



Alba Labour

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We invite you to participate in our national day



Alba Labour Union and Alba Executive Management in cooperation with the National Guard invited all the workers to celebrate the National Day of Bahrain on 16 of December 2014 from 8:00 am to 7:00 pm at Alba Club.

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Khalifa is the one & only

The king assigns Prince Khalifa Bin Salman and says to his Hines: You have achieved so many ambitions and advancement to the country in many fields .



Happy National Day

Alba Labour Union congratulates His Majesty the King on the success of the Parliamentary and Municipal Elections for 2014.

AL-Kooheji: All the achievements which were made in Alba are attributed to the workers



CEO of Mumtalakat Company, Mahmood AL- Kooheji, announced that all of the achievements which were made in Alba Company over the past years are attributed mainly to the workers, who are considered to be the real wealth of Alba. He added that "We are so proud today to have a large proportion of the Bahraini workers occupy different positions in the company sections.

The success of the Arab Woman Forum



Under the slogan of "Towards More Rights To The Arab Working Woman" and in coincidence with the Bahraini Woman's Day, women unionist from 18 Arab countries participated in "The Forum of the Working Woman", organized by Bahrain Free Labour Union Federation(BFLUF).

Al Jabali Meets the Trade Union Leadership in Bahrain Which Coincided With the Parliamentary



The Chairman of the Egyptian Trade Union Federation, Jabali Al Maraghi, paid a short visit to the Kingdom of Bahrain on Friday 28th November, 2014.

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Bapco Free Labour Union



Within its commitment to remove any obstacles or barriers in the workers path, Bapco Free labour Union meet with the Under-Secretary of Ministry of labour Sabah Salem Al Dossari, Deputy Undersecretary of Ministry of labor, Dr. Mohammed Al-Ansari. Bapco Free labour Union complained to the Ministry of Labour about the marginalization they faced by the company management and the intervention in the trade union matters. Sabah Salem Al Dossari promised them to negotiate with the company management as soon as possible.



Board members of Tatweer Trade Union congratulate the female worker Khawla Khalefa for the recovery and returning to the work, the union wish her a long live.

Bafco Free Union in Cooperation the Bahraini Women's Day.



Bafco Free Union and the Company Management awarded the female workers, on the occasion of Bahraini Women's Day on December 1. Chairman of Bafco Free Union, Raid Al-Ansari expressed his thanks and appreciations for all the female workers for their efforts and hard working.

Al-Soofi Fires Al-Moosa That Reveal Clues Us Chapter and Deportation of Trade Union

The case of firing Amal Al-Moosa reveals oppositions of GARMCO management. The case is still hangs between contradictions of the executive management of the company and the denial of Chief Executive Officer, Mahmood Al-Soofi. She is suffering a lot pressure and threats following the series of violations she faced. However, Garmco did nothing to consider her condition. In spite of the Free Federation of Bahrain Trade Unions efforts to solve the case with the company's management in a meeting with decision makers represented in Human Recourses Fahad Al-Bassam and administration did not work. Mahmood Al-Soofi, the Chief Executive Officer, orders came in to close her file with one sentence "Do not open Amal's subject with me" which was stated by Fahad Al-Bassam in meeting with the (BFLUF) to solve the case. Al-Bassam apologized to the chairman off the (BFLUF) due to the promises he made reassuring him that the final decision is in the hand of the CEO and that's against the law that stated to limit the CEO power in the company's executive management. It is worth mentioning that Amal Al-Moosa is one of the most active workers in the labor unions and has been pressured many times to withdraw from the union claiming that her work nature in human resources dealing with the Council of Trade Unions management goes against being a unionist. However, all these claims are weak to justify their actions because the information that Amal knows regarding administrative irregularities due to the nature of her work with the company's management might be exposed through the union. Eliminating Amal Al-Moosa from the union scene in the company was the best method to grantee the privacy of the irregularities. At the moment of firing Amal Al-Moosa all the game clues became more clear and the curtains exposed making Amal without a union support in revenge case.

His Majesty King Hamad Assigned Prince Khalifa Bin Salman to Form the New Cabinet

His Majesty King Hamad bin Isa Al Khalifa reappointed His Royal Highness Prince Khalifa bin Salman Al Khalifa as prime minister, a short time after he had submitted his cabinet's resignation following the announcement of Bahrain's general elections results.

His Majesty King Hamad bin Isa Al Khalifa has issued order assigning His Royal Highness Prime Minister Prince Khalifa bin Salman Al Khalifa, asking him to form the new cabinet.

HRH Premier expressed sincere thanks and appreciation to HM the King for assigning him to form the new cabinet in

order to carry on the national action march, implement HM's ambitious programme to continue the Kingdom's renaissance, development and progress, provide and ensure justice, security and stability for all and achieve the best levels of decent living for the citizens.

HRH the Prime Minister expressed honour in accepting HM King Hamad's designation of him to form the new cabinet, reiterating strong resolve to spare no effort in assuming his patriotic duties in the service of the homeland, HM the King and the Bahrain people.



o HRH the Prime Minister

Alba Labour Union Celebrates the National Day

Alba labour Union and the Executive Management in cooperation with the National Guard of Bahrain will hold the family festival as a part of National Day celebration on 16th of December 2014, marking the 43rd anniversary of the National day and the 15th anniversary of His Majesty King Hamad bin Isa Al Khalifa's Accession to the throne.

The family festival will include lot of com-

petitions, games and entertainment activities for the employees' families and children of all ages, including drawing, games, face-painting, pottery, magic performance, taekwondo and traditional dance. The National Guard will also perform a traditional dance.

Alba Union will be celebrating this day with the workers' families on Tuesday, 16th of December 2014 from 9:00 am to

6:00 pm, at Alba Club.

Therefore Alba Labour Union invites all workers to attend and participate in this festival along with their families. We pray to Almighty Allah to protect Bahrain and to maintain the security, stability and prosperity of the country, we also appreciate the efforts of our armed forces, and the National Guard in protecting our gains and achievements.

Alba Labour Union Organized the Annual Celebration of Alba's Working Women

Women's committee in Alba Labour Union in cooperation with company's management organized a celebration on the occasion of Bahraini Women's Day that occurs on the first of December every year, on Thursday 4th of December 2014 in the presence of a number of trade unionists from Arab labor unions. The Chief Executive Officer of Aluminum Bahrain (Alba), Tim Murray, gave his speech on this occasion thanking the workers for their performance and valuable role in all of the company departments. The chairman of Alba Labour Union, Ali Al Binali, assured

through his speech on the role of working women in Alba, stressing on the seriousness of women in creating a change in the society by demanding their rights through unions and institutions of civil society. The chairman of women's committee in Alba Labour Union, Karima Al Hamad, congratulated all the female workers on the occasion of Bahraini women's day expressing her pride for Bahraini women's bright achievements.

The women's committee concluded the event by honoring all the company's female workers on this special occasion.



