidates vying 15 seats and Unions members insist-

ed to participate in this conference in order to protect the Trade Union Movement in Kuwait.

In response to those who say that the election was invalid, Mohammad said that it is just a rumor made by members in the executive Council. He added that the participation of Public Sector Unions and Petroleum Trade Union which are the biggest unions in Kuwait proved the legitimately and legality of the election.



Al Hudainia said" All the unionist in Kuwait are looking forward to return the Labour movement to its normal path, as it plays a major role in protecting and maintain workers' rights and benefits.



Trade Union in Ministry Of Workers Supports the "Quintuple- Partite Committee"

Falah Al-Azimi, member in the so called "quintuple- partite committee" and General Secretary Of Trade Union in Ministry of Work confirmed his support to quintuple- partite committee and he said that he will participated effectively in the conference to elect new executive council for the KFTU.

Al-Azimi said in his statement that the Supreme Authority of KTUF had dissolved the executive council according to the Article No 51 of KTUF's founding charter, following the resignation of most of its member in the executive council. Later on a new body called "quintuple-partite committee" had been formed and addressed the Public Authority for Manpower on Monday 25th May 2015, where

they explained the reasons behind dissolution of the executive council.

Al-Azimi clarified that position of Ministry of Social Affairs and Public Authority for Manpower agreed with our decision in dissolving the Council.

In addition to that Al-Azimi said that Kuwaiti delegates who participated in the 104th international labour Conference (ILC) in Geneva consisted only of members of Trade Union in Public Sector and Petrol Trade Union, which means the government didn't authorize any members in KFTU to represent the workers in ILC, which approved that KFTU's executive Council is illegal and violated the

founding charter of KFTU. Al Azimi said that the position of the concerned authorities proves the independence of Trade Unions in Kuwait. He explained that according to the Article No 30 of KFTU's founding charter states that the General Conference is the Supreme authority in the KFTU following dissolution of the executive council and no external authority shall intervene in the internal affairs of the KFTU.

Al-Azimi said that Trade Union in Ministry of Works strongly supports all the decisions made by the "quintuple- partite committee" and conference recommendations.



o Falah Al-Azimi

Al-Azmi: No Legalization for the Dissolution Council



o : Faleh Al-Azmi

Faleh Al-Azmi Vice President of KFTU, said that 7 members in KFTU had resigned from the executive council and membership of one the members has been terminated. Therefore, according to the Article No 51 of KFTU's founding charter stated that the council shall dissolve if half of its members resigned and there shall be election within one month.

He added that a general conference was held and a "quintuple- partite committee" had been formed to elect a new executive council. He said the current council headed by the Salim Al-Shuaibi and Faraj Al-Aradda

is illegal and violated the regulations and most of them are retirees which mean they do not have the right to elect or nominate themselves.

Al-Azmi said there are 11 Unions out of 13 in Kuwait which supports us and will participate in the election. He emphasized on the importance of respecting the Trade Unions regulations, and their role in developing the workers' condition. He added that Union's members should pave the way for the most active and efficient unionist to be their leader, they should not work for their interests or to keep their positions, they should work hand in hand for the sake of Kuwait.



The Argument over the Legitimacy of (KFTU)

Al Hudainia: The Election Witnessed A Huge Unity



o Some Of The Unions Reject The Emergency Conference



o During The Election

Mohammad Jumaan Al-Hudhaina, General Secretary of KFTU, extended his thanks and appreciations to all members who participated in the conference for their unity and coherence in protecting KFTU. It is worth to mention that the emergency conference took place in 8/6/2015 to elect a new executive council according to the Article No 51 of the KFTU Charter.

Al-Hudhaina stressed that the General Conference is the highest authority in KFTU and it entitled to choose and elect their representatives and members of the council, without any guardianship. Members of the "quintuple- Partite Committee" had proved to all that they will stand in the face of those who want to destroy the unite KFTY who had worked hard since many years to develop the Labour movement and to achieve as much benefits and interest as possible for the working class.

Al-Hudhaina said: "I would like to thank all union activists who contributed in the success of the Conference and those who attended the conference, where they paved the way for

the next generation to continue the move towards better future, the union activists are:

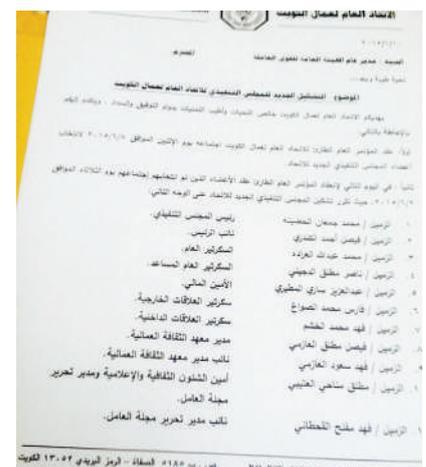
- Hussain Saqar KFTU's consultant, First Chairman of KFTU, founder of the first trade union in Kuwait (in Ministry of Health) and Chairman of the Central Council of the Arab Union of retired.
 - Hussain Al Youha KFTU's consultant, leader of KFTU, chairman of the trade union in Public Sector and founder of Municipal Unions.
 - Hussain Al-Mashmom KFTU's consultant, one of the founder of Electricity Trade Union and member in the Arab Union of retired.
 - Al-Hudhaina also thanked all public organizations and institutions for their attendance and participation in the conference:
 - Mr. Idrees Ahmed Ebrahin Representative from Kuwait Society for Human Rights.
 - Lawyer Duaij Adnan Al Kenderi Representative from Kuwait Lawyers Association.
 - Eng. ThouniMajed Al Mutairi Representative from Kuwait Engineers Association.
- He also thanked the members

of the General Conference who voted for the 15 candidates in Executive Council of KFTU. And he thanked all the candidates who did not win as well the election has ended with great success and the Executive council was formed as follow:

- Mohamad Jumaan Al-Hufhaina Chairman Of Executive Council
- Faisal Ahmend Al-Kendiri Vice-President
- Mohammad Abdulla Al-Arrada General Secretary
- Nasser Mutlaq Assistant Secretary-General
- Abdull Aziz Sari Al-Mutairi Financial Secretary
- Fares Mohamad Al-Sawagh Secretary Of Foreign Relations
- Fahad Mohamad Al-Khashm Secretary Of Internal Relations
- Faisal Mutlaq Al-Azimi Director of Labour institution
- Fahad Suaod Al-Azmi Deputy Director of the Labour Institute
- Mutlaq Mnahi Al-Otaiabi Secretary of media affairs, and editor of "the worker" Magazine.
- Fahad Al-Qahtani Deputy manager of the magazine
- Eqab Al-Harbi

- Secretary of Cultural and Social Affairs -Salem Sadhan
- Official of Youth Affairs .
- Mahdi Faleh Al-Dosari Member
- Jumaan Al-Azimi Member

In this regards we would like to express our thanks and gratitude to all journalist, press and media who participated in the conference and had put their efforts which led to the success of the conference. Al Hudaina confirmed the next stage will witness a huge unity among the labour organization and many achievements will be made due to the unity of workers and their unions.



o Task distribution list

Faraj Al-Arada: The Election Violates KFTU Charter

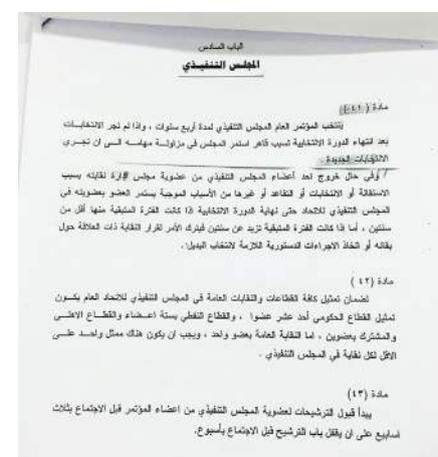
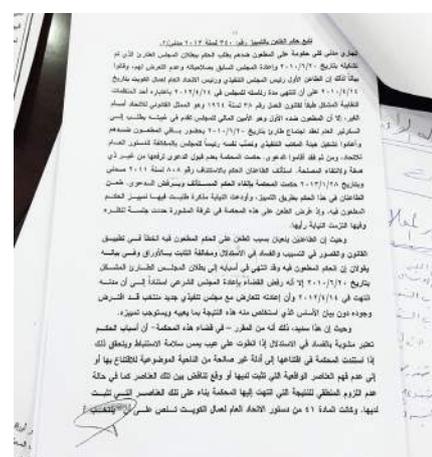
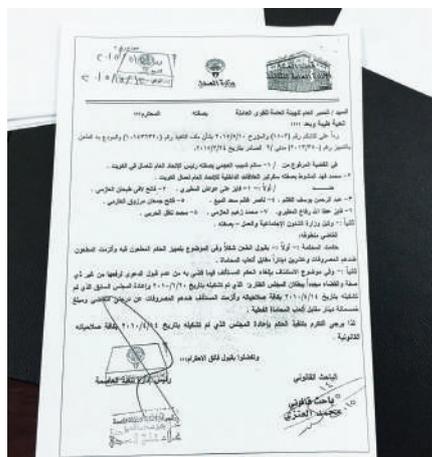
General secretary Of KFTU, Faraj Al Arrad announced that the election which took place on Monday 8/6/2015 was invalid and the committee violated the KFTU charter where it did not comply with the our law. He pointed out that before forming any committee the members should discuss the issue and then announce the approval. "The executive council of KFTU will hold a meeting with 35 unions which support us and some of union officials have been violated the union's charter and that they have refused to allow its executive board to do its job as ordered by the Court of Cassation" said Al Arrad to "Alba

