



Alba Labour

Monthly Newsletter issued by Alba Labour Union (ISSN1985-9414) V.70 August 2016

THE DECEASED, HAIDER: PRECIOUS WORKER



Death took the precious worker, Haider Ahmed Al-A'ali, who loved to do good...

We Refuse the Annual Evaluation Rating



Alba workers expressed their dissatisfaction with the annual rating of the average of 0.7% to all the company workers, the thing which made workers protest....

MAHDI MOHAMMED" WRITES ABOUT UNION WORK"



Comrade Mahdi Mohammed from the insurance union writes to Alba Union an article about the trade union work.

Retirement of the Strong Man, the Chief Operations Officer "Isa Al-Ansari", after over 32 Year of Service at Alba



In a journey of hard work, which lasted for 32 years, the former Chief Operations Officer, the strong man, Isa Abdul-latif Al-Ansari, directly contributed in the development of the production process at Aluminum Bahrain – Alba. He could make a mark in every corner of Alba by his great and continuous efforts, and constructive proposals. He is a good example for hard work; he retired after 32 years of efforts, love and dedication to Alba Company. (Details on p. 8 & 9)



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[alba labour union](https://www.youtube.com/channel/UC...)



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Experts: Bahrain Succeeded in Achieving Equal Pay Between Men and Woman

Bahraini Women Are Productive, Excellent and Special

Experts of Economic and Development Affairs confirmed that the kingdom of Bahrain has reached very far at the levels of equality between women and men, and the implementation of the principle of non-discrimination between the two sexes. They pointed to the advanced positions the kingdom has been achieving on the international indicators that measure the contribution of women in general life.

The experts Singled out the latest Statistic made by the General Organization for Social Insurance that showed the rise in the average of women's basic salaries to mens' between the age groups of 20 to 59 years in the public sector by

rates ranging from 3.8% to 8%. Hala Al-Ansari, the Secretary-General of the Supreme Council for Women, confirmed that equality of pay between men and women in Bahrain is supported by the country's legislation and policies, which are based on the principle of justice and fairness between the two sexes. According to her, the wage and salary system is a subject to periodic monitoring to ensure that justice and equality has been achieved between women and men. Also, women's presence in various decision making departments in the legislative, executive and judicial authorities positively reflects in promoting this equality.

The productivity expert, Dr. Akbar Jafferi, stated that there is no any scientific evidence pointing to the fact that women are less productive than men; however, at some points, women may be more productive and less productive at others. According to him, 'generally, there is no difference in productivity between men and women'. In turn, Dr. Khalid Jassim Bomtaia, the chairman of Bahrain Quality Society, explained that the studies have always proven that work quality depends on the person themselves, whether a man or woman. This shows the necessity of equal pay between the two sexes, the thing applied in the Kingdom

of Bahrain.

Bomtai also added 'there are Bahraini women who outperformed men in many fields and we have many female leaders that we are proud of, though women's responsibilities are double those of men, as they take the responsibility at work and home'. Dr. Bomtai continued saying: 'women have the advantage of being able to balance between work details from the one hand and the comprehensive strategy of the company or corporation they work in on the other hand, while men often have a tendency for generalities. When we talk about details within strategies, we talk about quality and excellent at wok'.



Alba Labour Union: The Prime Minister, Powerful National Example



Alba Labour Union welcomed the resolution of His Royal Highness Prince Khalifa bin Salman Al Khalifa, the Distinguished Prime Minister, on end of service benefits, which stipulates that the benefits will continue to be given and they will not be touched or taken, as what is being said about cancelling them are not true at all. His Highness, confirmed that the government is keen to work on the prolonging and continuity of pension funds to serve current and future employees and retirees. This resolution is no stranger to His Highness, God bless him, as it was made out of his wisdom to share the concerns of citizens and

understand the circumstances surrounding them. Also, His Highness, explained the Esteemed Government's orientations on pension funds dispelling the rumors and fallacies concerning this issue. This explanation gave great hope to a large segment of employed citizens who are contributors at the General Organization for Social Insurance Fund, as His Highness assured them that these funds will continue to work as usual without any change in their method of work, the thing that brings contentment to all current and retired employees. The resolutions of the Presidency of the Coun-

cil of Ministers were made at the right time to dispel the misgivings of employed citizens and to destroy the schemes of those exploiting the atmosphere of openness by spreading rumors for the purpose of creating a state of imbalance among the community, which are totally unacceptable deeds. Alba employees and its union support this wise policy adopted by His Royal Highness, the Distinguished Prime Minister, to achieve social welfare and decent living by supporting all that affect the lives of citizens and make them a priority. All efforts made are the subjects of tribute and appreciation.

Alba Labours



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Issue

Issue number **70** for
the month of
August 2016

**All the articles
posted represent
the opinion's of its
writer**



o Chairman of Alba Labour Union, Ali Binali



o Chairman of BFTUF, Yaqoub Yousif

Free Union Awards Bahraini Struggling Labourers



As an act of appreciation and honour, in May of every year, Bahrain Free Labour Unions Federation made a celebration on the occasion of the "International Workers' Holiday" on the 1st of May in collaboration with Alba Executive Management at Alba Sports Club hall, as a ceremony on this happy occasion to the struggling labourers of this country. A number of unions related to Bahrain Free Labour Unions Federation participated in the ceremony.



The ceremony started with a welcome speech delivered by the Chairman of Alba Labour Union, Comrade Ali Binali, in which he congratulated Alba labourers on this occasion, praising their struggling role in the labour movement, which remarkably contributed to the achievements and gains of labour.



From his part, Yaqoub Yousif Mohammed, the Chairman of the Executive Board of Bahrain Free Labour Unions Federation, congratulated the labours on this occasion, the international struggle day, the first of May.

Dr. Yaqoub's speech was followed by the speech of the Chief Executive Officer of the company, Tim Murray, who greeted the labourers on this happy occasion for all, praising on what Alba labourers achieved and their efforts in increasing productivity and then profits, which bring them benefits.



Alba Labours and the Annual Increase Evaluation Injustice

By Abdullah Almoaraj

Alba brought fame to the kingdom, as a country listed with the major countries with giant globally famous factories of aluminum industry, by means of a mark, very proudly, "made in Bahrain".

Alba labours have sought in the work field with all their sincere efforts, which they are thanked for and are causes of pride to us in front of everyone due to the productivity figures. Yet, all this did not come from nothing, but from the perseverance and strong will the labourers have and which enables them to make achievements. However, all this does not leave an impact on decision makers and those in charge of Executive Management, as they have recently made a resolution of reducing the evaluation rate and limiting it to the extent that it does not exceed 7% for all labourers in all departments. This means that the evaluation of 1 has become a dream for the labourer, which is seen but not obtained. This unjust resolution has caused a muss by most of the labourers of the various departments and sections, until the supervisors and overseers have been put in an awkward position of confronting, and that was due to the Executive Management pressures. It is obvious that the Management seeks to damage the relationship between the supervisors and labourers by abridging their rights and freezing their bonuses on 7% without taking into consideration the efforts they make and the sacrifices and challenges they face in the work field. Therefore, we ask His Excellency, the Chairman of the Board of Directors of the company, Shaikh Daij Bin Salman Al-Khalifa, the unequaled person who always stands by labourers, to intervene to stop these administrative resolutions which digest labourers' rights, as in His Excellency's speech in the last activity of the safety campaign "Safety Caravan", His Excellency thanked the efforts of the labourers of the company and stated that the company will be generous with them. Thereby, we hope that His excellency intervenes to stop the deprivation of labourers' rights and the obstruction of the efforts of developing work sites, which will, in turn, reflect on the overall atmosphere of the company.

Statement regarding period 3 evaluation

Dear comrades,

On May 30th 2016 the executive management has sent a memo to all managers determining that the average rating for period 3 shall not exceed 0.7% to each department.

Which make contradiction with the evaluation criteria mentioned in the same memo at the beginning, which confirmed that rating for the third period is 1% and not 0.7%.

Description	%	Remark
On time Arrival	2	Annual Record
Sick Leave	2	Annual Record
Individual Performance	3	Every 4 month 1 %

And When the Union contacted the executive management they responded that the idea came from the acting COO Amin Sultan, who suggested that they should pressurize the supervisors and the superintendents in order not to give any worker a 1% rating.

The Executive Management also said in a phone call with the union chairman yesterday that all workers in Alba are happy with the average of 0.7% and one worker has thanked the management in one section and they rewarded him by giving him a (Cash Card) for his supporting position to reduce the annual merit for the third period, in addition, the executive management confirmed that the workers in every section have signed with full satisfaction on a much less rating than the previous ones.

And The Union have spotted a large number of complaints about this rating in departments considered the heart of Alba, from reduction lines, cast house, carbon and maintenance departments as well as the power, which suffers every year from the same problem.

As the union has also spotted a number of evaluation forms where the worker have signed on a rating of more than 0.97%, but with written note at the end of the evaluation sheet mentioned that the rating result will be reduce in order to maintain the 0.7% average according to the management orders.

As the Union also spotted the managers interference by calling the supervisors and superintendents and to pressurizing them to reduce the rating of the workers and make the problem grow bigger and bigger between the worker and his superiors in the section, while the union is still trying to solve this issue according to Alba policy, but the management's desire to restrict the increment for the third period in this way will affect the morale of workers and their contribution to the company and this will not be allowed by the Union.

In Sunday, 12/06/2016 the Union will meet with executive management to discuss this issue and shall informs you about the output of this meeting.

Alba Labour Union

Acid Reflux: Health Awareness Lecture

By Alba Labour Union in Collaboration with the Ministry of Health



Part of the attendance



Group picture

Alba Labour Union in collaboration with the Ministry of Health held a valuable health lecture to the workers of the company on «Acid Reflux». It was delivered by the family medicine specialist, Dr. Yasser Malullah, at which he explained the actual definition of acid reflux, which is experienced by most human beings, especially nowadays, and the real reasons behind it, be it in the esophagus, stomach or duodenum, and how it was diagnosed. Dr. Malullah also gave a detailed explanation of the symptoms

the person had and the complications developed in the case of negligence as well as the factors and the healthy proper methods of treatment. In addition, he urged that the foods that did not cause acid reflux should be taken, and then moved to explaining the procedural treatments and the ways of preventing it. Alba workers interacted with the lecturer by asking valuable and important questions, which were answered by Dr. Malullah, to help increase their understanding.



Dr. Yasser Malullah



Secretary of Alba Labour Union, Yasser Al-Hujairi

Health Week Entitled «Safety Convoy»

Alba Labour Union and the Executive Management started the annual Health, Safety and Environment Week entitled "Safety Convoy", as the union is always keen to participate along with the Executive Management of the company in all the arrangements and preparations of holding the most prominent event of the year in the safety field at Alba company. The Union participated with a vol-

untary team "Apollo team", which is responsible for the regulatory matters of the Safety Week activities. The Apollo team was very creative this year by preparing the main activity hall with the appropriate decorations, which depicted desert life and how to live in it, and setting a good time plan from the beginning until giving the hall in before the date of the opening ceremony.

Introductory Meeting on the Family Health Insurance Features



During explanation



Alba Workers during the meeting

Alba Labour Union held an introductory meeting on the Family Health Insurance Program to all the company workers. All the different features that can be benefited from by the Insurance Policy, which was agreed upon earlier, were discussed. The hospitals and clinics that can be benefited from their health services by possessing Health Insurance cards as well as the diseases and conditions, whether

emergency or non-emergency, that are covered by the insurance umbrella were clarified

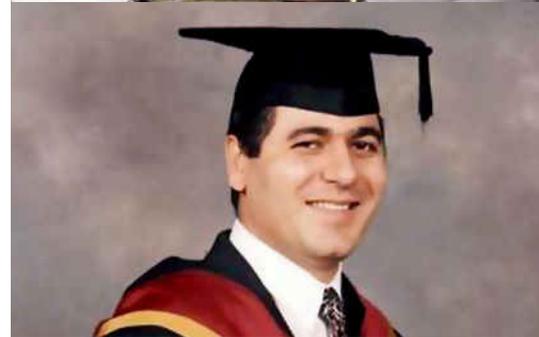
A large number and from different departments and divisions of workers attended the introductory meeting to benefit from the detailed explanation of all insurance features provided by the insurance company to the families of Alba workers to make the most of these features.