Al Jabali Meets the Trade Union Leadership in Bahrain to Coincide With the Democratic

Serious Negotiations between the Two Countries Followed the Last Visit in September



o During the meeting



o Yaqoub Yousif and Jebali Al Maraghi

The Chairman of the Egyptian Trade Union Federation, Jabali Al Maraghi, paid a short visit to the Kingdom of Bahrain on Friday 28th November, 2014. A meeting was held during this short visit between Al Maraghi and chairman of Bahrain Free Labour Union Federation (BFLUF) Yaqoub Yousif Mohammad and the leaders of BFLUF. The meeting discussed the current brutal attack of the imperial and capital powers against the Arab countries in the Middle East region, through the project of the independent unions, which ended with the paralyzed meeting held in Jordan, aiming at the establishment of an Arab Union which adopts the normalization policy with Israel, under the leadership of Sharan Burrow, the president of the International Trade Union Confederation (ITUC). The meeting

concentrated on the possible methods to develop the Arabic movement to meet the current challenges and lessening the resulted effects, and to protect the unions' rights and freedom in the Arab World. The meeting also discussed the approaches that help increasing the cooperation and coordination between the two parties, Bahrain and Egypt, through the effective exchange of expertise and experiences in the different areas, and take advantage of the successful projects being carried out in both countries in the fields of training, employment and qualification of the human resources, and to open new areas of cooperation between both countries. A short term strategy has been laid down to face the current

challenges, depending on the vast range of relationships that both Unions, the Egyptian & Bahraini, have with Arab as well as International organizations, in order to provide the required coverage for the International ICATU during the short coming period. AL Maraghi's visit came in coincidence with the parliamentary and municipal elections for the year 2014, and the national democratic occasion in the Kingdom. The chairman of Egyptian Trade Union Federation expressed his appreciation towards the fair election process. He also paid tribute to the awareness of the Bahraini people that they reflected towards the importance of the election process in the development of the country.



Yasser Al Hujairi Was Elected As the Chairman of the Conference

BFLUF held the First Extraordinary Conference successfully



o Alba Labour Union attend the conference

Bahrain Free Labour Union Federation (BFLUF) held its first extraordinary conference on Saturday 15 of the November 2014 in ALBA Club, in the presence of a large number of the union members that come under the umbrella of BFLUF. The inaugural session of the conference was started by the election of the chairman, the position which was won by Yasser Al Hujairi, the secretary of Alba Labour Union, through a direct secret ballot process against Sultan Sa'ed Bilal, the chairman of the BAPCO Labour Union. The first exceptional general conference of BFLUF started its session by the election of the members of conference bureau, which came as follows: Abdulla Abdulrahman was elected as the first vice president, through a direct secret ballot against Mohammad Mubarak, the president of the Free Trade Union of Batelco Work-



o Yasser Al Hujairi chairs the conference

ers. Moreover, Moza Ahmad Al Meer won by uncontested election as the second vice president, and Ahmad Al Kuwaiti was elected as the first rapporteur and Ali Al Binali as the second rapporteur. The members of BFLUF adopted the bylaws of the conference, in addition to the adoption of the Union' bylaws to cope with the next stage of the labour movement, in order to be more flexible and achieve the workers' dreams. Then the members of the basic committees of the conference were elected, they were the committee of the membership and the committee of drafting. Then the conference resumed its sessions of discussions and ratification on the proposed amendments made by the committee which was formed to amend the bylaws of the Free Federation for Bahrain Trade Union, at the end of the extraordinary conference. The amended Articles in the

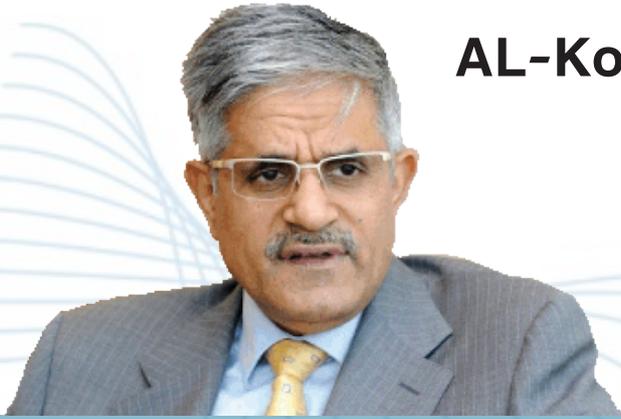


o Yaqoub Yousif, Chairman of BFLUF

bylaws included the membership fees, the amendment of some administrative posts, and the renewal of some of the major structures, through some changes introduced on the bylaws articles. The conference emphasized on the role of the women unionists as important partners in the union mission, through the women quota in the Executive Council of BFLUF. A number of authorities were delegated to the Central Council through the integrated project which was voted by the extraordinary conference. At the end of the conference, a cable of congratulations was sent to His Majesty the King on the occasion of the parliamentary and municipal elections, emphasizing the firm attitude of BFLUF towards the active participation in the voting and contesting process in support of the reform scheme of His Majesty the King, May Almighty Allah protect him.

HR Department Ignores the Labour Law

The labour law article No. 59 (b) of the private sector which was issued by His Royal Highness the King for the year of 2014 said: Article NO.59: (B) A worker shall be entitled to remain off duty for a contingency reason for a period not exceeding 6 days during the year, with a maximum of two days in each case. Such contingency leave shall be reckoned as part of the worker's annual leave entitlements. As usual, the HR Department at Alba Company intends to ignore this regulation and amendment which are issued by HRH the King and which benefit the workers and give them more rights. Although the new labour Law had been issued on 2012, the HR department did not change the internal policies of Alba, where most of them are related to the old Labour law which had been cancelled. And when the workers asked for the above mentioned leave, the officers at Alba may take an action or decision based on the old labour law. The strange thing here is that the management intends to deprive the workers from their right and consider the workers as absent, even if he provides the evidence that he had been involving in an accident that required him to take sick leave for one day only. It is clear enough that HR department doesn't care about the workers interest and it is still implementing the old labour law. Alba Management should advice the HR department that implementing Bahraini Law and regulations are obligatory for all concerned.



AL-Kooheji: All the achievements which were made in Alba are attributed to the workers

Providing the natural gas for Line 6 project is one the major challenges

CEO of Mumtalakat Company, Mahmood AL- Kooheji, announced that all of the achievements which were made in Alba Company over the past years are attributed mainly to the workers, who are considered to be the real wealth of Alba.

Al-Kooheji added that "We are so proud today to have a large proportion of the Bahraini workers occupy different positions in the company sections, and this is our main goal, and the real wealth of the company is represented by the loyal workers".

He added "From my point of view, I think that the achievements made over the past few years, including the Family Health Insurance, the % 100 salary increments, the annual increment, besides other considerable achievements which could be realized only because of the honest and loyal national labour in Alba".

This came during the statement made by Mahmood AL- Kooheji, to Alba Labour Union, during the 18th Arab International Conference for Aluminium (Arabal 2014), held between 25-27 of November in the Gulf Hotel, which hosted more than 600 participants from different countries.

Al Kooheji, the ex-chairman said "Arabal is a conference which is held annually, and Bahrain is credited by the foundation of this conference."

Al-Kooheji continued " The main objective of this conference is to unite and bring together all of the Aluminium manufacturers in the Gulf countries as well as the concerned companies and professionals from all over the world to discuss the development issues in the Aluminium sector, and to take advantage of the existing technologies. It is an opportunity for the owners of the Aluminium smelters in the Gulf countries establish cooperation and coordination among the concerned countries, and Bahrain is the ideal place to hold such conference, that is due to its long and leading experience in the field of the Aluminium manufacturing industry, which have a large proportion in the local production, and which provide job opportunities for the Bahraini people.

Al-Kooheji pointed out that the " Line 6 " project will create job opportunities in the Kingdom of Bahrain, he said that "We, In Mumtalakat company property aiming at creating new opportunities and jobs in the Aluminium manufacturing industry in the Kingdom of

Bahrain, and in my opinion, Line 6 is an opportunity to create new work opportunities and shall make Alba one of the leading companies in the world, and this success is attributed to the sincere efforts being made by Alba workers. I can say that Bahrain is a model example for the Aluminium industry in the region."

Regarding the challenges, Al Kooheji mentioned that the providing the natural gas in Line 6 project is one of the greatest challenges that face Alba Company. He said that "providing the natural gas in sufficient quantities is the only obstacle that stands in the way of Alba development, and the less consumption of gas shall give the greatest opportunity for expansion."