Labour" Newsletter. Al-Arrada indicated that the court's verdict has fully reinstated the executive council of the union of which he is the general secretary and 8 of the members were reinstated which means that the executive council is legible and has the right do his job. Al Arrada explained that article No 41 of KFTU charter states that resigned member shall be resigned or withdraws from his union and he shall complete serving the KFTU with 2 years, while the current council did not complete the 2 years of term. He added most of the executive board members did not resigned; the council was dis-

solved due to an emergency conference in 2010. He said that there are 35 unions in Kuwait supported the executive council while there only 13 unions who agreed with the decision of the so called committee. Al-Arrada pointed out that there are 12 members in the council and 3 members will reinstate soon. "We did not leave the Council in 2010, as some of union activist believe, we were waiting for the verdict to be issued by the court, we have failed a complain five years ago, and the final verdict was issued recently which has fully reinstated the executive council of the KFTU but it seems that some of the member are refusing to adhere to the verdict



o Faraj Al-Arada



Fatwa And Legislation Department: The New Council Is Illegal

Fatwa and Legislation Department has responded on the legacy of the emergency conferee and the election of a new council in which it said that all the procedure made by the "quintuple- partite committee" violated the court's verdict which indicate the reinstate of the pervious executive council headed by Salem Al Ajmi chairman of the KFTU and Faraj Al Arrada, KFTU's general secretary, it also ciolted the KFTU charter. Hence the

conference as well as the new council is illegible and they don't have the right to chair the KFTU. Salme Al Ajmi commented" the conference and the "quintuple- partite committee" tried to divide the trade union movement in Kuwait by forming a new council based on false principle and with out referring to the KFTU charter, but fortunately the could not succeed, we are the real council due to the court verdict.





Fahad Al Mudheki
Bahraini writer and
journalist

Why Do We Need Labour Unity?

The unity of the labour is the most important condition to the development of Labour movement. This movement would not to be strong enough and wouldn't be able to meet its demands and achievements, unless the workers were united. Many researches and studies conducted shown that there are so many elements help in achieving this, which are the result of the subjective trends of the capitalism development:

- The contradictions in the capitalist economy
- Class's conflict
- Crisis of internal as well external policy of the bourgeoisie
- The effectiveness of national and democratic forces.

The main element of the workers' unity is in the fact that they are all represent the workers who are might be exposed to exploitation by others; they have an objective behind this unity. Despite their different trends and other financial and opinion differences, as to weaken this exploitation by the collective efforts of all.

Another important elements which help the workers to unit, is that they are facing political issues of the capitalism and the bourgeoisie countries.

The opposing trends of democracy in the dominant class are a real danger to the workers' interests, and require the urgent unity of all workers to protect their interests. Besides the necessity of the expansion of the political and the democratic life, it is necessity to increase the demand of the economical democracy, and this means, in the labour studies, the specifying of the management authority in the organization of production, and the expansion of the unions' rights and the increase the contribution role of workers in determining the production. These demands lay the ground for more understanding for the workers' attitudes and boost their unity. It is clear that workers from different trends, believes and religions have common aim; to face all that threaten their interests.

With the importance of the objective elements which help in the united of the working class, it is not enough to prevent or stop division of the Union and the labour unity, and here comes the important role of the labour movement, which is clean from any sectarian diseases, and away from all acts that are against the working class unity and ambitions. The matter of cooperation between the Trade Unions and the national and democratic forces occupies a very important place in the struggle for the sake of the workers unity. These forces, not the sectarian and religious ones, are the major political labour forces. This reconciliation and cooperation shall have a great role in supporting the workers' demand in improving their work conditions, having training courses, employment and improving wages, playing significant roles to open large horizon to their rights which can be achieved only by real and effective efforts of all.

NUBP Denounce the Decision of the One off Bonus

It was a shock for the members of the National Union Federation of Bahrain pensioners (NUBP) when they heard about the recent news which revealed that pensioners getting monthly pensions of BD 700 will receive a one-off bonus of BD360 this year – rather than BD30 a month. The decision was approved by the Bahrain Parliament and Shura Council. What makes the matter worse is that the decision will be effected after 6 months of ratifying the Government budget. The news confirmed that Bahraini pensioners are marginalized and no one cares for them even though they worked

hard and served our beloved country. The pensioners expected a decision that will help them to survive through the high cost of life and they looked forward to fair decision. But what they receive is less than the expected; they were victims of barter between the government and the MPs. The NUBP calls on the House of Representatives and the Government to review the decision and to pay more attention to the condition of the pensioners and their pensions. The government should issue legislations and laws to improve the pensioners' condition and grant them with a decent life instead of giving them donations..





George Mavrikos's Speech:

The World Federation of Trade Unions held in Brussels, inside the European Parliament, an important International Trade Union Conference was headed by George Mavrikos, General Secretary of World Federation of Trade Union (WFTU) where he delivered a speech about the consequences on the workers and trade union movement of the policies of embargoes, blockades and discrimination imposed by the EU, the NATO, the USA and their allies.

The participants of the Conference proved with evidence that these policies of the imperialists against peoples and countries have always the workers, the youth, the women and the pensioners as their final victims, depriving from millions of workers the hope that they can build their future with dignified work. It was also proved that the embargoes, blockades and discrimination have nothing to do with democracy and freedom. These words are used as an excuse. They use them hypocritically. In reality, we are talking about competition within the capitalist system, for rivalries and contradiction within the imperialist system, which happen for the control of the markets,

the definition of new borders between countries, for new energy pipelines, for the profits of transnational corporations and of the monopolies. So, as a result of the imperialist interventions in Iraq and Libya, thousands of women and children die in the Mediterranean Sea. For all those people, dignified work remains a mere declaration. As a result of the ongoing and long lasting blockade against Cuba, the peoples of the whole world are deprived of the great achievements of the Cuban Revolution in Medicine. As a result of the blockades and the policy of Israel against the Palestinians, the Palestinians still don't have their own homeland, with East Jerusalem as its capital. As a result of the sanctions against Russia, poor farmers from Greece, Bulgaria, Serbia, Romania and elsewhere cannot sell their products, while Russian workers are losing their jobs. As a result of the discrimination against, Venezuela, the peoples in other countries are deprived of cheap oil.. Another thing that proves the hypocrisy of the imperialists is that from the ILO list of countries whose governments are accused, Colombia, Israel and the USA are missing. In these countries, governments vio-

International Labour Conference 104th session in Geneva

The 104th international conference concluded in Geneva in Switzerland. Around 5 thousands delegates from 185 ILO member States attended the 104th conference, where every state is represented a delegation consisting of "government delegates, worker's representative and employers' representative" «Alba labours» newsletter made a report about the conference and the Arab delegations who participated in the conference, and the most important speeches. The report also will represent the reader with information about the individual cases of violations of international labour standards, which is known as "Black list" in the ILO.

late basic human rights, since trade unionists are assassinated, there is discrimination even concerning who will enter a public transport bus, policemen who kill African Americans, firing without any reason, are acquitted.

The World Federation of Trade Unions, that celebrates this year its 70th anniversary, will steadily continue in all international forums intervening based on its principles, its internationalism, the values of international solidarity. It will continue standing by the side of the People of Venezuela and the efforts of the government of President Nicolas Maduro Moros until the final defeat of the imperialist efforts.

We will continue to demand the punishment of those responsible for the death of 48 innocent people in Odesa, Ukraine, when Neofascists set the building of the Trade Unions on fire. We will continue to express our solidarity in practice with the imprisoned trade unionists

in the prisons of Asuncion in Paraguay. We demand the immediate release of Colombian trade union leader Huber Ballesteros, who is still imprisoned in the Colombian prisons. We are ready to cooperate, coordinate and support Peoples and unions who are victims of blockades. We must fight together to stop the blockades, embargoes that aim to plunder the natural and economic resources. We must uncover the geostrategic games that generate unjust wars and millions of refugees.

We must steadily promote the position of the class oriented trade union movement that the natural resources must belong to the peoples, be social property and function for the improvement of the live of the simple peoples. Only through the struggles of all of us, we will be able to build a future with dignified work for all. The WFTU stays loyal to these principles for 70 years now, and based on those principles that today have a more timely and rich content, we call upon all militant trade unions to fight together.