Preparations for May 1, captured by Abdullah Al-Moaraj

Isa Al-Ansari .. Leaves Alba

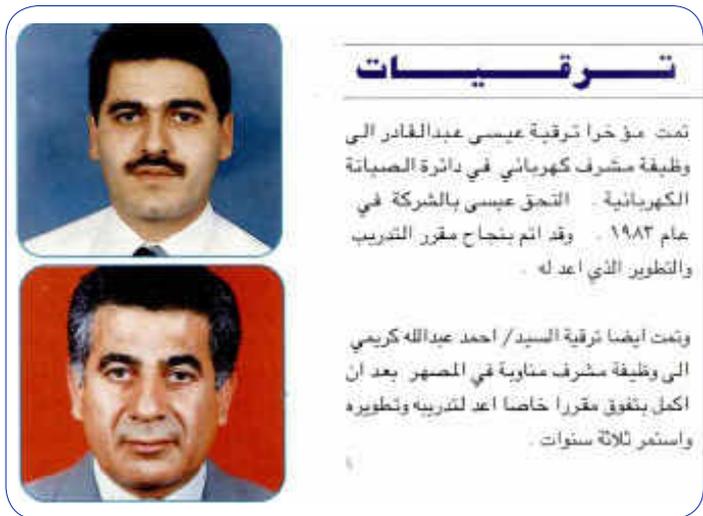
Retires after 32 Years of Loyal Service



The former Chief Operations Officer, Isa Abdul-latif Al-Ansari, a unique man in Alba's successful history, left a mark by being a prominent advocate for workers and an example of determination and hard-work along his journey at Alba in the light of serving the labour movement. When he decided to retire after a journey of 32 years by giving the chance to the one who will continue his role in sincere work, the decision which affected Alba workers and those whom dealt with from administrators to colleagues, expressing the extent of loss Alba and its workers are exposed to by the departure of Comrade Isa Al-Ansari, who is one of the competent, experienced and skillful employees who left a mark in all the departments he worked in. when we recall the journey of this good example of persistence and perseverance in achieving goals, Comrade Isa Al-Ansari, who started as a vocational trainee in 1983 and then gradually occupied positions until he held an executive position in 2010. Al-Ansari worked in a number of key departments such as Operations, Human Resources and Maintenance Planning as well as IT, Procurement and Supply Chain. He spent a generous work period in all the departments, as his proposals were always in place and were bringing good to the company.

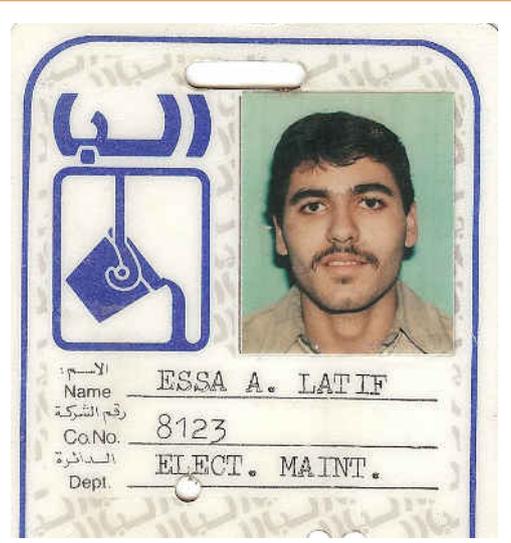


One of the Efficient Examples in the History of Alba



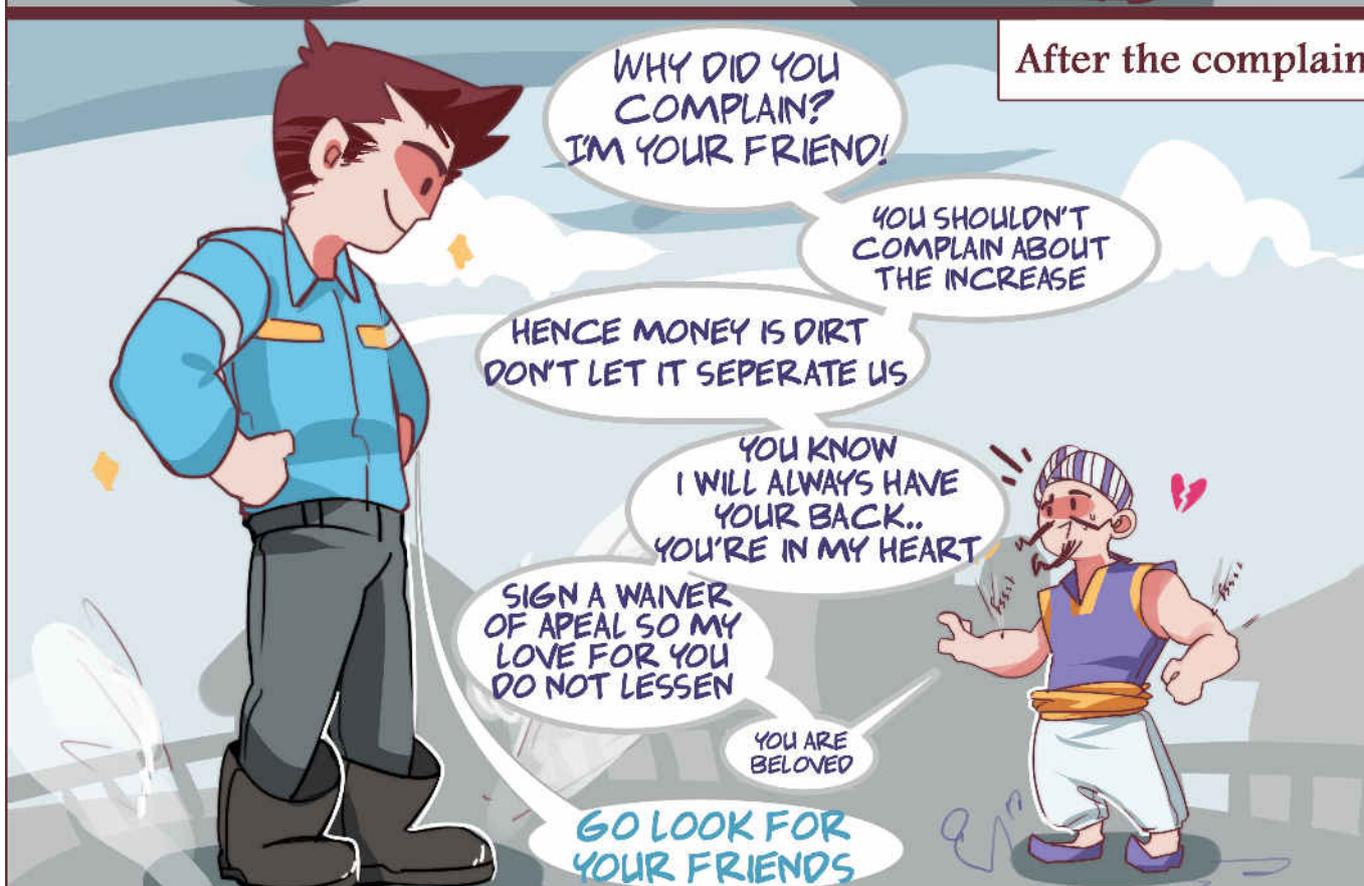
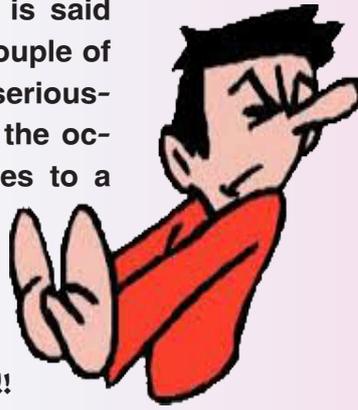
oThe former Chief Operations Officer at Alba Company, Isa Al-Ansari

In April, 2010 Al-Ansari was promoted to the position of Chief Supply Chain Officer, where he was in charge of Strategic Supply Chain and Procurement. In January, 2011 he was appointed acting Chief Operations Officer in addition to his role as Chief Supply Chain Officer. In June 2012, Isa Al-Ansari was officially appointed Alba's Chief Operations Officer where he was responsible for significant increase in overall production levels and efficiencies. In his last position, Chief Operations Officer, Isa Played a key role in improving safety and productivity levels, as he contributed in achieving the highest production rate in the history of Alba of 960.643 metric tons, last year. Moreover, he contributed in helping the company achieve the rate of 87% of Bahrainization. Al-Ansari effectively contributed in providing a number of training programs, which focused on developing Bahrainis and enabling them to occupy senior positions in the company. Furthermore, he was one of the supporters of the charitable and humanitarian institutions, which contribute to the development of the Bahraini society. It is worth mentioning that Al-Ansari has a diploma in engineering from Hindustan Academy of Applied Sciences and Engineering (India) and a bachelor's degree with honours in electrical and electronic engineering from Northumbria University in Newcastle, UK. Recently, he got an honorary doctorate degree from Hindustan University and a life membership at the Bahrain Society of Engineers, which he participates in effectively. Alba wishes Isa Al-Ansari a life full of happiness and good health and the board and members are very grateful to him for his sincere service and wish him all the best in his future.

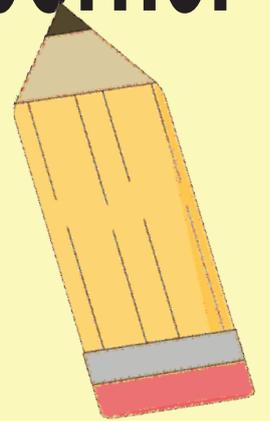


Administration... Why Don't You Listen to Workers

Do you know that one of last year's time wasting injuries was caused by the Administration's indifference about safety proposals? It is said that one of the workers submitted the safety proposal before a couple of months, but the bad administration did not take the evaluation seriously, and ignored the proposal and never applied it. Fate decreed the occurrence of an accident, which caused serious sporadic injuries to a worker resulting in a time wasting injury, therefore, the administration took a quick action of adjusting the site position, as a reaction to the accident in a short period of time. However, the surprise is that the adjusting of the site was the rejected idea by one of the workers. Then, who is responsible?!.. Is there a moral?!!



Workers corner



This corner is for the workers to convey their messages to the officials, publish their articles and express their problems. A White space, with honest words, from the workers' suffering.



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Has the Administration Forgot Safety Importance

Back in 2003 and after the two tragic accidents that occurred at Alba, which left victims, the martyrs, Abdullah Al-Kuwayid and Mohammed Al-Ansari. Then the administration woke up from its slumber and realized that it lacked a safety management system at work; therefore, its reaction was adopting a global system of safety and health management, and for applying this system, it needed full-time specialists in safety. The specialists were employed and given the authorities to do their tasks with all their strength, but the administration quickly forgot about the martyrs and reduced the number of safety specialists; in this period, the administration was in tranquility. In 2009, the administration started to make more reductions in safety specialists and merge some of the departments to please Mackenzie Project, the thing that made it end up with 3 accidents with 3 victims from

Line 4 Smelter, Line 1-3 Smelter and Carbon 1-2. To these accidents, the administration reaction was strong, as the Executive Administrator's meeting was good and motivating to the safety team since he, on the first day of being in the position, agreed on giving the team the authorities to control risks and apply safety programs. However, at the same time, the administration stopped using DuPont System and quickly forgot or pretended to forget safety importance, so it took the resolution of reducing the number of safety coordinators in the factory, and obliged some of them to accept double duties and work for more than one department or manager, which violates the Labour Law and Resolution No. 8 of 2013 – Article (30) that states on the recruitment of a full-time administrator in the field of Occupational Safety and Health. Alba Administration, where do you want to reach? What are your future plans about developing the safety crew?!!