Arabal conference was held under the patronage of His Royal Highness, the Prime minister, Prince Khalifa Bin Salman Al- Khalifa. It is considered as one of the most important conferences of Aluminium industry in the region, it is the result of His Highness's insightful perspective to gather the Aluminium smelters under the umbrella of Arabal in 1983.

The Justice is only The Solution to the Regency Car Parks Workers

The Regency car parks workers with special needs situations is getting worse by day as they could not find a solution but to resort to judiciary. Following the beautiful promises made by Edama Company before taking over the parking lots to the site and they will keep their jobs and improve their situation. However, they are finding themselves today facing the loss of their jobs through Edama practices. They are today, after more than three months of changing the owner of the site from the National Institution for Disabled to Edama Company are still with no employment contracts and deductions are made from their salaries for unknown reasons and were eliminated from social security without informing them. Not only that, when they decided to claim their right of employment contracts, they were told by Edama Company and unlike previous promises that they were not going to be hired, the subject of employment is not the responsibility of the company and they should go back to National Institution of Disabled or to Park Point Company as it's the operator of the site. As for Park Point Company they are practicing all types of harassment on these workers to force on quitting their jobs. At times the company is deducting amounts from their salaries without a reason and at another time they are accusing the workers of not doing their jobs properly. A group of foreign workers have been brought in preparation of firing these workers. The disabled workers were being told of the Park Point explicitly company that if the decision was left to her and do not have the pressure by the Bahrain Free labour Union Federation (BFLUF) of Kano has ended their services from the first day. As for National Institution of Disabled has evaded all its responsibilities towards them and has eliminated them from social security without informing them and the officials refuse to even see them leaving these disabled workers nothing but the impartiality of the judiciary.

A Memorandum of Understanding signed between Alba Labour Union and the National Institution for Human Rights



o Ahmed Farhan, General Secretary of NIHR



o Picture of handing over the MOU

Chairman of Alba Labour Union, Ali Al Binali, signed a Memorandum Of Understanding (MOU) with the Secretary-General of the National Institution for Human Rights (NIHR) Ahmed Farhan, on Sunday, November 9th 2014, the Memorandum of Understanding was signed in line with the agreement of the two parties to cooperate in various matters of human rights, to achieve the common interests, and to improve the human right culture. The agreement includes a number of issues, which both sides seek to activate and achieve joint human

rights cooperation between them. The agreement also includes exchanging visits and consultations, exchanging publications and services organizing training courses and workshops, and holding events and conferences, which particularly concern the human rights sector. Ali Binali assured that this agreement will spread the human rights culture among the workers. He added that raising human rights culture among the workers comes at the top of Union's priorities. Al Binali assured that union seek to achieve partnership

and cooperation with the NIHR to provide the basic services to its members including social security, especially the assurance of unemployment, disability, sickness, retirement, hoping that the memorandum of understanding will be a new start for providing better services in the human rights field.



Bahrain Free Labour Union Federation Participates In a Seminar in China

Abdulla Ali, member of Bahrain Free Labour union Federation (BFLUF) participated in the seminar which was held in China on December 1st 2014, under the patronage of the All-China Federation of Trade Unions and the World Federation of Trade Union (WFTU).

The seminar aims to highlight the role of the youth in the Trade Union structures and plan a long-term strategy for the creation of Arab unionist.

The seminar aims to train Arab youth on defending the interests of workers

and their rights and how to deal in the collective bargaining with employers representatives. The all-China Federation of trade unions, which has 280 million members of labour unions, have a long experience in the development and preparation of Trade Union cadres, especially youth.

The World Federation of trade unions (WFTU) always seeks to be proactive the cooperation between itself and the other unions which come under its umbrella by involving them in programmes and organizing activities.



In Conjunction with World Day of Remembrance of the Victims of Road Alba Labour Union Launches Its Campaign «Our Children Are Waiting For Us»



o During the Launching



o Alba workers attends the lecture

Alba Labour Union launched its campaign "Our Children Are Waiting for Us" in conjunction with World Day of Remembrance of the Victims of road accidents that is approved by United Nations to be on third Sunday of November of each year. Najeeb Faraije, director of United Nations Center in kingdom of Bahrain, and General Directorate of Traffic representing it by Major Osama Bahar plus the executive management of the company and wide crowd of Alba workers participated in the launch ceremony. Tim Murray, the Chief Executive Officer of Alba, gave his speech on this assured on the importance of following safety principles on daily activities. Also, he stressed on adhering on wearing a seatbelt as a safety tool that might lower the proportion of damage upon the occurrence of accidents.

Major Omasa Bahar, head of public relations, praised the union's initiative to revive this important occasion in the time accidents are increasing daily, pointing on the importance of community partnership between public and private sector to address these accidents. He also assured on danger of using mobile phones while driving especially after the spread of new applications on phone to be a direct threat to the lives of all road-goers. The United Nations Center had a speech through the ceremony on this occasion by Mr. Najeeb Faraije, director of United Nations in Kingdom of Bahrain, thanking Alba's union for its interest in adopting the important international events and its cooperation with the authorities needed to support and building the de-

velopment. Faraije praised the programs and activities that are organized the union for its workers, valuing these initiatives and efforts in order create awareness background for the workers. At the end of his speech Faraije recited the secretary of United Nations, Ban Ki-moon, speech on the occasion of "Our Children Are Waiting For Us" which he renewed the United Nations commitment to make the roads safe for everyone. Ali Mirza recited his tragic story following a car accident outside Kingdom of Bahrain, which he still gets treatment after he was on a wheelchair, thanking Alba's union and Alba's Health Center for all their efforts they did through the past period. Before concluding, a short film that tells number of statistics and accidents that occurred earlier plus showing a suggestive film of painting with sand to express the seriousness of the accident and its tragic consequences. The chairman of Alba Labour Union, Ali Al-Binali, concluded the launching ceremony of "Our Children Are Waiting for Us" campaign thanking everyone who answered the union invite from ministry of interior, United Nations representatives, and executive management pointing that the union is keen on the lives of workers under the increasing number of road accidents. He also added that there are number of Alba workers that were lost and death took due to road accidents, stressing on the importance of adhering to the rules and regulations of traffic to avoid accidents and the point of these events is to create wise and responsible generation that is committed to its society.



On the Occasion of the World Diabetes Day

Alba Labour Union Raises the Awareness of Its Members



o Dr. Jaffar Abbass



14 Nov



o Alba workers

Alba labour Union in cooperation with Alba Medical Centre organized a seminar for both men and women workers on the occasion of the World Diabetes Day, in order to raise the members' awareness. The seminar was conducted by Dr. Jaffar Abbas, family medicine specialist on November 14th 2014.

Dr. Abbas explained the causes and the prevention of the diabetes; he clarified the natural levels of sugar in the blood and genetic factors. He highlighted that the number of diabetic patients are increasing more in the kingdom of Bahrain as compared to the other countries. Especially in

the past ten years, the number increased from 18 to 45 cases per year, and reached to 60 in a few years time. At the end of the seminar, Alba Labour Union honored Dr. Jaffar Abbas for his participation and efforts in raising awareness among its members.

On the sideline of «Our Children Are Waiting For US» campaign

Alba Labour Union Organizes a workshop about car accident

Alba Labour Union in collaboration with General Directorate of Traffic organized a workshop about the causes of road accidents on Monday 17th November 2014, as part "Our Children Are Waiting for Us" campaign that was launched by the union on occasion of the World Day of remembering the Victims of road accidents. And Mr. Adel Muhsin, from the General Directorate of Traffic, about the percentage of accidents in Kingdom of Bahrain and their high risk on the individual and society through the workshop, warning about the usage of mobile phones while driving as main reason of death. As explained by, Mrs. Moza Al Zayed,

the legal adviser in the General Directorate of Traffic, to the workers the most important features of the new traffic law, which was enacted according to a new strategy to keep pace with the modern technology and the study of accidents and their causes and rates in the kingdom. Adding that, the new traffic law came in to apply the modern points system that was applied by the nearby countries such as United Arab of Emirates and Jordan in order to eliminate the erroneous behavior of the drivers and to identify the driver who break the law. It is worth mentioning that this workshop came following the launch of Alba

Labour Union's campaign for "Our Children Are Waiting for Us" to complete the campaign program, and this union has praised the cooperation of the Ministry of Interior in all departments in the organization of diverse effectiveness.