Delegations participating in the International Labour Conference in Geneva will hold an extended meeting to be attended by the three parties of production

With the participation of (ALHURR) delegation of Bahrain workers

An extended meeting was held for the Gulf delegates participating in the 104th session of ILO at the level of undersecretaries in Ministries of Labour with its three parties; governments, employers and workers in the ILO headquarters. During the meeting, they discussed the visions of production parties' about the topics on the agenda of the ILC, with reports on the implementation of conventions and recommendations, the report of small and medium-sized enterprises, the development of decent and productive employment. As well as Labour protection report and facilitate the transition from the informal to the formal economy. Delegations have expressed some observations about certain topics that could be raised about some of the Member States. Also, they explained the efforts made by Gulf Arab states to advance the status of the Labour force through a vision involving the three production parties. The Gulf government's delegations shall submit their recommendations for discussion at the coordination meeting. After that, Gulf government's delegations held a meeting chaired by the Qatari delegation. At the meeting, the topics on the agenda of the session 104th of ILC were reviewed. During the meeting, the delegates discussed the meth-

od to facilitate the transition from the informal economy project as well as the preliminary meeting results of the Group of Experts in the field of international relations and the formation of the team and to determine the terms of reference and working mechanisms results, and complaints to the GCC countries in the ILO. In addition the preparation of the leaders of the program in the field of international relations and Labour standards and vision Gulf common to combat forced Labour and human trafficking. Ministries of Labour undersecretaries prepared a number of recommendations on these topics and submitted them to the Ministers for discussion at the coordination meeting in Geneva. Bahrain Free Labour Unions Federation (ALHURR) delegation of Bahrain workers participated in the 104th session of the International Labour Organization. The delegation included Chairman of the Executive Council Yaqoob Mohamed Yousif, General Secretary Osama Salman Hassan, Vice President of the Arab and international relations Ali Abdullah Al Binali, Mohamed Isa Alamadi Vice President for internal organization, Vice President of Public Relations and Media Relations Hamad Mohammed Alsubaie, and Vice president of work-



o Comrade / Ali Abdullah Al Binali

ing relationships and Labour complaints Ahmed Faqihi. Bahrain Free Labour Unions Federation (ALHURR) delegation attended preparatory meeting of the World Federation of Trade Unions to coordinate positions between affiliated trade unions under its membership.

During the meeting, the need to work together to reform the ILO system and prevent the global capitalist control to allow proportional representation in international Labour unions in the structure and committees of the Organization was emphasized. The participants talked about the policy followed by ITUC from the exploitation of its control of the ILO to pressure on countries contrary to their capitalism policies. ITUC places these countries under the black that violated the rights of workers and Labour.

The participants stressed the need to expose these unfair practices and work to prevent

it and eliminate international policies of Labour affairs. The participants paid tribute to the Palestinian people fighting for their freedom and to Palestine workers suffering under Israeli fire who are strong, courageous and confronting the crimes of the Israeli Histadrut; one of the members of ITUC. ALHURR delegation participated in the coordination meeting of the Arab Group to in the work of the ILC.

During the meeting, the ways of coordinating Arab positions at ILC and the issues of concern to the Arab region and the election of the representatives of the Arab Group in the committees of the conference were discussed. The participants stressed the importance of demanding ILO and all its member states to pressurize the Zionist's entity to fully stop all unfair violations in all the occupied Arab territories which had a clear negative impact on all aspects of life.



Quim Boix: Capitalism Is the New Slavery

Today is an historical date for Pensioners and Retirees from all over the world organized in class conscious trade unions and coordinated in the five continents, as for the first time here we are in front of the ILO claiming our rights. This has become possible due to the decision taken by the WFTU - an organization next to its 70th anniversary - to create a Trade Union International of class unions that binds together Pensioners and Retirees from more than a hundred countries. I'm talking to you as General Secretary of this unique class union organization of Pensioners. As a whole, Pensioners and Retirees account to hundreds of millions, approximately 20% of the world population and 30% of the world's citizens entitled to vote.

An important part of this fraction of the population still has not its right recognized by the capitalist's governments for a pension after they reach 60 years old. Due to its age, these important masses of former workers have acquired an impressive amount of collective wisdom (used through the centuries by all civilizations) and a long lasting experience in the struggle for their rights. Our generation of trade unionist has achieved, from the mid twentieth century, important levels of betterment connected to the labour rights; an outstanding achievement in the history of the class struggle.

We reached this point through great mass struggles with lots of assassinations, tortures, imprisonments and fired out workers on its path, but also with great advantages that right now are in danger of being taken away by the capitalism - especially when dealing with Pensioners and Retirees - under the fake pretext of the actual

crisis. The, we are going to use our number strength and our experience as trade unionists and fighters to get new rights for the Pensioners and Retirees as well as to the whole of the working class.

We are not going to accept the fact that wage earners, after a long life of work, will become dependants from their families as was proposed in Senegal by the leader of the International Trade Union Confederation and ILO's representative in Africa. We are going to fight, in close alliance with the rest of the working class and together with those exploited by the capitalists system that oppresses all of us as, Capitalism is today the new Slavery. In any case, and as our ancestors finally defeated slavery, we are going to advance in our aim to finally abolish capitalism.

Entrepreneurs and rulers of the capitalist countries, you may know that capitalism has its days or years of existence limited. Capitalism itself currently goes from structural to systemic crisis and from there to its final crisis as rightly announced by Karl Marx. Our planet is a land of plenty, and we are going to fight to share it with fairness.

This will be impossible inside the framework of capitalism, as it steals basic and natural resources through genocides and imperialist wars following the old pattern of the colonialist whose main tool were its military interventions in the colonized countries. With all this wealth fairly distributed, attached to the needs of each person, we are going to get a decent life for everyone in the planet. That is to say Socialism. We are especially fighting for a minimum and public pension equal to the minimum salary similar to what they have in

Luxembourg (approx. 1.800[€] per month), as the citizens of the whole world must have the same rights as the citizens of this country.

Didn't they spend so much in weapons only useful to those transnational companies that make them in order to wage war and carry death and destruction (following NATO's orders) to those countries whose resources they want to exploit, it would be money enough as to guarantee decent salaries and pensions for everyone. We are going to achieve this aim by means of the struggle, as those recently waged by Greek Pensioners (thousands of them collapsing the streets of Athens to force the new government headed by Syriza to comply with its false electoral promises) or those that took place in Australia, in Africa, in France, in Pakistan, in Nepal, in India and in Cyprus, along with the historical struggle of the Argentinians pensioners who at this present stage accumulate 1.210[€] Wednesday stand-ups in front of the Parliament claiming for their rights. We ask the Universal Declaration of Rights should be enhanced as to include Pensioners' rights; those rights whose differences based upon sex discrimination, as is the case today, we are no to accept. We, Pensioners, are no more under the influence of the entrepreneurs (with the exception of some countries), so we must claim our rights mainly from the governments, and we may change them, little by little, through our votes. In the meantime we can see that while the socialist countries have granted for decades a dignified pension to those who had worked during 25 years or more (along



o Quim Boix

with the right to a decent house, health care, transportation and culture almost for free, as well as collective measures to resolve the problems of those disabled due to their old age), the governments that rule the capitalist countries are cutting and denying us those basic rights.

We clearly denounce the private funds for pensions interesting only for the bank system and for the leaders of collaborationist trade unions, those linked to the capitalists. exploitation, those trade unions coordinated by the CSI, that as part of the ILO, and as a payment for its submissive attitude to capitalism, holds in a monopolistic and anti-democratic and unfair way all the places that should be occupied by trade unions. As I told at the beginning, today is a historical date for Pensioners, as you have just listened, for the first time at this UN's hall used by the ILO, the voice of veteran class conscious trade unionists that as anti-fascists, anti-imperialists and anti-capitalist have fought and will continue fighting for changing the world. Socialism is the future of human kind and you know it, although you try to delay its arrival, which therefore will be our definite victory.



The countries that violated International Labour Organization conventions and recommendations

The following table shows the countries that were placed under «list of examining individual cases» known as the Black list in International Labour Organization during 104 session for the year 2015 as result of not applying or violating conventions and recommendations of International Labour Organization:



Countries	Conventions that were not applied
Mauritania - Eritrea - Qatar	(Forced Labour Convention (No. 29
India - Honduras	(Labour Inspection Convention (No. 81
Algeria - Bangladesh - Belarus El Salvador - Guatemala - Kazakhstan Mexico - Swaziland - Venezuela	Freedom of Association and Protection of the Right to Organize Convention (No. 87)
Mauritius	Right to Organize and Collective Bargaining Convention (No. 98)
Republic of Korea	Discrimination (Employment Occupation) Convention (No. 111)
Italy - Spain	Employment Policy Convention (No. 122)
Plurinational State of Bolivia	Minimum Age Convention (No. 138)
Turkey	Occupational Safety and Health Convention (No. 155)
Philippines	Safety and Health in Mines Convention (No. 176)
Albania - Cambodia - Cameroon	Worst Forms of Child Labour Convention (No. 182)



Mauritania practices slavery on workers



The worker's representatives in Mauritania are demanding the Government to abide by the application of Convention No.29 from ILO. The convention states the total elimination of all forms of forced labour and the application of criminal penalties on whoever imposes forced labour, and this was not applied by the government. Despite knowing the suspects in the practice of slavery, the authorities refuse to put convict them. Also, the workers representatives explained that although the laws set by the government to reduce slavery, they are still on the top of the list for the country to practice most slavery. This is contrary to the text of the Convention, «Each Member of the ILO which ratifies this Convention undertakes to suppress the use of forced or compulsory labour in all its forms» Not to mention the widespread use of child slavery who are sold and rented in some cases by employers, and not able to continue their studies. As time passes by they become the property of the employe.