Labours Problem's

Blood Testing Conditions

I am a worker in the Power Department (61). The company failed to pay the amount of the necessary examinations and blood tests to undergo urgent surgery, according to the physician's recommendations. The surgery needs taking blood tests urgently, as it is a very important action to enable me to undergo the surgery as soon as possible due to my poor health and lest I develop life-endangering complications. I am suffering greatly; my condition is very hard and needs special care, and despite all this, the insurance company surprised me by refusing to pay the amount of the examinations and the Medical Department refused as well. Then where is the Health Insurance that the company claims it provides it to workers?!

I Deserve a Pro motion, not

I am a worker in the Carbon Department. My department neither evaluated me fairly in the Annual Evaluation nor appreciated my efforts; as my direct administrator changed my Annual Evaluation Rate, by order of the company management, without any justification. This was contrary to my expectations, as I expected a promotion instead of a reduction in my rate to find myself deprived of the promotion I deserve for being in this position for long years and trying hard to get promoted as an expression of appreciation of my efforts. Then, is it possible to find such actions in such historic companies like Alba? Instead of giving the worker the promotion they deserve, the administration seeks to use the supervisory administrators as a tool or means of disregarding workers' rights and oppressing them.

Urgent Request

An Alba worker complained about his bad health condition, which requires changing his workplace. He has suffered greatly in the Smelter Department, as it has been bringing him dizziness, which lasts very long or comes from time to time during work. After seeing a doctor at Alba Health Centre and taking the necessary tests in one of the private hospitals, the medical report showed that the worker's health condition does not fit with his current work and he cannot ever be exposed to magnetization, which requires transferring him to another workplace since he cannot work in the current place which does not fit with his health condition.



Safety Equipment

Alba workers were compelled to endanger their lives after the administration's inability to provide the simplest safety tools. Since the beginning of 2016, safety shoes are out of stock, the thing that has forced workers to carry on using the damaged shoes for the continuity of the production wheel.



Alba Workers: The Annual Evaluation is Unfair

We did not Get our Rights .. We Are the Weakest at Alba

Administration Makes Direct Administrators and Workers Confront



Worker, Zakariya Ahmed



Worker, Jaffer Al-Barri



Worker, Habeeb Al-Baqali



Worker, Yousif Saleh



Worker, Ebrahim Mayoof

It is a great pity that workers' gains are subject to regular discussions between the Executive Management and Alba Labour Union after workers' complaints about the evaluation, which has been frozen to 0.7%, despite the fact that it is a proportional process and depends on the direct administrator without any pressure from the administration.

The company administration confirmed that it did not want to make financial prof-

its from the third period evaluation, but wanted a true evaluation away from favouritism. Alba Labour Union made the following investigation of this problematic issue by presenting some of the workers' issues and opinions.

As if ..

When the worker, Zakariya Ahmed, was asked about his opinion about this problem, which he complained about in terms of the evaluation and annual increase, he said he had had a bad experience

with the evaluation last year as after signing the evaluation sheet, he was surprised that the rate was changed by the administration under the pretext of exceeding the average of the department. After this incident, Zakariya filed a grievance, which took a whole year to be studied, and after great efforts made by the Alba Labour Union, the administration reply was: Accept the evaluation. Based on this, this year's evaluation was postponed to two periods in May. Zakariya realized the great pressure of the administration

on the direct administrator for reducing his evaluation rate during three consecutive periods this year. The administration put the responsibility of confronting the worker on the direct administrator's shoulders after the unfair evaluation. Who will do justice to the worker? He cannot find anyone to rescue and save him from the injustice done against him after the long service years at Alba. The worker, Zakariya Ahmed, asks himself on his way to work: Is there a way to save the worker from this injustice??

Annual Increase... Where Do You Want to Reach??

Annual Increase... Where Do You Want to Reach??!!!

Very Unfair Evaluation

The worker, Yousif Saleh, of the central workshops explains that he has been working for a long time at Alba, for five administrators and three supervisors. All of them gave him an excellent rate in the evaluation, however, this is the first time he feels injustice in the evaluation, as he got a rate he never had before and when he asked about the reason, he knew there was pressure on the administrator by the administration. The administrator promised to do his best to restore his right, but the pressure by the administration was stronger than him, as after he changed the rate, the administration returned it to what it was. Yousif added that he continued to work as hard as before, however, the feeling of injustice affected him emotionally and the suffering has continued increasing. He feels himself in a series that never ends starting from the BD20 salary reduction to the evaluation problem and annual increase, 0.2% accord-

ing to profit and loss, which they are, in vain, trying to put an end to.

The big shock is that all this happened during the holy month while they were doing our best to increase productivity and keep the company's name listed with the international companies.

The administration representative, Mr. Ahmed Al-Shaiba, held a meeting to the central workshop workers to reassure them that profit and loss will be counted, the evaluation rate will not be changed and all rights will be given. then, what has been changed? No one knows.

For my part, I would like to thank the union for its support and help to restore our rights and gains. Praise be to God! For appreciating our efforts. I appeal to Shaikh Duaij, with complete confidence in him, to consider the matter and work for the prevention of injustice and restoration of the simplest right, the annual increase.

What Has Changed?

The worker, Ebrahim Habeeb, of the energy department said: "the first two evaluations were true, but the current (the third evaluation) is unfair to our ef-

forts though our production and work were the same.

We refused this evaluation and asked for the reasons, as we did not violate the regulations and our work was to the fullest, the thing confirmed by the administrator of the department, who was not convinced about the evaluation. He tried very hard to correct the evaluation but could not because it is inevitable to everyone.

We wonder about the effect of 0.3% on the company? Instead of motivating workers to increase productivity and development, the company frustrates them, as their work worth more than 1, which is not accepted by the administration, as well as the great negative effect from the incorporeal and psychological aspects on the worker.

We demand the administration to reconsider this resolution and its effects on workers, as the rate does not make a big financial difference to many workers and we are proud to be Alba workers, but it has a significant incorporeal effect and means a lot to us.

The foundry worker, Habeeb Al-Baqali, added: the evaluation papers were returned and I was shocked by the rate change; the administrator informed me that he was not responsible for the rate reduction and it was upon the administration request.

My work worth more than 1, as I work sincerely and do tasks that worth a higher rate, without getting a promotion (the 6th level), though I do tasks higher than this level.

This inexplicable rate reduction has a negative psychological effect on workers, which reflects their produc-

tivity in one way or another. I would like to thank the union for its utmost efforts to preserve labour rights and gains, and defend the workers' violated rights.

The Worker is the Weakest

The worker, Jaffar Al-beri, had an opinion concerning this year's evaluation. He considered it totally unfair according to the current company conditions, the retirement of a number of workers and production rate increase, as we see the company taking decisions which negatively affect workers and carry the message "your performance is not important" because they will get the same evaluation result determined by Alba administration. For example, when there is a celebration at Alba, managers boast about the production increase forgetting that workers are the bases of production. Therefore, how they harm this base by making such resolutions, as workers were previously cared about and motivated, while now, the psychological pressures and problems of workers are not taken into consideration, which in turn reflect the work environment.

Conclusion

From the mentioned previously, we can say that the obstacles and problems made by the different administrators to the struggling working class will not ever be the way for production and income increase, but will definitely be a main reason for disasters since they affect the workers' minds and souls, which are loaded with many burdens.



Union meeting with workers on the annual evaluation

General Federation of Bahrain Trade Unions' Elections Turns into Partisan Confrontations

Al-Wefaq Gets Lion's Share in Votes

The elections of the General Secretariat of the General Federation of Bahrain Trade Unions turned into a real confrontation between the political associations and the unionists, who defend workers' demands. The political associations prepared a list for confronting the list of the unionists, who defend the rights of the General Federation of Bahrain Trade Unions' workers away from politicization. This list failed in getting even one chair, not because of their inability to defend the workers of the General Federation of Bahrain Trade Unions or to provide a clear program for developing union action, but because of their non-enrollment in the political associations dominant on the General Federation of Bahrain Trade Unions. This selection of members of the political associations participant in the leadership of the General Federation revealed the fact that the aims of these



associations are manipulated to fit their agendas. The General Federation has always been at the mercy of the main political association, which is not ashamed of exploiting workers in its irresponsible and careless adventures. Today, and after the plans of the Former Secretary of the General Federa-

tion of Bahrain Trade Unions (GFBTU) have been revealed, a new leadership consisting of the Deputy Labour Office of this association and the head of the labour office, who has become the Deputy Secretary-General of the General Federation, has replaced it, so this Federation turned into an office led by the same people adminis-

...What is next



tering the Labour Office. While this political association controlled every nook and cranny in the General Federation, which followed it and lost its identity that it was founded for, the workers' concerns became the last thing to seek after and the case of the dismissed in February 2011 events is the most striking example of General Federation's political ambitions. The number of dismissed workers was 2820 worker, who were ig-

norant of their fate of the Federation membership, according to the General Federation statements, and most of whom were breadwinners. Then, how the General Federation allowed itself to get those into such a serious trouble to please its political association? Salman Al-Mahfud, the Former Secretary General of the Federation, left those dismissed and did not give them a helping hand. Then, Al-Halwachi followed the same pace of Al-Mahfud, which is set up by this politi-

cal association without any consideration for workers' rights. The GFBTU divided the labour movement in Bahrain into two groups after it was cohesive and united, and inflicted serious damage to the labour body due to the unlimited intervention of the political association. Today, it does the same thing and falls into the same trap by holding political elections and the main political association, which did not take pity on its work-

ers in the previous years by worsening their conditions and making them ignorant of their fate, is still prominent. If the praise given to the former leadership by the current leadership of the Federation is genuine, then, why did you change it? Why did you practice the same things you do in every conference of the General Federation by imposing the Labour Office of the political association on the conference delegates?

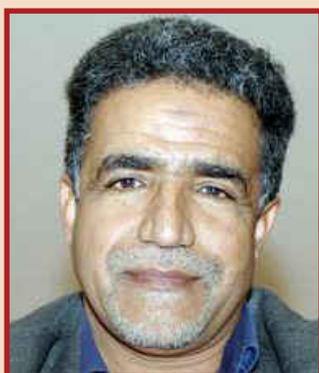
Political Coalition or Trade Union Federation Elections?