Accidents and Injuries during the Month of November

Date	Place	Details of the accident	Notes	Evaluation	Results of the investigation
09/10/2014	Rodding Plant 3	While the operator was performing his activity at South casting area. As he was trying to pull the ladle pre heater cover in order to start casting, accidentally his left hand got in contact with the hot surface of the cover and resulted in small burn in his left middle finger	The Management should do regular inspection to ensure the condition of PPE	Minor Injury	The employee used damage hand gloves
5/11/2014	Kilns Plant 1-2	Senior operator kilns 1&2 was adjusting flue wall 4 obturator in kiln-2 section#16. while was adjusting the obturator he misplaced his foot and stepped on the plastic sheet that was covering the pit that charged with green anode causing minor injuries to his elbows and a small wound in his chin	Management instructed to increase number of portable platforms in order to be available at most locations	Minor Injury and High Potential Nearmiss Incident	In-adequate number of portable platform lead to short-cut
9/11/2014	Calciner & Marine	Contractor employee fallen into coke pile at the coke Ship when handrail detached from its position as he held it while descending Ship stairs at Calciner Marine.	Alba Management to communicate with Ship owner carry out proper maintenance for the ship platforms	Minor Injury and High Potential Nearmiss Incident	The handrail was in a rusted and deteriorated No proper maintenance was done for the vessel Handrail hatch
13/11/2014	Reduction L3 Room 2 Set 3	While the contractor employee was removing the corner hood of reduction cell 2322, his foot slipped between the cell and the floor slab causing a minor injury, immediately the employee taken to Alba Medical centre for first Aid treatment	Carryout survey of big floor gaps (pot corners) Provide corner cover plate to close floor gabs	Minor injury	Found that floor gab between pot and floor slab is not adequate
20/11/2014	Reduction Line 5 Room D	While the MTV Driver was reversing to collect the full crucible, suddenly noticed Personal Carrier crossing behind the MTV	Emphasized on reviewing the Risk Assessment to ensure the communication effectiveness of tapping operator and MTV	High Potential Nearmiss Incident	Found that the Red Zone procedure was not covering all hazards
30/ 10/2014	Central workshops	When the mechanic was descending from Alumina Point Feeder he slipped. And while trying to maintain his balance, using his hands, the worker felt pain in his right hand	Supervisors and superintendent should review the practice of climbing and descending from vehicles as well as emphasising on three point contact	Minor injury and Medium potential near miss incident	Lack of focus during the get climbing or descending from the operational vehicles, and not following the three point contact while using ladders
23/11/2014	New Canteen Project	While contractor workers were doing cleaning work at the proposed car park area, the site supervisor noticed sparks coming from the redundant electrical cable.	The power supply of the cable traced, disconnected & removed from feeder pillar	High Potential Nearmiss	No identification and labeling available at the existing feeder pillar. -Lack of power protection i.e. (ELCB), Cable disconnected from lamp post in December 2013; Not from feeder pillar.

Alba Labour Union Meet workers of the Marine and Calciner department



o Dyring the meeting



o workers form Marine department

Alba Labour Union Board, led by Ali Al Binali, chairman of Alba Labour Union met with the workers from Marine and Calciner Department to discuss with them the evaluation of the annual increment, where many workers complained about the evaluation procedures and they described it as "injustice and unfair procedures". Some of the workers explained that there are many workers felt oppressed and they expressed their upset and disappointed regarding the injustice procedures which has been decided by their managers, supervisor and superintendent.

The Union Board clarified that the annual increment is a sensitive issue and it

should be evaluated with full of honesty and justice. They added that workers must get their rights in the evaluation and we should not mix up the cases and punish them epically when the 10 terms are clear enough. He said if there are any mistakes, officers must sit down with workers and agreed on the evaluation and they must explain the reason behind giving such evaluation.

They also have to guide them and advise them. He added" the most important things, the managers should take care and motivated the workers in order to produce and work efficiency, and they have to try their best to improve the working conditions to the better.

Al Binali called all the officers, supervisors and superintendents to be honest and justice during the evaluation and they should not punish the workers twice, and they should not mix up the things together epically the between the Sick leave and the 3% of the annual increment.

He added workers should be evaluated based on the agreed principles and they should detach the attendance and the sick leave which are just 2% of the evaluation.

At the end of the meeting, the manager of the department Parkash, along with the superintendent agreed upon the recalculating and re-evaluating the annual increment which satisfied the workers.

The Budget of the charity committee is exhausted

Alba workers would never accept to be degraded or humiliated, especially when one of the workers' sons is suffering from terminal illness and the worker has to follow up the treatment and he has to be with him all the time in the hospital, which caused him to be absent and this made the matter worst. He asked the management to help and support him, he thought that Alba management will be kind enough, but he was shocked when the management responded as the budget for charity committee is exhausted. The workers was upset and disappointed especially that he has been serving Alba for a long time and he preferred to work overtime rather than spending some times with his family. He was upset when the charity committee close the door on his face, but at same time Alba management spends a lot of money on the autumn campaign (by disturbing PUMPKIN and ROCKET. This makes him wonder if the management has enough budgets to organize such campaigns and events?! What about the budget when the huge amount of money was spent in the Formula and bodybuilding competitions!!

Alba Medical Centre

While the Alba management boasts some slogans about safety and occupational Health and emphasizes on the safety aspect by hosting campaigns and events (on the four seasons. They fail to support Alba Medical Health Centre where there is a shortage in the staff. This resulted on exceptional pressures, as the number of the workers in Alba is increasing and they have to wait for a long time in long queues just to meet the doctors. Alba Medical Centre is one of the important facilities in the company, and today they reached a very high level on providing health care services in raising workers' awareness, which makes it obligatory for the management to pay more attention to the condition of Alba Medical Centre. The important role of Alba medical centre forces the management to improve and develop the condition rather than ignoring and neglecting it.

The raft Race is one of the oldest competitions in Alba and it is very popular among the workers for more than 30 years. Alba Company has won the first place and other distinctions for several times in the past. Alba Company since long used to contribute and participate in this competition. It also used to be a sponsor for this race and the event proceeds used to be directed towards charities in Bahrain. The company used to award and motivate its workers, where the team used to train daily for more than one month in order to win the race. But this

year an unexpected change occurred, where the management in Alba didn't award or even appreciate the teams' efforts, despite the fact that they won the first, second and the third places. And when the players asked the management, the response was "there is no such a policy or law in Alba that obliges us to award the winners!!"- From this response it is clear enough, and the question is "why and how the players were awarded for more than 30 years?!" It is worth mentioning here that some of the managers used to participate in the competition and they were awarded too in the past.