Eritrea forces children and youth on military work

Eritrean people are still suffering from oppression and injustice. The government is forcing citizens between the ages of 18 and 40 to work in military service and consider it mandatory. This violates article 1(1) and article 2(1) of International Labour Organization Convention (No.29) regarding Forced Labour or Freedom of Association or Protection of the Right to Secret Organize. The citizen is not entitled to choose his suitable job or to work in the area he wishes for.



ITUC falsely accuses Qatar of violating workers' right



Reports issued by ITUC that Qatar are still practicing slavery and imposes forced labour on immigrant workers. Bail system, which is applied there forced many restrictions imposed on workers including taking a statement from the employer to be able to leave the country. Also, the difference in the agreed wage where they receive low wages compared to the wage agreed upon as well as keeping their passports with the employers. Not to mention the lengthy procedures if the



worker wanted to return to his country or even visit it, and in many cases the worker is prevented from that. The government said that Qatar has adopted new policies promoting the respect and protecting immigrant workers. In addition, Qatar is considering replacing the bill system with labour contracts system as well as establishing competent jurisdiction complaints of immigrant workers. Furthermore, Qatar are going to develop the Labour Department hotline and e-mail to receive complaints from workers. They are going to have seminars and courses to increase awareness of immigrant workers, and the formation of a dedicated inspection team.



Restrictions on freedom of association in Algeria

Algeria is still imposing many restrictions on workers and employers if they desired to form a union or a federation which goes against Convention (No.87) article 2. Trade Union Act in Algeria presents the worker who was granted the Algerian nationality for less than 10 years and who acquired citizenship by birth to establish a union or a federation. Also, Algerian Government prevents immigrants to form or join a union. This is clearly a robbery for their rights to form unions and federations. The convention stated "Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization."





Venezuela oppresses workers and pursue them

The workers and their representatives in Venezuela suffer from repression especially in construction field where dozens of worker's representatives were murdered as result of their activity and defense of worker's rights. In addition, the workers suffer from violent repression and security prosecutions in case they went on a strike. In 2014, about 65 union members were murdered and many of them were prosecuted and arrested; all of these violations contravene the convention articles. Ever since a new law was introduced for union registration, many organizations and federations were denied registration which violates Convention 87 on Freedom of Association and Protection of the Right to Organize articles 2 and 3.



Indian government violates Labour Inspection Convention



In 2014, Centre of Indian Trade Unions (CITU) provided several notes against the Indian Government about violating Convention (No.81), articles 10 and 16. Article 10 stated that the number of labour inspectors shall be sufficient to secure the effective discharge of the duties. Also, the number of workplaces and workers must be taken into account with complexity of the legal provisions to be enforced. Article 16 states that workplaces shall be inspected as often and as thoroughly as is necessary to ensure the effective application of the relevant legal provisions. This is not applied in India as in some factories work inspectors are prevented to enter. In addition, the factories that have been inspected are decreasing significantly. This indicates the lack of government commitment to the Convention relating to labour inspection. Not to mention that the number of inspectors are very few compared to the number of factories and workers.



Labour inspectors in Honduras are not doing their tasks

In 2014, General Workers Confederation complained against government of Honduras in regarding violating ILO Convention (No.81) article 3 (2). The convention stated on inspecting system in the industry, summarized the functions of labour inspectors system in the protection of workers, to secure the enforcement of the legal provisions relating to conditions of work and the protection of workers while engaged in their work. This has not been applied by the Government of Honduras, where it was found that the workers inspector's functions are not compatible with the main tasks that is set out in the Convention. Also, it was found that workers inspectors in Honduras are not doing their duty at all. This means that the Government of Honduras did not enforce terms of the convention (No.81). Government of Honduras has responded to this complaint in late 2014, saying they have enabled the labour inspection system and have protecting workers and put three degrees of inspectors to follow up the progress of work.



Assassination of union activists in Mexico



The worker's representatives demanded the Mexican government to respect the Convention 87. In 2006, 4 members of the National Union of Mine and Metal Workers were murdered. Also, in 2007, an organizer of the agricultural workers organizing committee was murdered. Nobody seemed to have been charged with these murderers and suspects still roaming free which is considered flagrant violation to article 11 of the convention that stated Each Member of the ILO for which this Convention is in force undertakes to take all necessary and appropriate measures to ensure that workers and employers may exercise freely the right to organize. Also, the government prevented the immigrant workers to run for board of directors in union or federation. This is a clear infringement to article 3 of the convention.



The polices bans union meetings in Swaziland



The labour union movement in Swaziland, which is located in Africa, is facing numerous violations and harassment by the government as it is imposing strict restrictions impeding trade union's activity; registering a union can take up to 3 years. In addition, union activists and workers representatives are constantly being harassed by the police as they can break into any meeting between the workers and their representatives as it happened during the national committee meeting at the Trade Union Congress of Swaziland. At certain times the police will request the meetings minutes and in case of refusal by the union activists they will be arrested and investigated. In 2014, Ministry of Labour stopped all union and federations activities including Amalgamated Trade Union of Swaziland (ATUSWA), one of the biggest sectoral unions in Swaziland. All these practices are considered a clear infringement to Convention 87 on Freedom of Association and Protection of the Right to Organize Article 3.



Working women Korea receive lower wages

The immigrant workers in Korea are discriminated with the government imposing numerous restrictions impeding them from changing their work freely. The workers must obtain a written approval from their employers, which leads them into being vulnerable to the greed and the exploitation of employers who demand large amount of money in return to this written approval. The Korean government has constantly refused to reform a union for immigrant workers. In regard to working woman in Korea, they are still suffering from discrimination and oppression as they only get 60 per cent of men's wage. In addition, political work is forbidden on teachers and might get them dismissed or arrested in case of political opinion expression. These practices contravene Discrimination (Employment Occupation) Convention (No. 111) articles 1 and 2.



The absence of health and safety regulations in Turkey



The workers representatives in Turkey said that government failed to apply articles 1 and 2 from Convention (No. 155). Many sectors in Turkey lacks health and safety procedures which has led to an increase in accidents and injuries in workplaces. The last accident that happened in a mine and many workers were killed as results to the lack of basic health and safety procedures. Working in mines is considered as one of the most hazardous jobs which violates articles 1 and 2. In addition, many jobs in Turkey are falling under hazardous work like working in industries such as oil, gas, and mines as well as agricultural. These industries require immediate measures and procedures to ensure the safety of workers. The Turkish government only took few measures to limit accidents. Plus, old and machines don't get maintenance and replaced. This increases the chances of workers getting an accident and injuries not to mention the unsafe and dangerous working environment which contravene article 5 of the convention.



50,000 child are working in Albania

The workers representatives said that about 50000 children in the country, aged between 7 and 17 were working in various economic sectors. Many of these children suffer from compulsory work, trafficking, being sold, and many of them are forced to enter the drug smuggling operations as well as all sorts of violence. This is a result to absence of laws; if any existed they are not applied. Poverty, the low level of education, small number of schools, and expensive school fees are all obstacles incorporated into the spread of child labour and child trafficking. These practices are considered a clear infringement for article 3 of Worst Forms of Child Labour Convention (No. 182).





Guatemala and lack of freedom

In 2014, General Confederation of Workers of Guatemala and Trade Union of Workers of Guatemala complaint to ILO against the government of Guatemala as a result of lack of commitment to Convention 87. 74 trade union activists were assassinated over the past 10 years and 16 of them were killed in 2013 and 2014. The perpetrators of these crimes still aren't held accountable to the present day. This was considered by the Committee a flagrant violation and clear infringement on trade union freedom in Guatemala. Not to mention, the violent practices of the government in the prosecution of workers and trade union activists. Most of the workers, trade unionists, seekers of workers' rights are prosecuted, detained, tortured, and murdered. Not to mention, the narrow roof of trade union freedoms and the continuing harassment of trade unionists in the event of organizing or participating in the protests and strikes.



Sexual exploitation of children in Cambodia



The worker's representatives said that the Cambodian government should stop all forms of trafficking of women and children for sexual exploitation. Children are forced to work in various sectors such as agricultural and fishing. Some of them work in dangerous fields such as construction, building, mines, and factories. Little girls work for long hours in textile sectors and in some cases are detained in garment factories until late hours for work. Not to mention, most of them are exposed to trafficking and sexual exploitation in international markets. All these violations contravene Worst Forms of Child Labour Convention (No. 182).



The prohibition of strikes in Kazakhstan

The worker's representatives demanded that the Government of Kazakhstan to apply the Convention 87. The establishment of a trade union for judges, police, and firefighters was presented and this is contrary to Article (2) of the Convention. This was violated by the government in Kazakhstan. The rights of workers to form and to establish of trade unions are violated. The government even passes laws that impede their establishment process, such as the law that forces the workers' representatives' registration of trade unions, which will take six months to approve the application for registration and may be rejected for unknown reasons. In addition, in the event of the establishment of trade unions in the industrial sector, the number of members in the union should be equal to half the number of workers or else union formation is prohibited. Not to mention, the government's decision to ban strikes in the public sector and prevent the unions from accepting any assistance from international organizations and this is clearly an intervention by the government in trade union policy.