Hassan Al-Halwachi
Dissolved Wefaq



Jaffer Khalil
Dissolved Wefaq



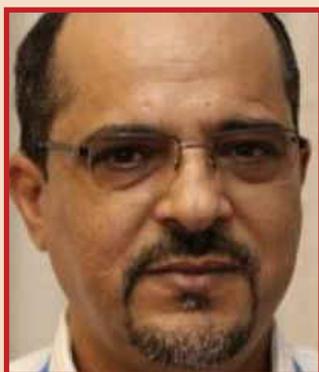
A.Karim Radhi
Dissolved Wefaq



Najat A.Hussain
Dissolved Wefaq



Khatoon Al-Aradi
Dissolved Wefaq



Salman Al-Saad
Alwasat



A.Qader Al-Shehabi
Dissolved Wefaq



Suaad Mubarak



Zainab Abu Deeb



Jumaa Al-Binkhalil



Yousif Al-Shamlan
Dissolved Wefaq



Hussain Al-Asfoor



Ali Ghannam



Moh'd Msaed



A.Wahed Al-Najjar
Dissolved Wefaq

Source: <http://alwefaq.net/cms/2016/06/13/44789>

Accidents and Injuries during the Month of July 2016

Date	Place	Details of the accident	Notes	Evaluation	Results of the investigation
6/2/2016	Central Workshops / Al-Dana Restaurant	When the contractor's worker was ascending the vertical stairs, to fix the AC of Al-Dana Restaurant, he lost his balance and fell on the floor from the third stair. He suffered bruises on his left foot and was taken to Salmaniya Medical Complex.	Alba Labour Union delegate suggested re-examining the design (vertical stairs) with the Engineering Department.	Foot injury	It is clear that the worker suffered from a muscle strain due to the improper design
2/6/2016	Medical Department / Al-Dana Restaurant	When the medical team employee was ascending the vertical stairs to rescue the injured contractor's worker on the surface of Al Dana Restaurant, he felt pain in his back while descending the stairs. Also, when he was pulling the scoop stretcher his back pain increased.	Alba Labour Union delegate suggested re-examining the design (vertical stairs) with the Engineering Department.	Foot injury	It is clear that the worker suffered from a muscle strain due to the improper design
5/6/2016	Central Workshops / Machinery Department	When the machinery technician was adjusting the installation arrow in the lathe machine (CNC), a small amount of the machine oil splattered on the worker's face causing him eye irritation, and was taken to Alba Health Centre for treatment.	The team suggested not using the machines without authorization	Eye injury	It is clear that safety steps are not clear for the team and the machines should be repaired by those authorized.
17/6/2016	Lines 1-3 Smelter	When the contractor's worker was pulling the smelted metal locomotive, he tried to pass between the connecting anode locomotive and the smelting cell. the crucible carrier touched the connecting anode locomotive edge, so the crucible carrier fell.	Alba Labour Union delegate suggested to monitor workers and supervise them during the period of vehicle training	Imminent accident with a high probability	Error in risk estimation and the lack of practical experience and training, and poor supervision
18/6/2016	Line 5 Smelter	When the contractor's worker was removing the smelting cell cover, the cover edge touched the worker's wrist causing minor burns. Therefore, he was taken to Alba Health Centre for treatment.	Training of the contractor's workers before giving them any work to do.	Minor burn injury	It is clear that the worker did not carry the cover properly due to poor training and supervision.
18/6/2016	Line 4 Smelter	When the worker was making a hole for smelted metal suction, he was surprised by splatters of smelted metal on his face causing minor burns on the left side. Therefore.	Making sure that the worker is informed about safety steps	Minor burn injury	It is clear that the worker was not careful and the supervision is poor.
25/6/2016	Lines 1-3 Smelter	When the contractor's vehicle driver was cleaning the vehicle, he lost his balance and touched the smelted metal carrier crucible, which caused some second-degree burns to his right hand. He received first aid in Alba Health Center.	Close supervision of the contractors' workers to make sure that they wear personal protective equipment.	Minor burn injury	It is clear that the administration of personal protective equipment is poor.



Follow Safety Procedures and Enjoy Life

By: Zakariya Ahmed Al-Saleh

Many people ask about the reason why companies spend huge amounts of money on raising workers' awareness about the importance of following safety procedures. The answer is that injury costs are exponentially higher than awareness costs, as injuries take one's health and money, time and efforts as well as happiness and enjoyment of life. They also affect one's family and those around them. For illustrating this point, let me mention a true accident happened to a friend of mine two years ago, which he is suffering from until now.

My friend is a successful guy, who graduated from the university and worked in one of the well-known banks. He is married with two children. My friend bought a new motorbike and was very happy with it, as he was hanging out by it besides enjoying his other hobbies such as travelling, playing football, shopping, etc. One day, he went out with his friends at the weekend, as usual, by his motorbike. His friends were making dangerous movements on their motorbikes; they encouraged him to make such movements; he initially refused, then said to himself "why don't I make these movements and enjoy my time!! Everyone does that, therefore I can do that, too". My friend did not realize that these moments will take away his happiness forever. He performed an acrobatic movement on the motorbike and fell down by toppling for a long distance; his friends rushed to rescue him and immediately called the ambulance. The result of the accident was very tragic: A spinal fracture and other types of fractures in the body, internal bleeding, deep wounds and a coma. My friend was taken to the Intensive Care Unit (ICU), where he spent 14 days. When I visited him, he was under the influence of anesthetics and did not know what was happening around him. He underwent surgery and then transferred to the fraction section, where he spent about 30 days. I met him a short time ago (after 2 years of the accident) to find him on a wheelchair, and after greetings, he asked me to enter his house; the housemaid was helping him drink a glass of water because he was not able to move his hands. We talked about many things and then he started to talk about what happened after the accident, as I felt his pain and remorse in every word he was saying. He explained the extent of his daily suffering saying: "I lost my job in the bank and my life has turned into pain, treatments and hospitals, as I underwent two operations outside Bahrain, which exhausted my savings, and then returned to Bahrain to complete my treatment. I neither can pursue any of my hobbies, nor carry out any of my simplest needs, as I'm disabled. I can't play with my children; I have become a burden to everyone. At this moment, he could not restrain himself and cried, as he simply lost happiness and enjoyment of life.

Accidents are preceded by moments; if you venture to enjoy short moments or do not follow all the safety procedures at work to save time, you have to know that these actions will take your gains, health and money, time, effort and all those around you away. You will live in remorse and pain, which can return nothing.

Power Workers Are Neglected

Since the establishment of Alba company, a long time ago, specifically in 1971, power stations have begun to work on the productive project. Then, the first energy station was established, and with its startup, a big problem appeared and started to worsen with time, the thing that caused the suffering case of the workers, which is thought to be an easy and worthless matter by some people, but significant for the station workers. It is an important thing to have a workers' room or cabin in the workplace with means of comfort, but this did not happen in the power station site, as it lacks the simplest services that the worker deserves in the workplace, a toilet. From the time of its establishment, the cabin has not had a toilet and as you know, power station workers cannot move freely since their presence is necessary for any emergencies according to the sensitivity of the site.

After useless years of discussions and talks between the administration and workers on this issue, which has been very long talked about, and the administration's ridiculous excuse, workers have become surprised of the act of constructing a shaded car park and an office in a very short time after giving the ex-manager of the power station the position of Project Manager of Line 6 project. I think this act is a matter of despising of workers. Commenting on the car park, everyone can see that it cannot cover half of the car during the period from sunrise to noon, as the sunshade is useless – see the attached picture – as for the park itself, it is located near the fire assembly point, which is against the Health and Safety Rules in the company; I think the Health and Safety Department does not know about the location of the park or is turning a blind eye to the issue because the car park belongs to an influential administrative character. It is worth mentioning, and worse still, is that the park is constructed in the way leading to the infrastructure of the electrical transformers of the production line, which means it is not easy to solve any problems in transformers or the infrastructure.

I think the cost of building a toilet for the benefit of more than 28 workers is much more economical than building a shaded car park to an employee, who all know that will leave the company after a short time. I hope to get responses to my queries. Why has the company refused to build a toilet in the cabin since a quarter-century? Are you concerned about the car more than the workers? Is the car in need of these services or is it manufactured for serving? What about the despise and contempt towards workers in this situation?

"General Federation "Shame Federation

The ungratefulness of the General Federation of Bahrain Trade Unions (GFBTU) have reached their peak, the thing that exhausted our patience. Are there no other rewards than defaming your country this way in the international forums and conferences? The General Federation claimed in their speech of the International Labour conference, which was recently held in the Swiss capital, Geneva, that the Kingdom of Bahrain has not provided its citizens with decent jobs by saying: The agreement of implementing the pioneering program of decent work, which was put up by the International Labour Organization in 2010, was not undertaken due to the events of the following year, 2011, despite the fact that these events should be considered motivating for production parties to implement the program. This is totally wrong, as the pro-

gram was not implemented not because of the 2011 events, but because of the GFBTU support to the opposing associations that wanted to coup against Bahrain constitution by force. Let us underline "motivation". How can these painful events in Bahrain be motivations for productivity? Why does the General Federation describe them as a happy occasion which brings good to the country? What is the purpose behind claiming that Bahrain did not implement the agreement in the International Labour conference? In its speech, the General Federation asked the General Labour Organization to ban the Bahrain Free Labor Unions' Federation (BFLUF) from participating in the implementation of the agreement signed in 2010 despite the fact that it is a legitimate federation established in accordance with Article 8 of the Labour Union Law no. 33 – 2002 by a royal decree from, His majesty, the king of Bahrain. How does the General Federation dare to ask for such a thing that violates the regulations and legislation of Bahrain, and to make such a sharp criticism, which is false, at the beginning of its speech in labour conference, which aimed to bring the two parties of production in Bahrain together, business persons and the government, to reach an agreement about the implementation of the pioneering program of decent work, which was set up by the International Labour Organization and signed in 2011. The conference stated that the program should be implemented only by those who signed the agreement, which means



disregarding the BFLUF. The GFBTU not only did this, but also insulted the country by saying: "As the general manager and speakers said, decent work and fighting poverty are the answers to the social outburst, violence and instability". It is justifying that the violent actions are reactions to inadequacy of decent jobs!! If this is your logic, then all countries will witness this kind of barbaric and uncivilized violence, as no country, even the most developed and civilized, is devoid of underemployment and job seekers. Therefore, we appeal to you not to embarrass yourself more in the international forums and not to continue delivering these "trifles" and incitements of violence and hostility, which are not acceptable for union federations. The General Federation represented by the new Secretary-General continued saying: "On behalf of the workers of my country, I strongly call the two parties of production to make a final decision about the agreement, which our federation participated in signing it". The General Federation kept saying "our country" and forgot that it was the same coun-

try he was negatively talking about and rewarding by defamations and accusations. he might have been repeating "our country" out of remorse; our country does not deserve such deeds in the name of nationalism and giving advice. In the speech, it literally says: "On behalf of the workers of our country, I strongly call the two parties of production for the agreement, which our federation participated in signing it". When it talked on behalf of Bahrain workers, did they include the 3000 workers it was the reason for their dismissal and salary loss for over two years? In fact, we are not surprised of the speech of the General Federation in the International Labour conference, as we know very well that it does not work as an independent entity, but is led by the political association it follows and its agendas, which will lead the federation to dire consequences and remorse. Finally, we would like to advise the GFBTU to preserve the country's reputation and be well-mannered while representing this beloved country because as a former deputy said "you brought us shame!".

Element of Surprise



Among the funny and strange incidents in the International Labour conference was the Bahrain Chamber of Commerce and Industry's English speech, which was delivered by one of the delegates, as everyone was speaking with their native language out of pride for their speeches were interpreted through earphones, the thing that surprised the Arab delegates present in the conference.



Annual evaluation is a stab from the back



How Do Trade Unions Work ?

By: Unionist/ Mahdi Mohammed
Secretary of Insurance Union

Trade unions perform economic work despite the fact that they are attractive from the political side; however, when political people intervene in the work of unionists, unions lose their independence and deviate from the path of their work. Therefore, unions can take action against them to preserve the union structure from sectarianism and right- and left-wing extremism. Why did workers agree on the humiliating Brest conciliation? Is not that for preserving gains? The deeds not accepted from the General Federation of Bah-

rain Trade Unions are not accepted from Alba Labour Union; and the deeds accepted from the forum in terms of the political and reformative vision are not accepted from Alba union. Trade union pluralism is a right of all unions; and America met Russia in the past and meets it today in spite of the missile fight between them; as Vladimir says: This is how life works and who cannot accept it has to go to the moon. Although surplus value exists, the general law faces clashes of opposites and the stages cannot be neglected or a number of workers' interests are considered and the other workers' interests are neglected.