The Raft Race



Alba Labour Union Raises the Members' Awareness on "Riding Motorcycle Safely"

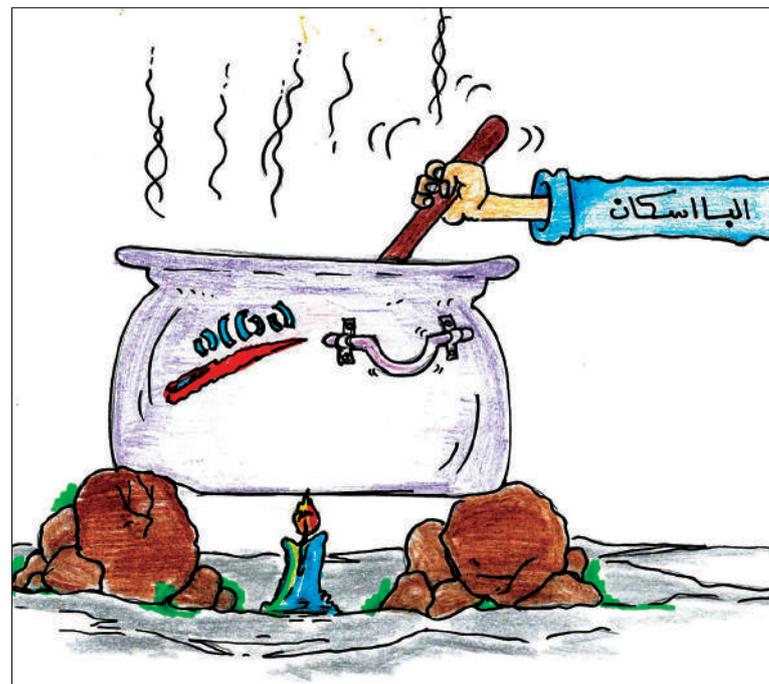
Alba Labour Union organized a presentation on "riding Motorcycle safely", on Wednesday, 19th of November 2014 at the Union Hall, as part of "Our Children Are Waiting for Us" Campaign. The event was conducted by Union Board member, Jassim Zainal, the head of the Safety Committee. During the event he raised the workers' awareness on the dangers and the consequences of reckless riding. Zainal presented the statistics of accidents in Bahrain especially the fatal accidents; he pointed out that riding motorcycle needs a lot

of attention and carefulness. He added that the rider should always wear the helmet and other personal protective gear in order to reduce the impact of the accidents. He highlighted the importance of holding such events in cooperation with the public and private organizations. The event was attended by a number of motorcycle enthusiasts. At the end of the presentation, Zainal exhibited some of the important personal protective equipment for safe riding.



Alba Labour Union Organises Tournaments

Alba Labour Union organises cricket- seven a side tournament in the month of December for the Union members as well as their children. There was good response after the announcement to register their respective team. Ten teams have been registered to compete in the cricket tournament for the members and two teams will be formed for the children as well. There will be gifts and prizes for the winners, runners and some best performers. In the month of January the Bowling Tournament will be held. There was also very good response for registration, with several members registering their respective teams for the competition. Many teams have already registered and some are yet to register. Both the tournament will be held at the Alba Club in cooperation with the company management. These tournaments promise to give some real entertainment and enjoyment for the members of Union



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Camping season is back

The union attended a meeting with Central workshops workers in Alba camp. The workers proposed number of their problems regarding the eighth grade. The worker stated they are waiting for a long time to obtain this promotion. The union answered that that main problem with eighth grade that is depends on the vacancies and the maximum limit has been reached in most company's department. Some officials proposed the seniors' problem that don't know the proper requirements to obtain it and the promotions that are happening now at the smelter don't rely on clear instructions to get the promotion.



Unionism..Between Demands and Profiteering

The union work is basically concentrated on demanding the rights and interests of workers, which are often deprived of, such as demanding the salary increments, and improving the work conditions and other demands which finally are in favor of the worker. However, the interference of the losers from different directions and of different personal aims, who were not primarily labours or unionists, who generated the occurrence of rigid attitudes that have negative impact on the workers' interests as well as to the unions. A quick review to the history of the Labour Movement across different ages, we find that it concentrated on the worker's rights only, and struggled hard to draw the employers' attention and other concerned official departments to the workers' issues and their suffering, and could achieve great success in this regard, and so many rights were obtained for workers and great improvements were also realized on the work conditions, such as using the modern machinery and tools, and improving the safety equipments in the work sites and organizing the work hours in so many countries. This movement could expand

to other countries, and a lot of workers unions were formed, both locally and internationally. This struggle was crowned by the establishment of the World Federation of Trade Unions (WFTU) and the International Confederation of Arab Trade Unions (ICATU), which played a significant role in achieving the workers' demands and ambitions, since their establishment to the present. However, the observer to the union work nowadays could be surprised by so many fake workers' unions which have appeared recently. Such unions and federations, which are counted on the trade union movement, have their own doubtful agenda, and never have any belief in the work of unions, or have no clear objectives to defend the workers' rights and improve their conditions. The background of such unions and federations do not reflect any good intentions in this regard, they only use the slogans of defending the workers' rights to realize their own interests without any bothering or concern towards the workers' interests. For instance, recently we notice the formation of some local unions without any fixed or obvious objectives, and we,

as observers, can clearly see that they focus only on gaining personal interests and privileges, using deceiving slogans. They also lack the professional identity and formation. They are definitely sneaking into the union work, tickling the sensitive and critical issues of the workers, but in reality they are absolutely ignorant of the real union work, with main objective, that is, to distort the union work and unionism and for realizing their own objectives only. On the regional level, we noticed the establishment of a new labour federation (which is useless), holding an "Arab" title, which enables any worker to discover its purpose through its narrow horizon, that reflects only the intention to detour the Arab workers' will and determination, in order to break the deep-rooted unity of the International Confederation of the Arab Workers Union (ICATU), and through its concealed attempt to normalize the relations with our enemy, Israel. However, such attempts shall be in vain, and will never realize its mean aims due to the awareness of our workers, and their solidarity with the real unions, and there shall be no room for all those of unfaithful losers.



Obstacles to the Development of the Working Woman's Role in the Contribution to the Union Work

By: Adeeb Mero A Unionist from Syria

The working woman be a mother, a wife and a sister, who perform the same duties and responsibilities as men, and some of them work for two shifts, that is in addition to their home responsibilities as mothers or wives, looking for the kids and the home duties. Women play the most vital role in the growth and the development of the nation. They work side by side with men to build the future of the nation and realize the ambitions of the country. Such facts have been proved by the sequential events that took place over years and years in our Arab societies, which witnessed great women who played great roles, they were as symbols of sacrifice, courage and firm steadiness in crises. They were represented the bestowal and could achieve great success in the different aspects of life. There are women doctors, economists, teachers, nurses, businesswomen etc., despite the obstacles that were places in her way. She challenged the rigid traditions and the backward ideas. They are behind every successful individual, as mothers, wives or sisters.

From our side, we are required to find answers to the following questions:

- In the light of the woman's important and vital role that she has in the society, doesn't she deserve to have an important role and a leadership position in the development of the union work, and this is the subject that we try to focus on?
- Is it just an exaggerated ambition to expect a lot from the in-

crease of the working woman's role in the development of the union work development, which shall ultimately have great fruitful results on the different aspects of our societies, as they shall have a real and rich contribution to the sustainable development of our societies?

- Shall the contributions, which are being made by the working women committees and the Trade union women leaders, have a great impact on the total development of the public and national movements, and enrich the social and cultural progress of the nation?

- Shall the conditions, which are placed on the women's participation in the unions as well as her participation in the unions' work improvement, be any more justified, especially in the light of the current unemployment and other difficult work conditions that are getting worse?

Some of the current aspects of the current situations are:

a) The current general bad situation in some of the Arab countries which live real crisis, as well as the rest of the Arab countries that have no better situations.

b) The deterioration of the Trade Union situation, and the weakness of unions in the time of challenges, chaos, dangers, divisions, and the fierce attack by the forces of the capital, corruption by the new Liberal forces.

c) The obvious retreat of the working force role, both men and women, and the efforts to take away and marginalization their role in the tripartite representation bodies, and in the policies making decisions as

well as the national economical and social programs, and in the national as well as international bodies which are responsible for taking decisions related to the workers' issues.

In this regard, some questions are being raised concerning the possibilities and opportunities of strengthening the workers' potentials, both men and women, in such hard situations and current challenges, and how successful they shall be in the process of the development of the union work, and in the development of the concerned economic and social organizations.