In Bangladesh employers have the right to impose laws and regulations



The workers in Bangladesh face many difficulties in the formation of unions. For example, , the textile and garment sector workers suffer, totaling more than 4 million workers, from the large number of government restrictions that impede the process of forming a union. However, the government continues to refuse such requests. In addition, the exposure of many workers' representatives to dismissal or to prosecut. This is contrary to the text of articles 2, 3 and 5 of Convention No. 87. The convention states that workers and employers shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing. The convention states as well that Workers' and employers' organizations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom.

The absence of collective bargaining in Mauritius



Unions in Mauritius (which is an island located in the Indian Ocean) demand application of Right to Organize and Collective Bargaining Convention No 98. In the period between 2002 and 2012, the standard committee of the International Labour Organization noticed a complete absence for union's role and collective bargaining due to the government practices and restriction imposed on unions. To be more specific, in textile sector the workers and their representatives suffer from the difficulty of entering into collective bargaining due to the government restrictions impeding them from practicing their right in collective bargaining. The workers and their representatives are prosecuted if they try to defend their rights; this is a clear infringement to articles 1, 2, 3, and 4 from convention No.98.



Mine workers in Philippines are subject to danger: 72 victims

The workers in Philippines demand the government to commit to Safety and Health in Mines Convention (No. 176) articles. The mines lack health and safety procedures and measures as many workers are subject to danger of injuries and many lives are taken away due to the absence of health and safety. Recently, a fire broke into a mine resulting in the death of 72 workers and the government did not take any measure or steps to reduce accidents. This violates article 5 from the convention as it stated national laws and regulations shall be provided for the supervision of safety and health in mine; which the government did not commit too.



New labour laws in Italy against workers' rights



The worker's representatives in Italy demanded achieving ILO Convention (No. 122). The convention articles 1, 2, and 3 stated each Member shall declare and pursue an active policy designed to promote productive and freely chosen employment. Also, such methods will be measured to be adopted for attaining these goals, for the application of these measures. Moreover, the representatives of workers shall be consulted concerning employment policies, taking their view into account securing their full co-operation in formulating for such policies. This was not applied by the Italian government as a committee of experts were assigned by the ILO to evaluate the measures taken by the government compatibly with the convention No. 122 goals. It was found that the Italian government adopted a new employment program in 2011 in addition to the promulgation new employment laws. However, these new measures don't benefit the the workers. The new law gave the employers the right to extend the temporary contracts to 36 months. Also, canceling trainee workers' wages and not obligate the company into paying them. The part time work contracts were changed according to the new law which increased the unemployment in Italy. This contravene Convention (No. 122) article 1.



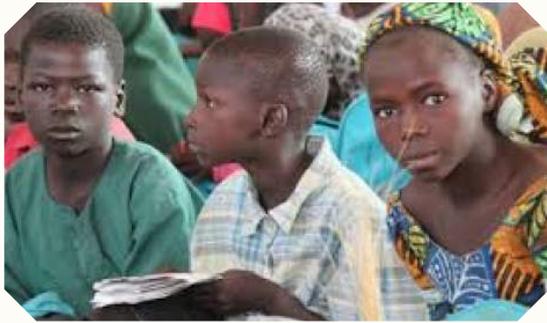
Children under 14 years with employment contracts in Bolivia

The worker's representatives said that despite the government amendment to the labour law that allows children to work from 10 years old on the condition of continuing their studies. Also, the law allows children above 12 years old to be contracted for work. This contravene the Minimum Age Convention (No. 138) which stated children below 15 years old are prohibited from working. However, indulges with developing countries and allows children to work from the age of 14, which is a clear violation of the Convention.





Children are dropping out of school in Cameroon



The workers representatives said that children in Cameroon are still suffering to worst forms of trafficking. The reports released by the International Labour Organization point out that more than 4000 children aged between 11 and 14, mostly girls, are sexually exploited. In addition, most girls are forced to work in domestic service and exposed to slavery and exploitation by the employers. Many children are forced to leave school to work in factories, mines and sell on the streets. This violates the Worst Forms of Child Labour Convention (No. 182).



Spain and unemployment

The worker's representatives appealed to the Spanish government the importance of commitment to Employment Policy Convention (No. 122) articles 1, 2, and 3. According to this convention, the Spanish government must take necessary measures to overcome widespread unemployment. The report point that the employment index is increasing slightly which means the Spanish government is not committed into eliminating widespread unemployment especially between the youth.



Dozens of workers representatives were arrested in El Salvador

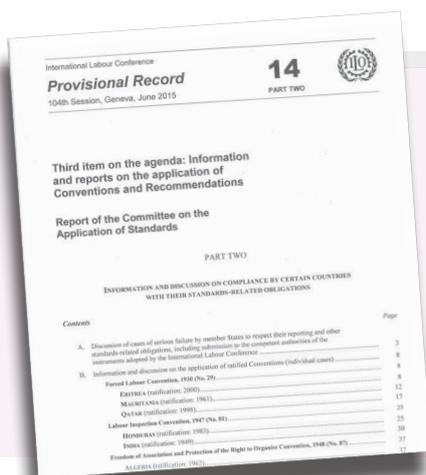


The workers representatives demand the government of El Salvador to apply the Convention 87. In 2015, about 20 workers were murdered in revenge of the workers representatives who tried to defend the rights of the working class. Secretary- General of Union of Workers and Employees of the Municipality of Santa Ana had been murdered and dozens of workers representatives were arrested. Union was dissolved and a new union was formed that does not fulfill the conditions, headed by employers who do not care about the interests of workers.



Repression of freedom in Belarus

The workers representatives in Belarus said that despite the reforms undertaken by the government, the repression and persecution of trade union freedom continues to increase. This led to the abandonment and the withdrawal of many workers from their membership in trade union organizations and subjected union activist to dismissal and discrimination. Forming a union is still prevented under the name of «Independent unions» as more than one application was rejected. The law imposes a lot of obstacles that obstruct the development of the trade union movement.. Also, the law gave Belarus the right to dissolve and annul unions without the need to explain the reasons. Not to mention the exposure of a lot of union chairmen to prosecution and harassment by the police. All these abuses violate articles 2, 3 and 5 of the Convention 87.



Those were 24 countries listed in International Labour Organization black list which was presented during the 104th International Labour Conference held in the Swiss capital Geneva. The reasons leading to the inclusion of these countries in «list of individual cases» in terms of violating workers' rights like sexism, child slavery, compulsory labour, long working hours, slavery, sexual exploitation and others. Between these countries for violating of the rights of trade unions, freedom of expression, use of violence with union activists and arresting them. All those reasons differ is in the range of one rejected by HUMANITARIAN first... And trade union rights and labour second



Tripartite Parties Confirm: We Will **Not Give Up On Palestine' Right**

International labour organization (ILO) held the International forum for solidarity with workers and people of Palestine at the United Nations Palace, on the sideline of the 104th session of ILC which was held in Geneva. The conference was attended by many delegates, Guy Ryder the General Secretary of ILO and Kuwait's Minister of Social Affairs and Labour Hind Barak Al-Sabeeh, the representative of Arab delegates in the conference.

The Forum was chaired by the Director-General of Arab Labour Organization (ALO) Fayez Al Mutairi, in which he stressed that the huge attendance in this meeting reflects the basic principle ILO vision, which is based on social justice and dignity for all people. This conference aims to call upon all the international community to respect and implement the ILO conventions and regulations which granted a decent life for the people. Palestinian's labour Minister, Mamoun Bu-Shahka said: the Israeli aggression on the Gaza Strip had a huge impact on the economic and social situation, where the number of un-

employed Palestinians rose to 200 thousand, out of which 73% are young. He said that Israeli Excessive restrictions, which are economically and socially unproductive, are harming Palestinians and he underlined the importance of intensifying the ILO's activities and taking measures to help Palestinians to have a dignified life and combat all forms of discrimination committed by Israel against Palestinians.

The General Director of ILO, Guy Ryder said: "ILO aims to establish a social Justice where in this yearly report stresses that the situation Gaza is untenable and that a status quo does not exist. It concludes that "any effort to maintain a perceived status quo, in effect, promotes or at least permits a further dangerous deterioration of the situation." He added the Economy growth rate had fallen to 2% and the unemployment rate increased to 27% out of which 40% are youth.

Ryder said that the only way to solve this crisis is to stop all the acts of violation made by Israel and to end the occupation. He added that ILO can

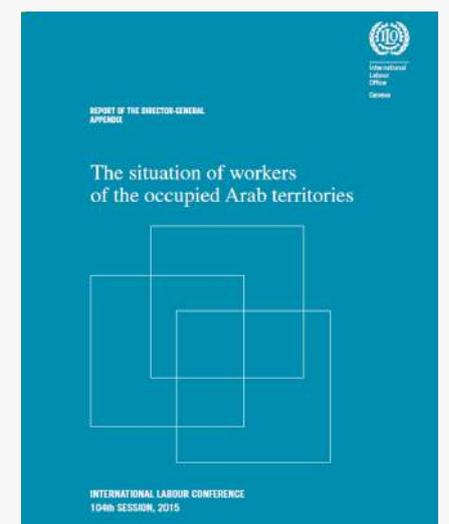
help strengthen the institutions of governance through social dialogue between government, employers and workers; assist with the recognition and realization of the rights of all parties.