February – March 2011 Events and the Crisis of the Left Worsening in Bahrain

A new book was issued by comrade, Dr. Yaqoob Yousif Janahi, titled "February – March 2011 Events and the Crisis of the Left Worsening", which is divided into 3 chapters: February – March 2011 Events and the Community Division,

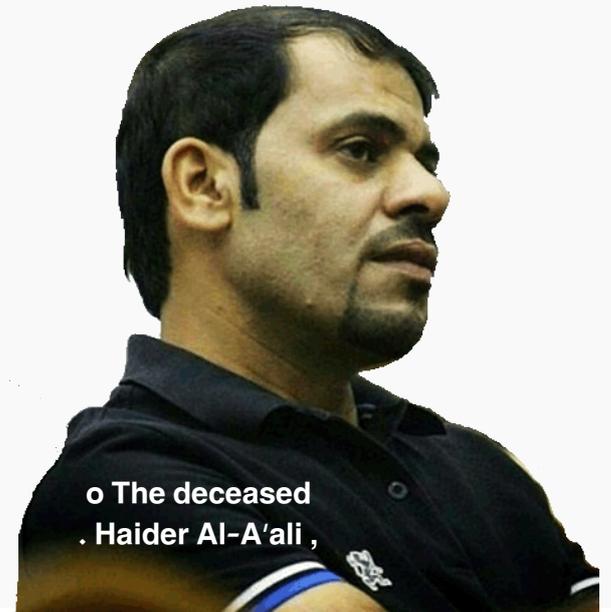


in the Sixtieth Anniversary, the Past is Glorious and the Present is Unstable (critical review of the regulatory and political situation of the Progressive Forum), and the last chapter is a conclusion besides a documentary appendix. The book, which was issued in 2016, talks about the February 14, 2011 events in Bahrain, which resulted in bloody clashes and large numbers of victims, as the opposition's increased demands had not been agreed on, the thing that caused the isolation of the opposition in a sect and sectarian division in the community.

Haider: Precious Worker

You abandoned me for a long time
I am not used to this
You could not leave me before
Even when you were asked to
You did not leave me by your will
Death forced you to
It is very hard to look around
To find you not there
My salutations to you
Are sent by the breeze to your grave

Verses of the poet, Baha Al-Deen Zuheir, dedicated to the spirit of the deceased, Haider, by his friend, Abdulredha



o The deceased
Haider Al-A'ali ,

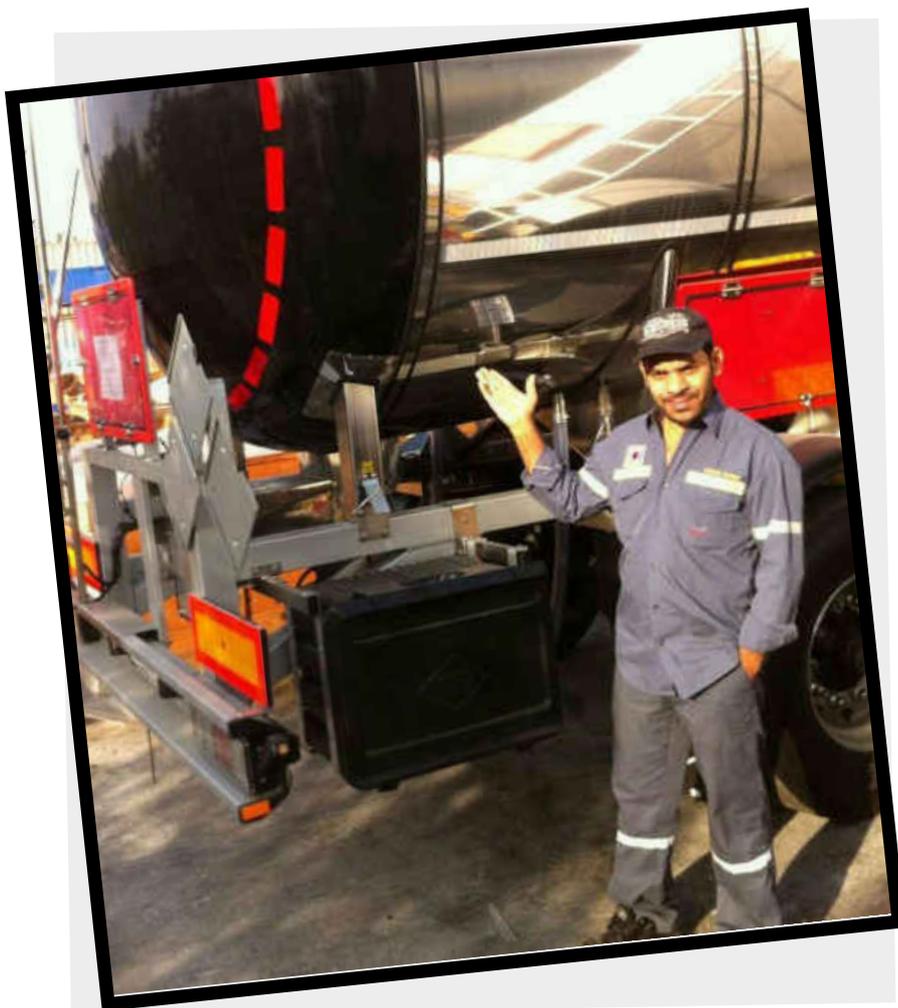
His Death was a Shock for Alba and his Family.. He was Friendly and Helpful

The staff of Alba Labour Union newsletter met the worker, Abdulredha, a friend and colleague of the deceased, Haider, to talk about the reason behind the popularity of the deceased among the workers and his life and suffering with the sudden illness. Abdulredha started

narrating with tearful eyes: My name is Abdulredha Abdulkarim Al-Shaikh and I joined the company on 1/10/2004 as a truck driver. I have five daughters. I met the deceased at the beginning of my work period at Alba, as he was a truck driver too, then our relationship

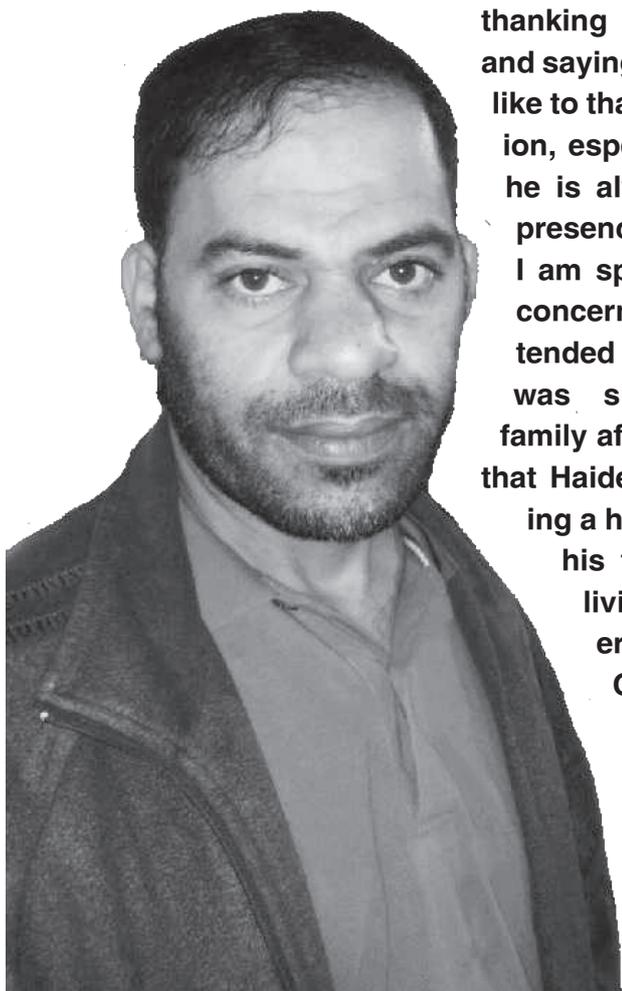
strengthened and we became more than brothers; we were going out after work, and eating and travelling together; we were always together to the extent that people were saying: "You will be with Haider here and in the afterlife" because we were getting separated only for few hours, his death in this surprising way was a shock and great loss for me. Abdulredha continued talking about the deceased Alba worker, Haider Ahmed Al-A'ali, who was born in 1974 by saying: Haider was married with 3 daughters and 3 sons (Ayman, Ali and Hadi; and Deena, Noor and Muna), and was sociable and very much loved by colleagues and relatives; he liked to help others and was humble. A short time ago, he retired from Alba company to work in one of the construction shops, as he was dreaming of building a house, therefore he retired to get the package; he bought a land and started with the foundation. He was very happy because he was finally able to achieve this dream. Few days before Haider's

death, we had just arrived from Dubai to buy the supplies needed for building the house, so he called me on the second day of our arrival to Bahrain and told me that he was at Salmaniya Medical Complex. I did not believe that and thought he was joking, as usual, as he was of good health, then he told me that he was in room 10 on the fourth floor and I rushed to him. I asked him about his health condition to tell me that he suffered from gum bleeding and the doctor thought it was an inflammation; when he saw a dentist, he told him that he did not suffer from gum inflammation and cleaned his gum, which increased the bleeding. Then, he went to the emergency department of Salmaniya Medical Complex to find out that he had a low platelet count, the thing that causes thrombosis and continuous bleeding even if the wound is not serious; I saw Haider suffering, as 3 to 4 platelet bags were given to him.



On Sunday, July 17, 2016, Haider underwent dangerous surgery, as the doctor said it would be more dangerous if had not undergone it. His son informed me that the surgery was successful despite a heart attack after it was done and he was well. At 9:00 pm his son, Ayman, called me to say that his father died. I did not believe my ears and rushed to Salmaniya Medical Complex to find him covered with a white cloth, the moment I believed he departed forever and I lost a brother with good memories that will never return. I remember when he told me that he asked for the doctor's permission for wearing the apparel, which we went together to the tailor for before his sudden illness and death, on Eid Day when he was in the hospital bed. My colleague and best friend, who I met at Alba, will never return. Haider was an example of a resistant and determined breadwinner, as he worked in many places and with different professions such as a carpenter with Mohammed Jalal,

at the GOSI Mall, in the Security Department of Marina Mall and worked at Ahmed Mansoor for Contracting before he got the recruitment call from Alba Company when he was in Kuwait for studying and working, which was a call he was dreaming of, as his childhood dream was to work at Alba in addition to the dream of building a house. He retired from Alba to achieve his dream, but death did not allow him to. At work, Haider was very forgiving and was accepting other parties without any prejudice, as he was accepting criticism and always trying to develop himself. As for Haider's funny incidents with Abdulredha at work, the latter said: "One of the funny incidents was at the time Haider was new at Alba and we were doing training with Mr. Saeed, as Haider was bringing a food container, which he forgot to bring once; he was not a friend of the manager therefore he was embarrassed to say that, so I playfully asked him about it and he said he forgot it at home, then we burst into laughter. Abdulredha concluded by thanking Alba Labour Union and saying: In the end, I would like to thank Alba Labour Union, especially Ali Binali, as he is always there and his presence is distinguished. I am speechless about his concern, as the union attended the funeral and it was supporting Haider's family after his death. I hope that Haider's dream of building a house comes true, as his family and he were living in Haider mother's house and only God knows to where the children will resort now. I trust Alba Labour Union for its continuous support to workers.