Moreover, how can the workers contribute to this development, and help achieve the ultimate goal represented in the total social, economic, cultural, political and scientific progress, and to build the modern democratic state, which is capable to lead the nation to the safe shore, and lead them away from the dangers and crisis that threaten the different countries all over the world.

The occurrence of the current crisis and obstacles are attributable to the followings:

a) The lack of stability and security factors necessary for investments and economic development in the Arab countries.

b) The political and military conflicts in some Arab countries, in addition to the political congestion.

c) The destruction of the economical, service as well as public facilities, the sources of power and water, and the destruction of the means of transport.

d) The external pressures which are being made on a country, such as economic blockade and boycott.

e) Economic downturn and contraction, inflation, rise in prices, low rate of the local currency exchange, decline in the purchasing power for the low-income classes, in addition to the working and low classes' suffering as a result of corruption, monopolism in the citizens' daily needs.

f) The expansion of the negative impact of the aforementioned factors, and the bad results of such factors made the negative influence of the crisis to spread to other countries, so any turn or crisis occurred in a country shall affect other countries in the region, and finally the whole world, that is, due to the globalization of the economy, external intervention, and terrorism, and the negative reflection of such factors on the national as well as the international economies.

g) The studies which have been made in this regard revealed that the women, children and the young were the most sectors which are being badly affected by the current crisis, which lead to more and more safety, economic and financial suffering, made their lives more and more difficult. They are the most sectors who suffer from the bad conditions resulted from immigration and deportation and wars, as it is going on in Palestine and other parts of the Arab world. These sectors of population are the most sectors which are exposed to the exploitation, Terrorism, kidnapping, ravishment and sexual harassment.



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Al Sahbani Expresses Its Condemnation With Al Abbasi



The General Secretary of UTT Esmail Al Sahbani, condemned the unacceptable violence that attacked the General Secretary of the Tunisian Trade Union Confederation (UGTT), Hussain ALAbbasi and the other union leaders.

Ministry of labour in Jordan on strike

Ministry workers went on strike on Sunday 9th/11/2014 in protest against the failure of achieving their agreed demands guaranteed by a parliament committee although 3 month have passed. The workers demanded earlier to combine the incentives with the monthly salary and put it under the social security and cancel the decision of linking the incentives with leaves.

More than 15 unionists participate in



Chairman of the General Federation of trade unions of Egypt Jibali Al Meraghi said that the Union is ready to participate in the parliamentary elections. He added "the Union addressed the trade unions to submit their names for nominating.

End of Oman Aluminum workers strike

An emergency meeting attended by the Minister of Manpower and president of the Federation of Oman workers and members of the Council of Oman Aluminium to discuss the demands of the workers of the company. It was agreed to end the workers' strike and return them to their jobs, in addition to finding appropriate solutions to some of the workers' demands.

SWTUF organized lecture on "collective bargaining"

Sardinian workers Trade Union Federation (SWTUF) organized a lecture on collective bargaining and social dialog on Tuesday the 2nd of December 2014. The workshop discussed the collective bargaining standards, tripartite dialogue and labour legislation in the Sudan.

More than 100 days on electricity strike



More than 100 days on «Lebanon Electricity Institution» strike, they still have not reached a solution that satisfies all parties, although initiative communication to solve their case started, leading to raise protests as they have closed the roads and burned tires to demand their rights.

Belgium sees massive strike against austerity measures

Labour unions in Belgium have begun a 24-hour nationwide strike against government policies that will extend the pension age, contain wages and cut public services. Angry strikers gathered on Monday to protest against what they called the government's lack of support for the Belgian economy

Court Staff strike in Tunisia



The workers in the Tunisian court went on a strike for three days, November 4th, 5th, and 6th 2014, in protest against the Government's policy, which they argue ignore their demands which they wrote in a letters to the Presidents of Tunisia in October 14th 2014.

Actions to employ disabled people



Jordanian minister of labour Nedhal Qatamin announced about actions to employ disabled people. He stated that Ministry of Labour will begin immediately taking steps to ensure commitment of private sector companies to employ disabled people with 4% from total employees' number.

Nurses' Protest Killed Children

The public prosecution in Alexandria said that Nurses' strike killed a child and a man. The nurses refused to treat the patients until they get their payments and rights. The head of the ambulance department accused the nurses for the death of the child.

Oman allows striking and union

The chairman of Oman Workers Union, Nabhan Al-batashi, stated «Oman is the only country that allows the right to strike, despite not signing any binding international agreements». Also, that the work of unions in Oman and the size of its achievements in 4 years made the International labour Organization exclude it from the 10 years of establishment condition in order to participate in the organization committees.

"Sudan Airway» workers against salary delay

Workers from (Sodaner Company) set on strike on Monday, 24th November 2014, in front of the building of Sardinian workers Trade Union Federation (SWTUF) in Khartoum to protest against the salary delay.

Palestine's union demands

Union of Palestinian Workers demanded all Palestinian workshops to follow safety and health regulations in their work area. Also, they demanded to follow laws and procedures related to safety. This came in following the death of two workers in one of the workshops which lead them to passing away upon arrival to the hospital.

3 workers Killed in Malaysia



Three workers died in an explosion in a coal mine in Malaysia. Spokesman from the company said that 3 workers died and 26 are injured, 13 of them in a bad condition. The police said that fire was due to a circuit in the ventilation section.

General Strike In The Transport Sector

The transport sector in Tunisian had been paralyzed due to the general strike conducted by the Transport Union. The transport Union decided to go on strike over the agreements which were signed before between the Union and government, regarding the overtime payment and other demands which have not been implemented yet.

Doctors' demands are 25 years subject

Doctors' union said that the demands of the Ministry of Health doctors are 25-year subject, as it does not commensurate with the services they offer which requires improving their living conditions to affect their performance level offered to the patients and society. The union demanded to work on raising incentives and improving retirement pension.

4000 Of Egyptian Workers Protest

More than 4000 workers from Egyptian Iron Steel Company (EISCO) went on a strike on Saturday, November 22nd 2014, demanding their bonus to be paid. They also demanded of the dismissal of the Chief executive Officer, who is involved in many corruption cases.

381 violated workers caught in a week

Movement inspection in the Ministry of Manpower indicated that the number of manpower in violation of the labour law regulations are 381 workers with some working in the commercial sector and agriculture majority are fugitives or laid-off and 308 of them were deported.



Sudan Union: raising the retirement age



Sardinian workers Trade Union Federation (SWTUF) said that issuing a law about raising the retirement age from 60 to 65 years will be implemented. He added all the production parties (Government, private sector and the workers) agreed on the law.

Separation of Arabic workers in Israel

Israeli minister of housing stated his support to the separation of Arabic workers from their work places and banning Arabic workers from working in Israel. And he added «This step is not considered racism, and banning decision includes Arabic workers working in construction workshop in schools. This aims to reassure safety». He pointed that the decision came after pressures from students parents.

Greek journalists went on strike

Greek journalists went on a 24-hour strike, pulling all newscasts off the air a day before a nationwide general strike against austerity measures. Radio and television stations were not broadcasting any news bulletins and current affairs websites were not being updated from 6 a.m. and newspapers will be published.

Tunisia

Jordan

Egypt

Oman

Sudan

Palestine

The World



A number of women union leaders from 14 Arab countries participated in this Forum, from: Algeria, Tunisia, Egypt, Sudan, Lebanon, Palestine, Syria, Jordan, Iraq, Kingdom of Saudi Arabia, Yamen, United Arab Emirates, Kuwait and the Kingdom of Bahrain.