Jan Konotson, Ambassador of Sweden highlighted the economic and social situation in Gaza Strip, adding that the recent wars and attacks had destroyed or damaged many factories and companies and that 70% of Palestinians who have not exceeded 30 years age are unemployed and half of women suffer unemployment.

Jorgen Ronnest, President of the employers' Group, at the ILC said the economic situation in the occupied Palestinian territory is going worse, in which it requires the ILO intervention in the economic aspect, and support the projects which will create jobs for Palestinian. It urged the ILO to increase projects and training in order to provide the worker with a decent job. Luckaa Kortibik head of the Worker's group, said that the situation in Palestine need the cooperation of all parties achieve the peace. He said the many of ILO conventions

are not implanted well.

At the end of the forum Ms. Ursula Kulke, ILO Senior Social Security Specialist for the Arab States, suggested to adopt private sector social security scheme for Palestinian with the cost of \$4 million. She said there are around 4.5 million Palestinian live in the occupied Palestinian territory, were the current Palestinian social security law entails pensions for public and private sector employees, but its application remains exclusive to the public sector. The proposed scheme aims to extend coverage for all workers in the formal economy and their family members, as a means for providing income security, combatting poverty and social exclusion.





General Director of ILO Report on the "Future of Work Centenary Initiative"

In the 102nd conference of ILO, Guy Ryder, the General Director of ILO suggested to set out the challenges that affect the work and workers. In this session, 104th conference he called for a new initiative under the title of "Future of Work" and it was proposed as one of the seven titles that would mark the ILO's centenary in 2019..

The proposed "Future of Work Centenary Initiative" is structured around four conversations:

1. Work and Society
2. The origination of work and productions
3. A decent job for all
4. Work management



Ryder said that the initiative needs to involve its tripartite constituency fully and universally, but has also to reach beyond them to the academic world That implies no threat to tripartism; a greater threat would lie in failure to connect with that wider public.

Social Justice:

The initiative should be a contribution to the causes of so-

cial justice and this perhaps explains the great interests it has evoked, that is launched in a context of great uncertainty and in insecurity and of fear that the direction of change in the world of work is away from the achievement of social justice. **More Productio.. More Poverty :** Ryder said that inequality are growing despite the productive capacity of the global economy very high, and it provides the material means to eliminate poverty and meet human needs as never before. But Ryder said that the reality contrary this fact, therefore the working of that economy are generating mass unemployment.

Fighting Poverty:

Ryder said, in 1919, the founders of the ILO stated that they were moved by sentiments of justice, humanity and desire to secure the peace of the world. He added that the declaration of the Philadelphia stated that the war against want require to be carried on unrelenting vigour. The initiative that will cumulate in 2019 should give the same sentiments and point the way to how that war can be carried on, with the same vigour, but also performing the tasks and applying the methods required by radically changed circumstances in the world of work. The Process: Ryder had suggested three stages process of implementation of the initiative inordertomeettheseobjectives:

The First Stage:

Ryder urged the tripartite constituents, (Government, employer representative and



o Guy Ryder-General Secretary of ILO

workers representative), international organizations, research institutions and universities to participate and contribute in this initiative. Ryder's point of view indicated that this stage has the potential to generate a considerable body of inputs. But he believed that it will still a challenge to give them structure and to process them in such a way as to feed into the second and third stage of implementations, he also suggested to cluster the participation in four "centenary conversations" mentioned before (Work and Society, The origination of work and productions, A decent job for all workers, Work management). Ryder said that the aim is to ensure that these contributions are not so dispersed or unconnected and each conversation should be published in the final report in late 2016.

The Second Stage:

According to Ryder, the second stage aims to establish a high level of commission on

The Future of Work and should submit its report to the 108th session of the conference in 2019.

The Third Stage:

Ryder said that the ILO's centenary year would be in the occasion for the third stage of the initiative. But he believed that tripartite constituencies would be encouraged to hold ILO centenary events in the 1st half of the year and it is important to submit the final report for discussion. Jobs, Poverty and social protection: Ryder said:

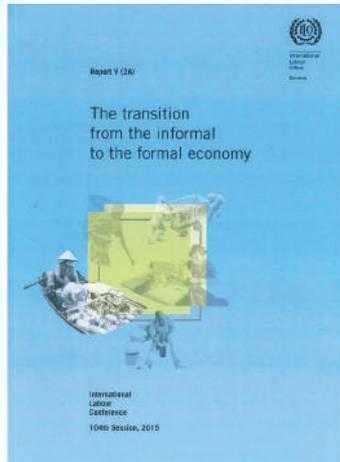
Ryder: Fighting Poverty became more difficult

1. Global Economic Growth
Ryder said "while the world has attained a level of prosperity higher than before, the current Global economic growth is still lower than before the financial crisis

in 2008. He explained in details the unemployment rate:

- The unemployment increased from 200 million in 2008 and reached 230 million in 2015.
- Youth employment is more than twice as high according to the unemployment rate.
- Labour market participation rate of women remains 26% lower than that of men.
- The gender pay gap is 20%.
- 40 million people are the increased in the labour market.
- World Economy needs to create 600 jobs in 2030; most of these jobs would be in the service sector.
- Today the jobs in service sector accounts for some 49% of total employment, relative to 29% in agriculture 22% in industry.
- The world's population aged over 65 will be increased from 8% in 2015 to 14% by 2040.

- Around 319 million working women and men live on less than \$ 1.25 per day.
- Labour share of Gross Domestic Product declined from 75% in the mid-1790s to 65% till date.
- The social protection in



available for 27% only of the World's Population.

2. Internationalization of Production

Ryder said that Globalization

has generated the continuing internationalization of the world's production system, with increasingly prevalent global supply chains frequently making it impossible to identify a single national origin of finished products – they tend to be made “in the world”. He added that the international migration is 232 million women and men and they are living under xenophobia and racism.

3. The Quality of Work

Half of the labour force is working and producing in the informal economy and around 2.3 million workers lose their lives. This is a heavy burden in terms of occupational disease. Ryder added that there is also growing awareness of the human and economic cost of current levels of mental stress

at work, where the number of working age people who can no longer work a result of poor of health are exceeding the number of unemployed, he said that half of the world's workers are in countries that have not yet ratified the Convention (No 87) The Freedom Of Association And Protection Of The Right To Organise. There are still 168 million child workers who are victims of forced labour and the world of work is still affected discrimination on the ground of genders, ethnicity, religion and disability.

4. The Likely Future Developments: Ryder added the circumstances of the world of work are the outcome of a myriad of decisions taken, in the public and in the private domains, nationally and internationally.

Bahrain ambassador in Switzerland

Following the formation of Bahrain Free Labour Unions Federation (ALHURR), Geneva became an annual event to attend ILO event that goes on for more than 2 weeks. The Conference was attended by Minister of Labour and Undersecretary Ministry of Labour alternately. Also, it was attended by Farooq Ameen manager of international relations in the Ministry of Labour. This event is a big opportunity to identify all the delegations from the participating countries; especially Arabic countries as the delegations have new faces every time due to regular elections. Union delegations vary in size yet the biggest is Egyptian delegate as the federation has a membership of 42 million Egyptian workers. This makes sectoral unions, which are 24 general federations, represented by

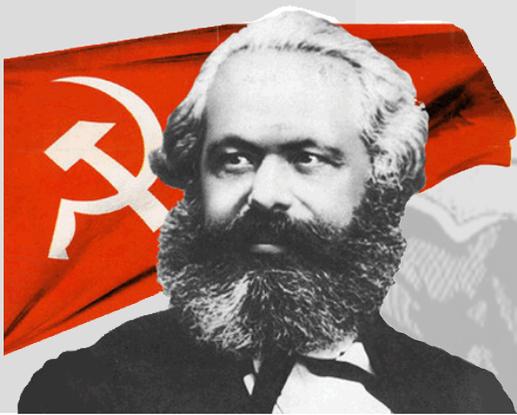
two people. The Egyptian and Kuwaiti ambassadors invite the delegates to learn about their diplomatic staff efforts in the United Nations Headquarters. The rest of ambassadors from Lebanon, Algeria, Tunisia, Qatar, UAE, Oman, Jordan and other Arab countries follow in their footsteps. The strange thing is since 2012 I haven't met Bahrain ambassador in Geneva except for once, which was a coincidence in the airport as he was welcoming Bahrain Minister of Labour. I didn't know he was the ambassador until one of my colleagues informed he was related to someone and he is Bahrain's ambassador in Switzerland.

Then, I thought this man is hiding due to security reason and he is targeted due to his active role in United Nations. However, after spending more than

one day in Switzerland, I noticed that all officials and diplomatic are without escort and guard. I even met Undersecretary of Minister of Labour couple of times as he was exercising with only his colleague from the Ministry of Labour. Then, I said Bahrain's ambassador is busy with following up with Bahrain's cases. But, I wondered isn't better for him to follow Bahrain's cases by attending ILO activities or Human Rights Council events, which I have always been present, but I did not notice him to this day. This time I was surprised when the complaint against Qatar was raised, the Qatari ambassador was present every day to meet workers representatives and employer representatives convincing them to stand with Qatar to discuss forced labour filled at Standards Committee. He was

present since the start of the conference till Qatar problem was raised and answered to. Even the meeting, which is held by Mr. Aqeel AL Jassim as the General Director of the Executive Bureau of the GCC Ministers of Labour was attended by GCC ambassadors except for Bahrain's ambassador. However, I will not give up from trying to reach his Excellency the ambassador and get to know him. I will write to the officials in Ministry of Foreign Affairs to provide me with his name or his picture if possible. I will keep his picture with me to use it as weapon in the face of each labour delegate telling me “Yesterday we meet our country's ambassador... How about you did you meet your country's ambassador?!”