A picture of Haider and his friend, Abdulredha



While working at Alba



After retirement from Alba



The deceased, Haider, with his wife and children

Alba Labour Union Participates with the Executive Management

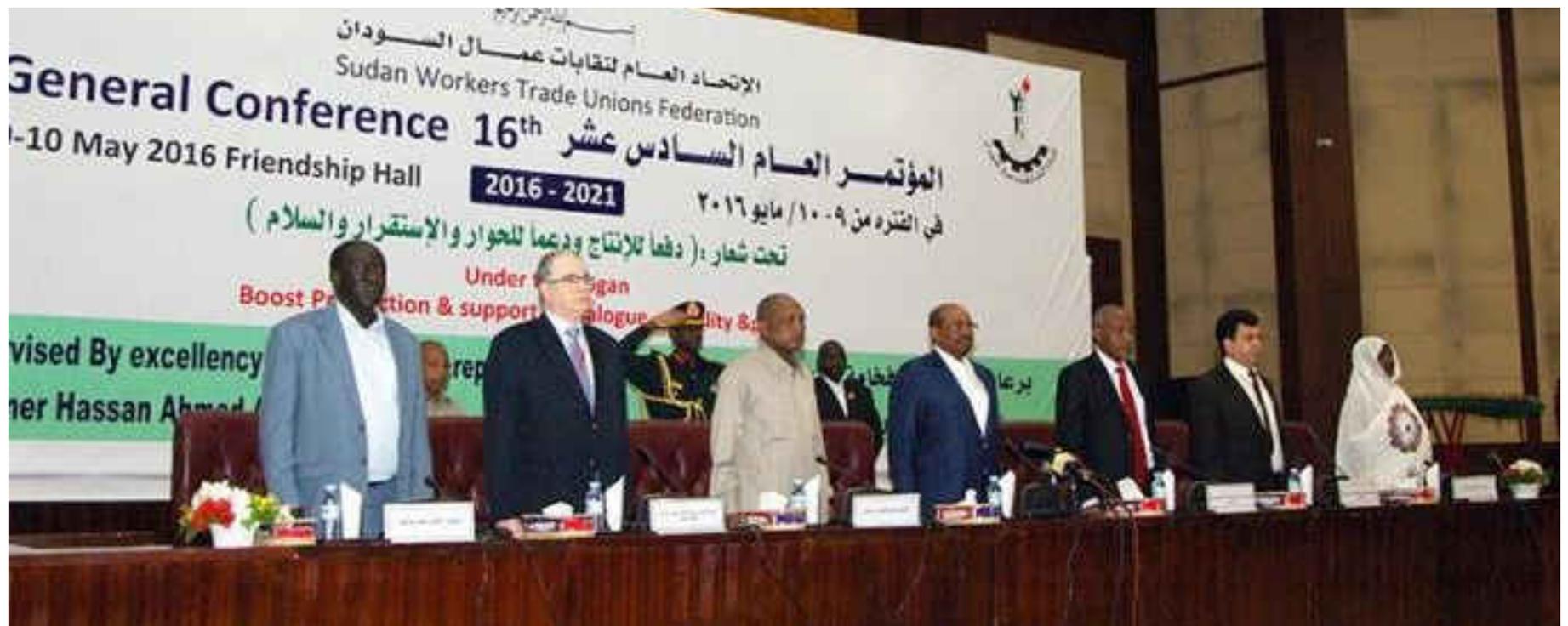
under the patronage of Alba Company in collaboration with Alba Labour Union, on May 1, the union made a big celebration to the workers and their families on the International Labour Day, which received an overwhelming response during the whole day at Adhari Park. As part of the social responsibility of the union towards workers, the union celebrated this occasion, which brought delight to the heart of the workers and their families, the members of the Board of Directors of Alba Labour Union and managers of the company. The workers' children could participate in the entertainment activity, which included different games at Adhari Park as well as other fun and interesting activities and souvenirs, in the hall allocated to Alba Labour Union. In his statement on this occasion, Comrade Ali Binali, the Chairman of Alba Labour Union, said: "Alba Labour Union puts emphasis on the con-

cept of putting the worker first, therefore it gives great importance to them by providing an enjoyable opportunity for spending such a day by celebrating; Alba Labour Union conveys its congratulation to the workers and their families on this occasion. From this concept, we came up with the idea of celebrating Labour Day at Adhari Park so that we express our appreciation to the members of the union and delight them and their families". The members of the union participated with the workers to enjoy this day, which represents international struggle and bestowal for preserving their rights and legitimate gains throughout the history of Alba workers, who always seek sacrifice to bring this country good reputation, increase production and prove that Bahraini workers are of high status at Alba Company.



in the Labour Day Celebrations at Adhari Park





16th Conference of Sudan Workers Trade Unions Federation



Bahrain Free Labour Unions Federation Speech

We would like to express our kindest greetings to you all and wish you, your conference and the brotherly Sudanese people, government and workers' success in achieving the noble goals of this conference. There are immortal dates, which cannot be forgotten, in the history of states and people likewise the honourable stances of the Sudanese Workers' Trade Union Federation, which will not be erased from the history of Sudan and the labour movement. The Bahrain Free Labour Unions Federation appreciates your genuine efforts to hold this conference on the basis of democracy, equality and the participation of all in an effective and independent union or-

ganization, which could practice its role, activities and struggles for protecting and promoting the fundamental rights of workers to have safety and dignity. Your conference is being held at a time when Arab people and workers are witnessing difficult and complicated conditions due to the abnormal economic, political and social conditions forced upon them, as national, regional and international issues and interests are tangled and the biggest losers are people. The union movement, at the present time, plays a key role in the field of social movement, which derives its strength from the distinguished position of the working class, in this era, which puts its marks on the most important events.



The sixteenth general conference of Sudan trade unions was held on the 9th and 10th of May 2016 at the Friendship Hall in Khartoum under the slogan "increasing production and supporting dialogue, stability and peace". The conference was held at the time when our country has been witnessing a historic stage and a new dawn. This new stage established the National Dialogue activities for the conference and helped in giving promises about the outputs of the community dialogue, which contained Sudanese people from different categories and sectors, and all the spectrums of politics and society. Furthermore, the new stage provided a good environment, which did not exclude anyone or limit the participation in the conference to any of the categories or sectors, and also opened the door to the armed people by providing them with guarantees for direct participation in every issue concerning the administration and government of the country. The guarantees also included ways of running and organizing the relations between the levels of government.



Boosting Production and Supporting Dialogue, Stability and Peace

The sixteenth conference of the Sudan Workers Trade Unions Federation recommended revising the trade union structure list to facilitate forming units, reconsidering the minimum number of workers in trade union unities and subsidiaries, and contacting the labour arrangement recorders to decide on their service fees in addition to revising some of the names and components of trade union arrangements to be compatible with ministry names and general trade unions as well as working on the stability of the trade union structure to enable unions to implement their strategic plans. The recommendations also included utilizing national expertise in the administration of major projects such as ports, issuing a law for expats and increasing the cost of participation for general federations and supportive federations from 4 pounds as a minimum to 6 as a maximum provided that the share of the general federation is 2 pounds as well as deducting 1 pound from workers for the popular defense efforts. Furthermore, issuing a law for organizing the unorganized free sector and issuing a preliminary document to enable it to be within the umbrella of social protection (social security and health insurance – the experience of Khartoum state, as an example). Moreover, adopting regulations for car parks, as genuine rights of unions according to the law and seeking the implementation of the resolution of raising the age of pension from 60 to 65 in the private sector and likewise the public sector.

As for the national framework, the conference emphasized on the dialogue principle to resolve internal conflicts by means of the national dialogue, which does not exclude anyone, as the only way for stopping the exploitation of the country and keeping it stable, safe and peaceful, and it also called the armed people in southern Blue Nile, Kordofan and Nuba to stop assaulting the citizens and the bloodshed and exploit the dialogue opportunity for achieving the desired goals. In addition, it paid tribute to the armed people, who participated in the national dialogue and the trade union movement support of the national and social dialogue for Sudan's security and stability, and for benefitting from its natural resources besides calling all the national political parties to take their historical responsibilities for urgent issues.

African Trade Union Unity Secretary-General, Comrade Arzaqi Mazhoo, Speech

I would like to express my extreme happiness for participating in this blessed and honourable conference and convey my brotherly greetings to you and the Sudanese workers and people on behalf of the Executive Office of the Organization of African Trade Union Unity, the members of the national trade union organizations and the 30 million Sudanese male and female workers. On behalf of them, I thank you for this kind invitation, which shows the depth and solidity of the relations between our organizations. We came to Sudan to attend this trade union event and express our complete solidarity with the Sudanese workers and people, who continuously work for improving their country's economy and lifting the blockade. We are aware of the spillovers of this oppressive blockade on the economy and living conditions of workers' and their families. O, brotherly Sudanese people, we feel your pain and suffering, and know that some people want to humiliate you because you chose to be united, free and powerful.



Mr. Ahmed Siko Tori was right when he told France: "I prefer being poor and free to being a prosperous slave". The people who lose their dignity do not deserve freedom and are doomed to humiliation. I am sure that your conference will end with recommendations and regulations, which reinforce these principles and goals, give Sudanese workers strength and determination to promote their gains, and develop the economy by employing youth expatriates. Finally, I would like to thank you for your warm reception and hospitality.

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Biography

The Secretary-General of the Organization of African Trade Union Unity, Comrade Arzaqi Mazhoo, began his trade union journey with the General Union of Algerian Workers in the late eighties after graduating from the university. He started as a unionist and then undertook responsibilities at the local, republican and national level. In 2012, he was elected to the Organization of African Trade Union Unity Secretariat in its tenth conference, which was held at the beginning of December of the same year in Algeria.

From Lebanon :

The Disobedient, Mr Hanna Gharib



Hilana Jareesh could not do anything to change her pathetic situation, as she had tried all possible ways to pay the bill of the hospital in vain. The last of these possibilities was visiting the chief of the village of Rahba and its deputy Rauf Hanna since her husband, Ebrahim, who is in the hospital bed, was one of his supporters. The feudal chief asked for something difficult to do, which was mortgaging the house in exchange for lending her 800 Lebanese Pounds. She could not do what he was asking for because the house did not only belong to her husband, but to his brothers too, as it was part of an inheritance. Hilana went back home crying and was forced to work as a housemaid and nanny from a young age.

Hanna, Hilana's second son, looked at his mother feeling the bitterness of injustice; though he was only 14 years, he did not accept it and tried to take an action. He went to the teacher of the village, Elias Barhoon, who was teaching Arabic during school days and instructing students in his house during holidays. He was explaining the book of Karl Marx, "Capital" to them, which was about investing in people. Barhoon was a communist.

The boy, Hanna, told his teacher about the problem, who wrote a letter, put it in an envelope and asked him to immediately head to Tripoli to give it to Adeb Kusa, a financed communist who works at Sierra Leone. Hanna took the bus to the meant address. He knocked at the door and handed the letter to Kusa, who read it and opened his cabinet to take 800 Lebanese Pounds to put them in an envelope and give them to the boy. He asked him to take care of himself on the way. It was not an endowment but a deferred debt.

Hanna returned to the village and gave the money to his mother to solve the

problem and release his father from the hospital after the bill had prisoned him there.

The chief's incident was not the first injustice lesson of learning to watch silently for the boy, as he spent a number of nights without dinner, which caused him to cry under the blanket out of hunger. Also, Hilana's screams and wails whenever lamp no. 4 got broken are still ringing in his ears. The lamp was the gas lamp cover, which was illuminating the humble house, and its glass shatter meant ruining the limited budget, as the three or four coins in the sixties, the lump cost, were the cost of a meal.

Hanna, the second of six siblings, was born in Tripoli in 1953 to uneducated parents. When his father, the soldier Ebrahim Gharib, was referred to retirement in the army, he moved with his family to the village of Rahbeh, his hometown in Akkar. Hanna studied at the official primary and intermediate schools there after he was obliged to leave the nuns' school in the Dome.

The primary school building was not large, as it was a single-storey on the main road and the Tripoli pupil class (grade 3) was located outside the building for lack of space and the boy had to climb a sharp and rough hill in order to reach his class.

The cold was bitter and intolerable, but on the way to the class, there was Abu Michael's store, the foreigner blacksmith. The little boys were standing beside him to get some warmth from the fire he used to melt iron.

The boys sometimes helped Abu Michael in his work in exchange for getting warmth and heating "Zolt", the marine stones to warm their hands on the hard way. Who had a pair of shoes, was Abu Zaid's nephew, while the others, their shoes would sink into the rainwater and get sick.