At the end of the forum there were a number of recommendations:

- Unions should active their role which has been taken by some of the non-governmental organizations.
- Highlighting the social issues and their impact on the trade union movement.
- Unions should emphasizes on women issues such as: (maternity, breastfeeding, family responsibilities, etc)
- Organizing seminars, workshops and lectures to raises women awareness on the unionism.
- Forming and creating social networks to support Arab female.
- Supporting and helping women in their struggle.
- Activate union role in issuing rules and regulation that protect women and their rights.
- The solidarity with the women in Libya, Yemen, Syria and Iraq in their struggle.
- The solidarity with the Palestinian women in their struggle against Israeli and free the women who are in the Israel jailed.



In the Arab Woman Forum:

The Arab Women have an effective role in the progress of the Union work . They are an essential partner with man in the development process.



Under the slogan of "Towards More Rights To The Arab Working Woman" and in coincidence with the Bahraini Woman's Day, women unionist from 18 Arab countries participated in " The Forum of the Working Woman", organized by Bahrain Free Labour Union Fedration(BFLUF), between December 1-2, inManama.

The women participants focused on many important issues, included the essential role that the woman can play in the union movement, and performing important positions in the different fields of work, which proves that the woman is an important partner with man in the Unions' fields.

The participants also discussed the most important obstacles that prevent the working woman from progress in the Union work.

And the practical solutions that enable the woman to overcome such obstacles.

Woman is a part of the society and has an important role which can play in the development of her society, especially in the trade union movement.the Undersecretary of the Ministry of Labour, Mohammad AL- Ansari stated the Forum by delivering a speech in which he concentrated on the importance of giving the woman the opportunity to occupy leadership positions, and emphasized on the woman's role in the development process. The chairman of BFLUF, Yaqoub Yousif welcomed the guests from the Arab countries, and praised the unionist for their struggle, despite the hard circumstances, for the sake of the women workers rights and welfare, emphasizing the importance of such conferences and meetings in the activation of the union work, and to enable the woman to play a real active and effective role in the union work.

Comrade Alexandra Liberi, delivered a

speech on behalf of the WFTU, in which she emphasized on the support to the WFTU to the Arab Women in thier struggle for the sake of the working women's rights, and for equal work opportunities, and against discrimination that they face in the working places. She pointed out to the support of the WFTU to the Palestinian Issue and to the Palestinian women in their struggle against Israeli, and she encouraged them to continue their struggle. Minister of Labour, Jamil Bin Mohammad Humeidan attended the Forum in its second day, he delivered a speech in which he welcomed the delegations and the guests, and expressed his pleasure to meet the participating Arab women delegations , thanking BFLUF for its initiative to hold this forum in the Kingdom of Bahrain, pointing out to the importance of the voluntary union work and its essential role in the development of the Labour market.



(Egyptian ... Libyan ... Algerian) competition for the post of General Secretary of ICATU in February



o Tallie Ashoor



o Rajab Matouq



o Mohammad Wahab Allah

The doors for the position of General Secretary of The International Confederation of Arab Trade Unions (ICATU) as it was scheduled on 31st October, following the nomination of three candidates from Egypt, Libya, and Algeria to fill in the position the General Secretary in the elections to be held the first of the upcoming February in Algeria. Three Arabic unions were nominated to gain the position that is currently occupied by Mr. Rajab Matouk, whose term ends on the first of February. The unions are the National Union of Workers of Libya and its candidate Rajab Matouk, and the General Union of Algerian Workers and its candidate Tali Ashour, and finally the General Federation of Trade Unions candidate workers Egypt, which recently added Mohammed Waheb Allah. The general secretariats is preparing for holding the thirteen session of the conference of the general union

scheduled to be held in Algeria during the period 1 – 3, February, 2015, accordance to the specific time period given, as most of the conference documents are ready. The general secretariats started to invite union members and Arabic and International organizations invited to participate in this session of the conference. The general secretary, Rajab Matouk, stated "I wish that this session of the conference will be an Arabic workers demonstration to keep the value and principles The International Confederation of Arab Trade Unions is fighting for since its establishment on 1956. Also, to be a historic station to evaluate the union's performance throughout his long struggle journey in the light of the challenges that the Arabic union movement faced throughout last five years.



o During the meeting, in Cairo

Seven Candidates Are Competing For the Position of General Secretary for the Arab Labour Organization

in the Election That Is Scheduled Upcoming April



o Nassar al-Rubaie



o Ahmed Al Burae



o Adnan Al Ragheb



o Rasheed AL Jamal



o Arab Labour Organization



o Dr. Salah Hamdi



o Jamal of Aghmani



o Fayez Al-Mutari

The 41st session of the Arab Labour Convention that is hosted by Cairo upcoming April is witnessing sevenfold competition between seven candidates for the position of current General Secretary for the Arab Labour Organization Mr. Ahmad Mohamed Luqman, whom left his position willingly despite a full year stay in his second term, which was scheduled to end on March 2015.

Seven candidates are competing on the position of General secretary for Arab Labour Organization which are: Doctor Ahmad Former labour minister the Egyptian government candidate, Fayez Al-Mutari chairman of Kuwait labour union the Kuwaiti government candidate, Adnan Abu Ragheb member of Industry and Trade Chamber of Jordan and its Government candidate, Nassar

al-Rubaie Minister of Iraqi labor the Iraqi Government candidate, Jamal of Aghmani former labor minister candidate of the Government of Morocco, Rachid Aljamal candidate of the Government of Lebanon, and Salah Hamdi Undersecretary of the Ministry of Labour Palestinian Government candidate.

Close observers of the Arab Labor Organization revealed that the Egyptian candidate and the Kuwaiti candidate are the two front-runner to win the post of Director-General relying on a range of considerations, the most important is the nature of the relationship that they share to the labor and employment in the Arab world and at the international level issues. In addition, promoting the fortunes of the Kuwaiti candidate to win the job, provided that full support in the vote if agreed by the delegations of the Gulf

States and considered a candidate for the Gulf Cooperation Council.

And the observers revealed that high number of candidates will flaking the votes resulting that the strong vote power of the gulf will be affecting hangs in one of the candidates in the presence of differences within Egypt about Dr. Ahmed El-Borai, who is suffering from chill in the relationship with the General Federation of Trade Unions of Egypt, which has strong ties with the Arab workers unions may have a floor vote in the guide.

Observers predicted the occurrence of some withdrawals from the competition or some of the candidates in case they do not get enough support from representatives of governments and workers before the vote in order to avoid embarrassment and lack of access to the sounds to compete.

Qatar to prevent the hosting of the 2020 World Cup in it. Their goals were not to support the foreign workers as it was announced in the media. But, due to the fact that Qatar did not allow the ITUC to open its regional center there and that was been leaked from Sharon Burrow, head of ITUC through its meeting with an Arabic union that is been accomplice with her in kingdom of Bahrain.

Chairman and Her History

Sharon Burrow doesn't have a lot of information regarding the union work as she wasn't a part of a strike. Sharon studied in University of New South Wales in 1976 then she started her teaching career in secondary schools. Then, in 2010 Sharon Burrow Chairman of the International Trade Union Confederations. While Sharon is trying to recruit the maximum number of unionist in the Arabic region through courses and that's in order in-

crease her power in those countries. On the other hand, George Mavrikos is the chairman of World Federation of Trade Unions (WFTU) and has a great history in struggling for workers in the world. Mavrikos was involved in popular movement since his studying years. He was fired twice from his work in Textile factories due to his work in unions and politics. On November 1973, he participated in the student uprising against the dictatorship in which 27 fighters was killed by the army and police. To add up, he worked for 14 years in large factory for agricultural machinery and was elected chairman of workers federation. He was head of many union positions until he filled in the position of Chairman of World Federation in 2007, 2009, and in 2011 he was re-elected as Chairman.