Written by: Ali Al Binali



The fundamentals of Marxist economy

(Productive forces and relations of production)

Written by: Wadea Isa

The study of human societies shows us the existence of physical phenomena and intellectual phenomena in history, the relationship between these two types of phenomena, the reasons for the changes that occur in them. While idealists, as Hegel, see that thought determines the course of history. Marx argues that the economic structure determines the basis of social change and ideological forms, explaining the main lines of historical materialism.

As Marx believes that production is the basis of all human societies. Production contains is the human efforts exerted on the raw material which is derived from nature. The history's entire secret is changing nature of these human efforts. We learn history in school. But, without the permanent daily toil of the majority of people, everything else would have been impossible. Without the surplus that slaves would produce, a lot wouldn't happen. The presence of workless social classes appeared only when human labor productivity rose. With the production surplus being over the basic necessities, society were classified. For more than 90% of the time human lived without classifications which Marx described as «primitive communism». The fundamental breakthrough happened only nearly 8000 years ago only with the development

of tools that enabled humans from cultivating the lands. By using those tools humans were able to produce a surplus over their own needs to stay alive, and once a small group of them managed to monopolize this surplus the possibility was given for a further development became possible. This class has control over the production to get the maximum amount of the others work thus cities arose and «civilization» was developed. Thus, history can only be understood through a chain of different «production pattern» according to Marx, all production patterns consist of two main components: «production forces» and «production relations».

a) Production forces

Includes tools, machinery and technology created by human efforts, as well as knowledge and skills of human beings themselves too. Production forces development is what allows the evolution of the various stages of human civilization possible, as without the invention of iron tools and weapons the Roman Empire wouldn't exist in history, and without the invention of transportation capitalism itself wouldn't happen. The spread of economic relations of capitalism was behind the occurrence of the industrial revolution in the world and not vice versa. Today, technological development – Au-

tomation, computer, and satellite - arrived to a level that liberating mankind from hard work and wide-scale misery. But that will not happen under the shade of capitalism: it requires the workers to build their own communize society for the development of the production forces which accumulated under capitalism domination. Thus, the historical development depends on the interaction between production forces and the «production relations».

b) Production Relations

The way production is organized in the community. It relates to the way allocating and distributing human work to accomplish different tasks in the society - «Tasks assignments». Production relations refer to the distribution of the different production facilities between the different classes in society. These two sides govern the special way by which the extraction of surplus of production and its usage in different production patterns. Therefore, the division of society into classes depends on the different production relations that prevail in certain historical era. People during the production process; involve in certain necessary independent relations out of their will to match a certain degree of development of their materialistic production and the sum of these production relations

is the economic structure of society and the actual base for the legal and political structure which conforms to specific social forms of consciousness.

Marx considered that the production of materialistic life appoint the social, political and intellectual life process in general, it's their social beings that appoints their consciousness. He believes that the materialistic production forces of the society intervention at a certain stage of its development collide with the existing relations production or what is merely a legal expression for the same thing with the ownership relations which it operates within. Those relations, turns from working on the development of the production relation to the shackles restricting these powers. Then an era of social revolution begins, and change in the economic basis, the structure enormous whole. When we look at such changes, we must always distinguish between the physical changes to the conditions of economic production, which can be proven in a scientific way between the legal, political, artistic and philosophical forms, in summary between the ideological forms in which people are aware of this conflict which they are going through to the end.



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Training convention with Norway

General Federation of Oman Trade Unions held negotiation sessions with Norwegian Confederation of Trade Unions, which resulted in the signing of a joint working convention on youth and women, to include a number of training programs to be implemented within four years in addition to technical support. The signing was attended.

Preventing work under the sun

Saudi Ministry of Labor started applying the prevention of work under the sun during summer on all installations from 12 noon to 3 pm, until mid-September 2015. It is implemented as part of the ministry's care for the safety and health of workers in the private sector and the providing safe and healthy working environment according to occupational health and safety conditions.

Worker dead after falling from a building

Suez Ship Yard officials announced the death of a worker in the hospital in Cairo due to his wounds after being having brain hemorrhage two weeks ago and broken skull due to falling from the top of a building during work and maintenance operations. The company's workers staged a protest after the incident to demand addressing deficiencies in the company and those responsible for the incident and the development of industrial safety.

Ministry of Labour warns of child labour

Ministry of Labour warned employers to commit not to employ children under the legal age as well as warning the working children families to take responsibilities and be aware of the hazards and the damage suffered by their children. The ministry confirmed in a statement that child labor is a violation of their rights, calling for concerted national and international efforts to address this problem.

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Trade union session with WFTU

General Union of Palestine Workers set up in collaboration with the World Federation of Trade Unions WFTU and the presence of general secretary Haidar Ibrahim and representative of WFTU Mohammed Quneibi, held a trade union session under the title «Safety and Occupational Health at the sites and facilities». This session was held to shed light on the means of prevention of accidents in many areas.

Thousands of workers were dismissed

A drop in oil prices caused a stoppage in more than half of the oil and gas platforms in the United States after the companies closed wells, which is no longer feasible to run with such low prices. According to ADP Research Institute, which tracks employment and wages in the United States, 44 000 jobs in drilling for oil and gas or related industries are no longer available.

GFOTU succeed in returning the dismissed

GFOTU was able to solve the problem of dismissed workers from Baker Hughes. GFOTU succeed in canceling the decision of dismissing 6 workers and returning them to work as well as canceling all the implications of the dismissal decision. The workers will continue to work based on the previous contract with all of its terms.

MOL started applying wage protection

Ministry of Labour in Saudi Arabia assured its commitment to apply wages protection program in the private sector to assure workers getting their wages on time, setting wages level in all jobs, and decreasing problems between the employers and the worker. The ministry started to apply this program on facilities with 170 workers and more. The ministry estimated number of facilities in this phase 2171 facility.

About 2300 workers protest

About 2300 workers in engineering projects in Egypt organized a massive protest in the company headquarters to condemn the death of their colleagues that fell during the protest. Sources stated that the workers decided to protest to express their anger as 6 workers died since the beginning of the protest 43 days ago to demand paying their 7 months delayed financial dues. Sources confirmed these workers died due to their inability to purchase medicine.

Laing off all workers

National Poultry Company's management decided to lay off all workers in one of the company's branches, where nearly 450 workers are working, and close it because of the labour strikes. In this regard, administrative instruction was issued by the company announcing the closure of the branch starting on Saturday 06/06/2015 as well as to stop the payment of salaries to the workers.

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The death of Palestinian worker

Labor union circles condemned in Palestine the murder of Palestinian worker Khalid lafdawi where he is considered a martyr during the occupation inspection procedures. It is worth mentioning that the complex security procedures and heavy guard from the Israeli side is the cause of such incidents. The barbarian approach of Israel only disregard the will and the capabilities of Palestine workers.

Dismissal of about 20,000 workers

Malaysian airline began sending dismissal letters to 20,000 of its workers while it's transforming into a new company, in an attempt to revive its financial position. While most will be hired again, about 6000 workers will not be hired because of the company reducing costs procedures. Chief Executive Officer of the company said it was asked about 14,000 workers to join the new entity and they have 12 days.

Amendments on Social security law

Unions representatives stressed on the need to expedite the necessary amendments on labour law and social security law. The demands are to provide protection to the union activists and tougher sanctions in the event of prejudice to rights or deprivation work, the establishment of labour courts, and raise the minimum annual increases.

Seeking to raise the minimum wage

The head of Saudi labour committee stated that the committee is seeking to raise the Saudi minimum wage in the private sector to 5800 riyals. The head of committee unveiled a disagreement about decreasing working hours to 40 hours weekly while the employers suggested 48 hours instead. They are currently waiting for the management Committee in Shura Council that shall decide this disagreement.

Dismissing 109 worker

Cairo University decided to dismiss 38 workers various faculties such as Commerce, Science, literature, Economics, and Political science following an evidence of drug use and turned 23 workers for investigation for the same reason. Therefore, the workers whose contracts were terminated by the university, since the start of implementation of drug test so far, reached 109 from Open learning center besides reporting 33 workers.

Demanding the freedom of union work

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An Arabic meeting in Genève

General Secretary of the International Confederation of Arab Trade Unions, Rajab Ma'touq, met the head of General Confederation of Lebanese Workers, Ghassan Ghosn, during his participation in the 104th session of the International Labour Conference held in Geneva. The parties exchanged their opinions and views of political, economic, social and union situation in the Arab region currently.

Israel arrests 60 Palestinian fishermen

Palestine General Federation of Trade Unions announced that the «Israeli» occupation has arrested 60 Palestinian fishermen and confiscated 30 boats since the ceasefire was declared on 26 August between the resistance and the occupation. He called on the head of the General Federation Sami Alamese in a press release, to stop the «Israeli» attacks are farmers and fishermen in the Gaza Strip.