((take what you want and leave))

When the boy completed the intermediate level, secondary education was limited to: Qabiyat or Halba. Due to the distance of Qabiyat, Halba Secondary School was chosen, the school of most Akkar students, where Hanna would participate in crossing the road for the Lebanese University requirements and show solidarity with the dismissed teachers during the famous 1973 strike action. Among the dismissed were Elias Barhoon, Hanna's friend who wrote the letter to rescue him from humiliation. When Hanna got his secondary school diploma in mathematics, his father gave him 50 Lebanese Pounds to go to Beirut, which were more than half of the father's pension. One half of the money were spent on transport and the other half on the bed, which was previously rented by Saadullah Saba from Basta Al-Tahta. Saadullah was a recent school graduate.

Hanna applied for studying chemistry in the faculty of education at the Lebanese University; although he loved physics he hesitated to apply for it because there were large numbers of applicants and acceptance was limited. He was not allowed to fail, so he was one of the twenty students who passed the acceptance test out of 600 applicants. However, what was more important than passing the test was the monthly 200 Pounds paid to him during his study period until he graduates as a secondary school teacher. For the first time, Hanna was released of his economic bonds, which was a priceless feeling, and enabled him to help his family too.

He was active in the Union of Lebanese Democratic Youth, which is close to the Lebanese Communist Party and he worked at the level of universities supervising their colleges on his own account.

Work Kills Women and not Men !!



The Journal of Occupational and Environmental Medicine reported that the scientists of Ohio University found that the women who work to a weekly tight schedule, suffer from diabetes, cancer, arthritis and heart problems.

The experiment was conducted on women for a long period of time, namely, before they reach the age of 32. It proved that those women who work to a schedule beyond 40 hours per week, Face health problems after reaching the age of 40 or 50 years, while those who work for less than 40 hours, do not face these diseases with age.

After Scientists' interpretation of both genders' reactions, they attributed the

lion's share to women- as they take care of their children and do the housework after work, which leads to chronic stress. In the end, all this will affect the morbidity rate.

Hence, scientists arrived at the idea of rejecting excessive working hours for women. According to them, this will ultimately bring employers profits, as reducing the incidence of cancer among employees will help reduce companies' health insurance costs.

In many other countries of the world, a "sharp reduction" of working hours was applied, the thing compatible with the "sharp increase" in diabetes, cancer or heart problems!

5 Strangest Jobs

There are a variety of jobs, which bring financial benefits to the employee, but what are the strangest jobs that you can gain money from?

Game Experimenter

Imagine getting a salary just for playing the "World of Warcraft" game for only four hours a day.

Coffee Connoisseur

It is normal to pay money for a cup of coffee, but weird to get a monthly salary just for tasting coffee. Brazilian coffee factories employ a number of people to make sure that the coffee tastes good.

Cyclist

The job of riding a bicycle equipped with cameras and location identification devices to get the maps of narrow areas just for the sake of the best map program in the world, Google Maps.

Bed examiner

Roisin Madigan, a student in Birmingham City in Britain, got a job at Simon Horn Company for Luxurious beds and is paid a monthly salary just for sleeping 8 hours a day.

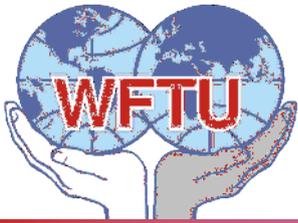
Three Gulf Countries Top the list of the Most Attractive Labour Market ..

A Specialized research study showed that the growth rate of manpower between the citizens of the Gulf Cooperation Council (GCC) is between 3% and 4% per year illustrating the fact that an additional number, which is between 1.2 and 1.6 million citizens, might enter the labour market by 2018. The study also mentioned that one of the special features of the GCC countries is the strong division in the labour market at the macro and micro organizational levels, as expatriates occupy more

than 80% of the private sector jobs in the GCC countries. Among the top 20 countries of the world, 9 Arab countries attracted expats in 2010: Qatar (87%), the UAE (70%), Oman and Saudi Arabia (28%), etc., which have contributed to the high level of expats. It is worth mentioning that the statistics of the labour market in the GCC countries are varying, especially, when it comes to citizens' unemployment rate. There is definite proof that youth unemployment rates have risen to



unacceptable limits, as they are 27.8% in Saudi Arabia, 27.5% in Bahrain and 20.6% in Oman; not to forget the rate of 11% and 9.2% in the UAE and Kuwait, respectively.



World Federation Of Trade Union News

Election of Comrade Ghassan Ghosn, President of Lebanon Trade Union, Secretary-General of the International Confederation of Arab Trade Unions

The General Coordinator of Tenants' Committees and President of the National Federation of Trade Unions and Users, Castro Abdullah, confirmed in a statement, today, in response to the Union of Landlords statement "the law is invalid based on the statement of the Constitutional Council President, Issam Suleiman, as well as the other stances and evidence formerly and repeatedly shown by the Defense of Tenants' Right Committee". Abdullah also said "we renew our rejection of all the diversionary tactics that claim that the law is practiced in courts for other purposes and transactions and for creating con-

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President of Lebanon Trade Union, Comrade Ghassan Ghosn

The General Coordinator of Tenants' Committees and President of the National Federation of Trade Unions and

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Castro Abdullah: Rent Law is Invalid and the Diversionary Tactics are Unaccepted

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Palestinian Workers' Union Coalition



It is a Palestinian labour organization consisting of a number of Palestinian unionists, sub- and national unions as well as labour committees and departments. It might also consist of a number of non-official national federations and it aims to defend the Palestinian workers' rights. This trade union movement was established in 2016.

It is apart from imposing guardianship and dominance over Palestine workers as others do by exploiting their efforts and money. This coalition will work as a union and job apart from party, factional, regional and geographical control and it welcomes all virtuous unionists to join this noble labour assembly to improve work conditions and trade union independence. Also, this coalition will not succumb to any extortions, either official or non-official, because it derives its strength from workers.

Coalition Coordinator / Comrade Mohammed Al-Arqawi



Gulf Workers News Agency

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Demonstration of the Unemployed

The Unemployed Youth Committee organized a demonstration to demand work opportunities for the youth and protest against the government's negligence of their demands. The demonstration began amid slogans condemning the government's negligence of their demands and the threats of breaking up their sit-ins. The 18-day demonstrators confirmed the continuity of their demonstrations, until their demands of work opportunities for the unemployed youth were implemented.

Dismissal of 120 Engineers

The Chairman of the Palestinian General Federation of Trade Unions stated that the bringing of the Ghawth Agency and the employment of the Palestinian Refugees "UNRWA" at the expense of firing 120 engineers is a reflection of the restriction policy on the Palestinian people in the Gaza Strip and the increase of the unemployment rate. Al-Amsi considered the resolution inhumane and against the international norms.

«Bin Laden» Workers Get their Salaries

The Saudi Minister of Labour stated that the crisis of the "Bin Laden" Saudi Group, which has difficulty paying its workers' salaries, will reach a solution. He said that some workers will get their salaries this month and others will get them later; however, he did not mention the source of five-month accumulated salaries. The group resorted to terminating the work contracts of 77 thousand foreign workers and sending them back.

Injury of 4 Construction Workers in a Building Roof Collapse

the collapse of a part of the roof of a Building under construction caused the injury of four construction workers in the Tunisian capital. The workers suffered full-body bruises and some fractures, as the Civil Protection Modules treated them and took them to the hospital.

Egyptian Workers Review Safety Conditions

The Secretary General of the General Federation of Egyptian Labour unions appealed to all workers in factories, companies and institutions as well as workers' representatives and trade union committees to review the conditions of Occupational Health and Safety, electrical wires and all institutional facilities. This is to preserve institutions of fires in the light of the fire wave the country is witnessing.

America: Car Wash Workers Restore their Rights

18 immigrants working in car washing in New York got more than 91 thousand Dollars in the light of a court settlement about the wages they did not receive. One of the lawyers, who filed the lawsuit in 2011, stated that the agreement was at 1.65 million Dollars to the workers who were getting less than 20 thousand Dollars per year at four car washes owned by JV Car Wash Company.

«Petroleum Refinery» Workers' Demands

On Wednesday, May 11, 2016 a meeting was held in the presence of the Chairman of Labour Committee and Social Development of the Petroleum Refinery company, Ministry of Labour representatives and a number of the Petroleum Refinery company workers to discuss the labour demand of the inclusion of six-month contract workers in the End of Service Benefits System by referring to the date of recruitment and a payment of a month and a half salary as a reward for each year.

A Ghost Haunting Palestinian Workers

Unemployment occupies a large space of the challenges faced by the Palestinian economy, which is clear evidence that the country is not job generating, the thing that continues to become more complicated by the tens of thousands of annual university graduates, who have only few job opportunities. According to the latest data of the Palestinian Bureau of Statistics, the unemployment rate in Palestine was 26% in 2015,

Death of 4 workers in a Fire

Four workers were killed in a fire in an auto repair shop in Mecca. The fire broke out in a room located inside the workshop used as a residence for the workers, who died. In the details, the official spokesman for the General Directorate of Defense reported that the incident was a fire break out in a room in the workshop used as a workers' room, which was put out; however resulted in the death of four Asian workers.

Solidarity Position with «Al-Tunisiyah» Newspaper Journalists

The National Union of Tunisian Journalists asked in a communique, all male and female journalists, to be in a solidarity position with the employees of "Al-Tunisiyah" Newspaper, who are on an open demonstration against the intransigence of the institution owner as well as his refusal to pay the wages news-

Decrease in Labour Demonstrations to 175

The Ministry of Manpower stated that the total labour demonstrations in 2015 reached 175 cases. According to the Minister of Manpower, "the demonstrations decreased in 2015, as their rate in 2014 was about 287 cases" and confirmed that the most of the labour demonstrations were ended peacefully after the two parties' cooperation by making collective labour agreements.

India Workers Are the Happiest in the World

The Independent Newspaper published a report classifying the countries with the happiest workers worldwide and found that India occupied the first place, as 88% of workers are satisfied about their jobs; however, Britain and China, were equal at the rate of 71%. this is according to a number of factors such as reliance on co-workers, the existence of comfortable facilities, etc.

Deportation of 2519 Workers

The Jordanian Ministry of Labour carried out 26729 inspection visits to the corporations and industrial facilities by the Directorate of Inspection, ranging from working condition inspection and Occupational Health and Safety to the compliance with work conditions. 1886 work violations, 2706 warnings and 543 closure warnings to the violating corporations to the labor law as well as 7711 illegal expatriate workers were registered. Therefore, 2519 workers were deported and 205 corporations were closed.

Endangers Palestinian Workers' Lives

Thousands of Palestinian workers are forced to cross the Apartheid Wall or the barbed wire, set up by Israel on the boundaries between Occupied Palestine in 1948 and the West Bank, to enter their workplaces, where they sleep at times and do not return to their villages for a month or more. Passing through the barbed wire, and jumping over the separation wall, is a difficult task in the journey of Palestinian workers, as they are often exposed to shooting.

Amendments to the Work System

The Saudi Minister of Labour made a resolution of amending some labour articles to increase the employment of Saudis. The amendments included providing free of charge employment units in the appropriate places for employers and employees, employing Saudis and providing means of keeping them at work as well as giving them the opportunity to prove their suitability for work by guidance and training.

Tunisian Labour Union Demands

The Tunisian labour union demanded equality and the defense of social justice, and the application of trade union pluralism as well as the building of a social participatory pluralistic system based mainly on the participation in social negotiations. The Tunisian Labour Union also called for its legitimate rights, like other organizations, to devote more time to workers so that they make more efforts to reach a high growth rate, which achieves social progress.

Injury of Egyptian Worker in Petrol Station

An Egyptian worker suffered burns by a fire break-out in a petrol station, but the Civil Protection Forces could control the fire. The fire caused burns with no damages to the worker and then it turned out that the petrol station was closed due to renovations. Therefore, the fire cause was a spark from a segmentation rocket, which led to a fire outbreak in one of the machines that had petrol depositions.

«Air France» Pilots' Strike Action

the pilots of "Air France" Company agreed to be part of the strike action and oil storage workers extended their strike action, which inflames the social crisis. The strike action started in line with social protest movement over the labour law reform proposed by the government. After months of tensed talks, violent protests and strike waves in the transport and energy sectors, the socialist government is under pressure to make a quick solution.

Jordan

Palestine

KSA

Tunisia

Egypt

The World



Last smile 2

By: Hamad Al-Shehabi

on Thursday, the day of family gatherings, Khulood's sister, Badriya, asked her: Did you really put his hand on your cheek when he was dying?

Khulood answered with confusion: I wasn't alive!! Then continued: I mean the situation was very bad.

The last horrible moments will not be repeated. He wanted to achieve a desire in his last drop of life and it could only be achieved by me. It had a great value to him so that I agreed to achieve it when he was dying, therefore he happily took it with him to the hereafter! Yes, I helped him touch my cheek, how can I forget that day? It has been instilled in my memory and sealed with red wax; I think I will always cry for his death. Khulood is not concerned for him as a family member or relative, as attending the office was a normal obligatory thing. She visited his mother on the fourth day of his death and after four days, she felt she wanted to revisit her, out of curiosity or to see how she was doing after her son's, Rashid, death. That was not difficult, as she paid his mother a visit on the day she decided to; she was not sad but happy. She was happier than a married son's mother because she knew her son was sincere to God and her, as he was performing all the prayers and doing charitable deeds, despite his limited salary; he loved everyone.

As said by the mother, he was waking up to perform the Fajr prayer and awakening me before going to the mosque. I know he is in heaven now, which increases my happiness, and he is always with me. After she finished her talk, she invited Khulood to Rashid's room; she quickly arose because she really wanted to see his room and contents, and when she entered it, she felt the dread of this rich poor guy. Then, the mother retreated after the housemaid called out to her, apologizing to Khulood, who remained in the room centre looking at the surroundings and walls, where she saw a portrait covered with a soft cloth,

which contained a number of different photos. She moved towards the portrait after seeing a large photo of her centering the photos and remembered when this photo was published in the local press. While looking at the other photos, she felt something falling from the table behind her and turned to see a perfume bottle on the floor. Her heart was beating fast and her steps became heavy; she moved towards the table and took the perfume bottle, smelled it and learned that it was the same perfume Rashid was wearing every day. She returned the bottle to the table and, out of curiosity, opened one of the drawers and saw a number of hand-written papers; she took the last paper and read:

- Life is strange! Its origin is time, which surrounds and is surrounded by the human being, who fights with it until they overcome it. Life might sometimes be wonderful and incomplete or incomplete and wonderful; and it does not equal to other God creatures on earth; life is the same now and before, and will be the same in the future; we will live it in good and bad times. I wish I die close to the one I love, who I adored and did not adore; loved and did not love; and fight for and did not be fought for in turn. She is the one who stole my heart, mind and soul. When Khulood turned the page, she saw: - love does not mean neglecting those we love. This sentence was written by Khulood before Rashid took the paper, without her knowledge, from her desk and wrote what is written behind it. Khulood panicked and returned the paper to its place and at that moment Rashid's mother was at the door calling out to her. When she turned, she felt something falling on the small table near his bed, so she moved towards it and saw a photo of Rashid, who was standing and smiling, put in a nice frame. The strange thing was that he was in the workplace and she was part

of it, without her knowledge; she knew he deliberately took this photo. On her way home, Khulood was distracted and absent-minded, and was imagining pictures, which were appearing and disappearing very quickly; all of them were of Rashid! They were haunting her and she could not forget them until a black lame dog came out in front of her car; she screamed because she nearly hit him and stopped in the middle of the sub street holding the steering by both hands trying to get some strength. She smelled the wheels, which came into contact with the ground in a way that caused friction, and looked around her after the dog disappeared. Suddenly, her phone rang, the thing that turned her from terrified into happy because she felt the caller was someone who loved her and came to her; then, she continued her way talking to her sister, Amina, on the phone.

In the next morning, as usual, Khulood arrived in the office at 6:15 am and put her handbag aside to find a covered cup of tea on the desk when she wanted to sit. She touched the cup with shaking hands and felt the tea very hot; she went a step back and looked behind her to check whether there were employees in the offices close to hers, which were separated by glass partitions, to find no employees due to her early attendance. She was concerned about what was happening, so she rushed to the kitchen to find the door locked! In those moments, her ears might have betrayed her because she heard footsteps and found no one when she turned towards them. Not only did she hear footsteps, but also smelt the perfume of Rashid as if he were standing next to her and, in the middle of all this confusion, the kitchen door was suddenly opened by itself with shades on the wall, which were suddenly appearing and then disappearing. Love might be stronger than time and place and, who knows, Rashid's soul might be with Khulood forever.

Steps for Buying a New Phone



When buying a new phone, the user often immediately turns it on and starts to install necessary applications such as Facebook, Instagram or WhatsApp; however, in this case, they skip some important steps, which can improve the device performance and avoid some problems in the future.

After turning the device on for the first time and following the installation screen, one should go to the settings and search for the section special for updating the system to make sure it works with the latest version available; and in the case of having an update, it is recommended to install it immediately to guarantee filling security gaps and having a better performance.

Then, the user can adjust security settings such as setting a screen lock without forgetting to install some anti-malware applications. After that, the user needs to adjust Cloud Storage accounts such as iCloud on Apple, or Google Drive on Android, which allow syncing some important files between all devices without trouble. Finally, one can add some accounts to the settings such as the accounts of E-mail, Facebook or Twitter to facilitate using these services; then the device is ready for using and installing necessary applications.

Displaying and Organizing Gallery on Android F-Stop Devices

F-Stop



The F-Stop Media Gallery application provides the feature of protecting your images and videos by a password as well as hiding them from appearance in other applications. The application also has the feature of classifying images by several ways such as by the actual date of capture as well as the basic features of displaying images at a very high speed, organizing album use and adjusting image size. Other features include copying, renaming and transferring images besides customizing the minimized image bar as well as other important features. Furthermore, the application has the feature of sharing images to all social networks.



Heavy-Duty Galaxy S7 Active

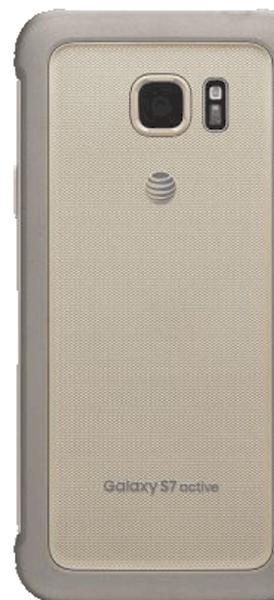
A Vietnamese website leaked out live pictures of a phone called Galaxy S7 Active, which is heavy-duty and designed for difficult conditions. It seems that the company intends to launch it soon in collaboration with an American telecommunications company. The picture leaked out by Samsung Vietnam website, which is concerned with the South Korean company news, contained the name of the phone on the back side of it as well as the slogan of the telecommunications company AT & T. The American telecommunications company AT & T is testing Galaxy S7 Active. Samsung Company has been designing heavy-duty phones of the Galaxy S series since the Galaxy S4 phone in 2013 and it seems that it will follow the same strategy in the current year.

Live-Stream on Facebook from PC



iPhone users can start with their first live-stream by clicking on the "Update Status" tool, then choosing the "Live Video" icon at the bottom to be enabled to write a quick description of the video and choose the target audience before broadcasting.

The user can select their audience as is the case with their posts, as the live-stream can be seen by everyone or only friends or the broadcaster themselves for experiment. After finishing with everything, the video will appear on the user's personal page with the same privacy of broadcasting and with the possibility of saving the video recorded easily in the device.



Union's Highlight:

Once upon a time, managers were the ones who had the power to make decisions, however, this has changed now, as we see centralization in even the simplest matters.

Once upon a time, there were the - so-called Golden Cards - which were of priceless value, to encourage workers to continue with their efforts. Where did it disappear?

What will come after getting rid of the only female element of the Executive Management? Will the case remain as it is?

We were depending on the doctors of the Medical Department, but after the company decided to dismiss two doctors out of three, the suffering of the ill workers has increased and therefore there is pressure on the nurses. Then, Is the company administration ready for any emergency?

The Successful administrator invests in workers so that they earn profits and achieve high production rates; however, the unqualified administrator targets them, stops all kinds of incentives and does not do justice to them in the Annual Evaluation since he is unaware of the result.

Yesterday, the company administration decided to deprive Alba workers of the BD 20. Today, it decides to intervene in the Annual Evaluation, so no one knows what it will decide to do tomorrow!



Minimum Wage, the Dilemma to be Solved

Written by : Ghazi Al Hammar

In all world developed countries, there is a minimum wage system, which is calculated based on inflation rates and living costs and considered a minimum for living with dignity, that undergoes periodic study.

This thing does not rely on market volatility or employers' moods and their capability of creating a cheaper alternative in pay, therefore, if we like it or not, foreign workers will remain the best in all circumstances and regardless of their educational and practical capabilities, which overlap in the process of selecting the best as well as the lower-paid and most adapted to the labour market requirements. This is the rule applied by investment and capital owners, as it is impossible that employers seek the costlier and more difficult in employment; therefore, expats remain the best choice for all employers. The endeavors and efforts of specialized and official entities of the preference of national workers, whatever the temptations and levels are, in the light of the absence of the minimum wage, contradict with reality. It is unreasonable that the legislators and officials of the Ministry of Labour and Labour Market Regulatory Authority are ignorant of this undeniable fact, as the dilemma of the comparison between national and foreign workers is wages, especially in the private sector. Who rejects this fact, has to interpret the reasons for issuing 141 thousand work licenses in 2015 and the arrival of 560 thousand expats in the country. This is not only applied in the Kingdom of Bahrain, as there are 19 million expatriates in the Arabian Gulf and their conversions are estimated at tens of billions!!

All efforts made by the official entities for comparing between citizens and foreigners in employment do not reach the level of confronting the problem and all attempts remain humble, if not futile, as they do not affect the essence of the problem neither in the long nor the short term. The Ministry of Labour practiced a number of solutions, proposals and projects and failed to achieve the desired result, as one of them was "imposing compulsory Bahrainization rates and wage rates". They were and are just limited attempts in spite of the sincere efforts and did not reach the preference level by most of the corporations and companies of the private sector, which still prefer foreign workers based on their low wages and acceptance to any work conditions. Not to mention the technical aspects, which still cannot be resolved by the official entities and government; for example, the large gap between education outputs and the labour market requirements, the low means of vocational and technical training that can create an industrial and professional generation as well as the absence of the process of supporting bold initiatives for the development of industrial economy to create real job opportunities. Moreover, getting rid of the weak service sectors, which satisfy the labour market. The question then arises, why did not we see projects like Alba Company, ASRI and the Petrochemical Industries since decades.

For absorbing national workers and creating opportunities with decent wages instead of pushing them through, by force, the private sector activities, which have limited capabilities, and the shrinking labour markets!! The recent Labour Market Regulatory Authority resolution of applying a system called the parallel to Bahrainization system. It is a system which might increase the income of the Labour Market Authority and is somehow an appeasement to the private sector employers, but will not achieve the purpose of the policy of the preference of foreign workers to national ones. The wage dilemma will continue and will not be resolved unless the minimum wage law is applied, which is the only means of increasing national workers and doing justice to foreign workers at the same time. In the end, we can say that if officials and legislation- and decision-makers are not convinced of the applicability of that, then what the stance and opinion of the trade union movement about adopting the demand of the minimum would be??



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