Workers strike in Argentina

A strike in the transport sector caused a large stoppage of daily living activities, where large numbers of citizens could not reach their work place, and stopped moving buses, trains and subway carriages, while most flights were canceled. He said that the union leaders of transport and communications workers supported the strike and called for negotiation demanding an increase in wages.

Oman

KSA

Egypt

Jordan

Lebanon

Palestine

The World



World Federation Of Trade Union News

Strong Denounce Following Arresting WFTU Representative Alexandra Libeir

The Israeli police had arrested comrade Alexandra Libeir, representative of World Federation of Trade Union (WFTU) on Saturday 12/6/2015 at Tel Aviv Airport, while she was legally travelling to Palestine where she was on official WFTU solidarity duty; to celebrate the 70th anniversary of WFTU and to organize seminar for Palestinian union activists.

WFTU and Arab Unions denounce the brutal action made by the Israeli police and they calls upon the Israeli police to release our comrade in order to allow her to complete her mission. Alba Labour Union issued a statement to express solidarity with comrade Alexandra:

As they say "the victory comes after many struggles, sacrifices and hurdles". The morale of our comrade Alexandra, member in World Federation of Trade Union, was high despite the fact of being

detained at Tel Aviv Airport in Israel, where she tried to transiting through Israel to enter Palestine. Moreover, our comrade Alexandra was on a mission to express her solidarity with Palestinian workers and to celebrate the 70th anniversary of WFTU with the working class in Palestine.

She is determined to overcome this hurdle despite the brutal actions made by the Zionist enemy who only know the language of war, occupation, destroying fighting and killing others. What makes the situation more complicated is that WFTU is always fighting Israel, it is anti- Zionist and it doesn't recognize Israel, while International Trade Union Confederation (ITUC) always supports Zionist and it is Israel's ally where it supports General Federation of Labour in Israel (Histadrut) led



o Group of Photo with General Union of Palestinian

by its chairman Ofer Eini. Alba Labour Union denounces the unjustified detention which shows the brutal actions and it calls upon the Zionist enemy to release our comrade Alexandra as soon as possible, in order to reach and achieve her union's mission. It also urg-

es the Zionist government to stop targeting union activists who have a noble message embody in representing and conveying workers' voice, the Israeli government should respect and implement international laws and conventions regarding the union activists and it should allow Alexandra to complete her mission.

Alba Labour Union Wins the 1st Prize for the Best Design



Alba labour Union wins the 1st prize for the best design among Arab region. The competition was launched by World federation Of Trade Union (WFTU) to mark the WFTU 70th anniversary, which was established in 1945.

The Presidential Council also voted to grant the 8 wining designers with special prizes as appreciation for their participation in the competition, in which the posters sym-

bolized many issues such as women and youth. The Secretariat of WFTU will publish soon a special edition containing all the posters and the names of the designers. It is worth mentioning that all posters will be distributed to all unions worldwide, which are 90 million members of the WFTU. Alba Labour Union had participated in the competition where Nada Najej had designed the posters.

Galaxy S6 Active

Samsung has unveiled water-resistant and bumps proofs version of the new "Galaxy S 6" smart phone, a version which was launched by the name "Galaxy S 6 Active". Galaxy S6 active phone resists water and dust according to standard IP68, where it works under water to a depth of 1.5 m up to 30 minutes. Samsung said that the device structure is designed to meet military standards handling bumps on hard surfaces. The new smart phone has 5.1 inches Super AMOLED screen working with Quad HD and 1440 × 2560 pixels. In

addition, the phone has the Exynos 7420 eight-core processor which is developed and manufactured with 14 nanometers accuracy. The phone works on Android 5.0.2 system which is simply known as "Lollipop". The capacity is 32GB of storage memory and cannot be increased, as Samsung did not provide the Galaxy S6 active a port for an external memory card. In contrast, the new phone comes with main camera of 16 megapixels with a supporting flash light and 5 megapixel front camera. The battery of Galaxy s6 active is 3500 mAh /hour with a built-in wireless charging feature.



iOS 9



Apple launches iOS 9 system

Apple unveiled a new version of its operating system, iOS 9. The new version will come with several new applications, notably the application to ease what it described by the company Android Migration. A second application will be added to review the news, and a third application for storage management service iCloud. Apple explained that the application will transfer user's data and information wirelessly from their

old Android devices whether it's their contacts list, email archive, pictures, videos, internet browsers bookmarks, email account information, calendar dates, or books saved in memory. The company added the application will match the applications available on the user's previous device into the new device. Then, the application will suggest downloading application that are not available from the App store placing the paid apps in the user's iTunes account wish list.

Yaqut app to read free books



Yaqut app allows smart phone users to read thousands of free books. Also, according to the app developers, it allows many options that make reading a unique experience. Yaqut is a free Arabic app that allows its users to read books easily. It provides the possibility sync between different devices though Yaqut account that saves books and your reading progress as well as notes and marks.

Do you know?

If you want to leave your laptop for a period of time without use, you must charge the battery up to 50%. If you left it for a long time and the battery charge was under 2%, you will lose from the default battery life.



Union's Highlight:

What is wrong with Alba Office in America?! It borrows money from Alba Company in Bahrain and then it buys Aluminium form the borrowed money and then it sells the Aluminium in America and then Alba Company in America returns the money back to Alba in Bahrain (Ramadan puzzles).

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It has been said that one of the senior official in Alba has ordered to change the time of matches of Ramadan sport activities, so that one of his players in the team .can join the final matches

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Before, we used to read about Alba Club activities in the press, but recently a high level authority visited the Club to launch the sport activities, and no one in Alba even wrote about that in the press!! The question is how much money !?dose the management saved

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Alba's worker might be punished by the management if he was delayed for just 1 second, it might send him warning or cut his annual increase, but Alba Management will not take any action if the worker has to wait in the parking area for more than 15 minutes due the traffic jam.

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While some of the clubs celebrate their anniversary, and they strive to provide their members with the best activities and services, Alba Club tend to reduce the number of it activities. What makes the matter worse is that Alba Club is closed in Ramadan after Tarawih prayers!!

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Alba Club used to be an entertainment place especially for the migrant workers, who used to spend a great time there in official holidays, but nowadays, the door of Alba Club is closed even in the official holidays!!



Dear Workers..

Written by : Ghazi Al Hammar

With all my power,, I hold your hand,, you are the builders and history makers, the working class are the hope of our bright future. You are the real motivation for the development of society. The development of any society would not happen unless its productive powers were developed. Democracy has no meaning, unless it achieves the honourable, stable, and safe life for working class, in other words, apart from the unjustified dismissal or temporary contracts, but if we will talk about good life and human dignity, we have to talk about the fair wages which are to meet the needs of the mankind, not the poor wages which is considered as a penny compared with prices inflation and the increased needs of the citizen, and this is the challenge that face the decision makers and the people who decide the policies and lay down the legislations. They have to take these challenges into their consideration and find proper solutions within a clear and binding strategy, and establish a production policy based on productivity and development. Yes. This might be our dreams, but it can only be if there is a real and sincere will and make use of all available potentials and most importantly to stop the waste in the public wealth and money, and overcome the profitable and consumption economy Our national economy today gives fearful and negative indicators while the public debit and budget rise and the continuous complaints of the government about the increasing of the expenditures. The citizens have the fear of removing the support on the basic goods and privatization of the basic services by the government, and this explains to us the reason of the huge number of migrant workers with low wages, and the failure of the Ministry of Labour to create jobs for the Bahraini workers and improve the wages, although the Ministry of labour had proposed a minimum wage BD 250 for Bahrainis, which is less than expected and below the poverty line in our economic statistic, which has become one of our secret articles, where nobody has the right to discuss the matter or demand to increase the minimum wages. It has become clear that the Bahraini worker is not the best choice for private sector, despite the fact that he is hard worker, as long as there are alternative workers who are able to work with low wages and they might be more qualified. And to be honest and according to some official resources who declare that there is a big gap between the university graduates, which do not go in line with the labour market needs. This matter has been the concern of so many official parties for years without any solution, and the result is that we have a large number of the university graduates who are without jobs, and thousands of them have been employed with low salaries, less than BD250. Few days ago, the Civil Service Bureau rejected proposal for Bahrainisation of jobs in the public sector, and the silliest thing is that if this is the government attitude, then how can the Ministry of Labour succeed in Bahrainisation the private sector?! Despite all of these facts, we are still optimistic and to be fair and square we in Bahrain are better than many countries and societies and this does not mean that we are satisfied, no, we are looking for a better future and reject the current situation and criticize it in order to develop our beloved country and to pave the way for the next generation. Dear brothers Dear workers, these are the facts and these are the indications that require the labour movement today to stand steady, united, struggle and to close rank in order to represent the workers' will and defend the workers' interests and achievements. The one who leads the labour movement should work on uniting all the workers and should not pay attention to the Union Pluralism and the most important thing is not to allow anyone to divide the workers based on their sect or religion. When we call for the workers' unity, we demand a unity which is based on our people's unity, and any dialogue outside this ring will be rejected. The required unity is the unity which puts the interests of the working class in priority and protect the workers' interests sincerely and honestly, away from all political agendas and foreign forces.



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