Joint Union Labour

From here we find the two unions have dif-

ferent goals and reasons for establishment as they are different in their state members which is goes back mostly to the political agenda.

From its side the Bahrain Free Labour Unions Federation (BFLUF) refused to join a labor union the Zionist entity is a member in it such as the ITUC that stirs in the countries as its benefits their side. Whereas the other federation named General Federation of Bahrain unions rushed in joining the ITUC to get a chair in International Labour Organization.

A century and a half ago, The German philosopher Karl Marx a statement "Workers of the world, unite!" However, is it possible that all workers of the world unite in one labor union? Or will the global imperialism to intervene in the affairs of the countries through the windows of a trade union under the name of labour unions and national.

ITUC



WFTU





WFTU And the International Federation Hang On a Scale

Global trade unions are divided into two, the World Federation of Trade Union (WFTU) which is based in Athens, and the International Trade Union Confederation (ITUC) which is based the Geneva. Many are wondering.. why this division? Why all global trade unions agree in joint trade union federation? To answer these questions the World Federation of Trade Unions (WFTU) and the International Trade Unions Confederations (ITUC) must be put on scale.

Establishments ..And Its Reasons

Since 65 years, the (WFTU was) established in Paris on 3rd October 1945 with participation of representatives of 67 million workers from 55 countries and 20 international organizations.

One of the first decisions is to «Fight war and its causes and work for a lasting and stable peace». And that due to the time of its establishment which was the end of World War Two and beginning of cold war between United States of America and the Soviet Union their allies.

The WFTU demanded to dedicate trade unions efforts to fight to complete and fast elimination fascism, and unite all labors to grantee not to dominance these unjust powers.

The second decision was to set the main principles of trade union rights and their urgent needs with these demands:

- The right of working people to organize themselves.
- Freedom from all forms of discrimination based on race, creed, color, gender.
- Right to work and paid leaves.
- Equality in wages and higher living style (Living, food,).

- Social security and provide securities against unemployment, illness, accidents, and aging.

Thus this is how the WFTU was established midst of suffering and bitterness of war to build its goals on peace and unites against fascism. Following the announcement of Israel the WFTU his bias to the Palestinian issue boycotting any organization dealing with Zionist entity. These goals are contrast to the International trade Unions and Confederation, which was established on the 1st of November 2006, at Geneva, following the joint of International Confederation of Free Trade Unions and World Confederation of Labor. The reason for establishing this federation at it was announced, the international collaboration between unions and international campaigns and an invitation from inside large international organizations to defend labor rights.

Movement and Struggle

To move on, describing the moves done by world federation and international confederation. It is shown that the WFTU has made intense solidarity campaign between 1946 and 1947 supporting anti-fascism forces in Spain and Greece and successes in convincing the United Nations in recommending the member states to withdraw their ambassadors from Madrid. Defending union rights was on the top of the demands and solidarity with the worker that were victims of repression including Colonial Territories.

Special missions were sent to Iran when unionists were arrested and democratic freedoms were repression. Also, South Africa following the brutal repression on

miners' workers strike.

Also, the world federation supported the Palestinian issue and called all its members to support the Palestinian struggle facing the Zionist occupier.

However, the International confederation role was limited on organizing conventions and board terms that supports workers demands for its states members including Histadrut unions. This union calls to normalize the relations with Zionist entity through accepting membership of the Arab Unions to sit down with representatives of the Histadrut unions.

ITUC and Conspiracy

Lately, the ITUC tried to seize the ICA-TU to use it to normalize with the Israel Histadrut through its members of Arabic Unions Institutions. When that failed, the ITUC it established the Arab Federation of Trade Unions, which is a federation under the control of Sharon Burrow, head of the ITUC.

The ITUC used the Arab spring from its revolution and divisions to penetrate into the Arabic countries and creating more crises in it as the workers strike in order to freeze the economy their purpose was to eliminate on national industry in Arabic countries in order to transfer it from productive countries to consuming countries.

The ITUC forget the main goal that was announced in the establishment convention in 2006 which was supporting workers and go into other goals. The confederation started a war on Bahrain through its illustration in the complaint 2882 concerning the events that happened in the kingdom. The last attempt was to attack

in» disassociates itself from the Arab Workers Union

History of the struggle of the Union of Arab workers and their support for dependent Bahrain

Union of Arab workers supported the Bahraini trade union leaders and stood up for their demand of forming unions and freedom of union work since the seventies till that his Majesty King Hamad issued the Trade Union Act number 33 for the year 2003 which was the base for forming unions in Kingdom of Bahrain and gave the defense tools for their interest.

And the Bahraini workers representatives at that time were the trade unionists the late Hamid Awagi and Mohammed Murbati that were able to represent Bahrain labour despite the various pressures to replace them with the joint committee representatives. Also, the leadership the International Confederation of Arab Trade Unions (ICATU) many visits to Bahrain headed by the former general secretary Hassan Jamam, from Algeria, to convince the Bahraini government to allow the establishment of trade unions and labour unions. The doors for a dialogue with the former minister of labour Mr. Abdulnabi Al-Shoala to establish a real dialogue to establish a real free trade union movement in Bahrain. The visits started in the late 90s till the reform project of king Hamad started his desire to have real power that defends of labor and achieve their dreams. At the time, the king ordered to have the first of May as Labour Day and include the workers in their employed companies' profit.

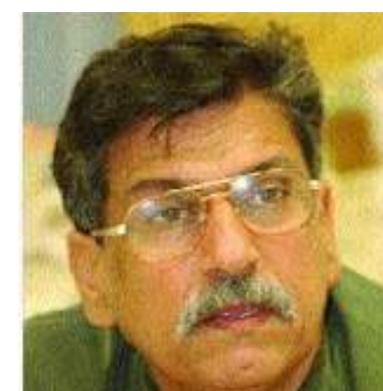
The (ICATU) with the leadership of its former general secretary Hassan Jamam had an honorable stand. Also, the Deputy General Secretary of the Arab and International Affairs at that time Rajab Matouk had an honorable stand supporting the trade union movement and to pressure on decision-makers to convince them that best defender of the workers' rights are union movement that emerged from the labour rules in institutions and factories.

At that time, the foreign intelligence services tired to pressure from its side on the officials in Bahrain to cut the road on having a proper labor representation arguing that it will create endless economic and social demands.

The establishment ceremony of General Federation of Bahrain Trade Unions on 14th January 2004 was attended by Hassan Jamam, the General Secretary of the International Confederation of Arab Trade Unions (ICATU). He stated in his speech "I'm pleased to be among you in this convention to witness the new birth of trade unions movement in Bahrain. Firstly, allow me to in my name and my brothers in the Confederation of Arab Trade Unions (ICATU), wishing your convention success in representing a clear vision of the reality work and labour and to the process of economic and social development in Bahrain.



o The late Hameed Awagi



o Mohammed Al Murbati



o The late Hassan



o Rajab Matouk

Where are the 220 participants?

The attendance of Arab Federation of Trade Unions convention did not exceed 40 participants and it's not clear from where Abdullah Janahi had derived the 220 participants that is mentioned in his article. And it seems the aim of this information given to him was to show that this union is the creation of Arab labour demands and not foreign desire to destroy the National Arab trade union organization uniting Arab workers each at different stage of their struggle.



Waad «The Popular Front for the Liberation of Bahra

Parties union were surprised from the attack of Waad against the International Confederation of Arab Trade Unions (ICATU) through an article written by Abdulla Janahi in Al-Wasat newspaper issue 4474 on date 7/12/2014 where he blessed the establishment of Arab Federation of Independent Trade Unions (ARITU) which is an unreal union found to get from the (ICATU). Janahi accused the ICATU of bias towards "the former regimes" without presenting a valid evidence of this bias. Also, Janahi, Vice Chairman of the Central Committee for the popular front Waad, proceeded with complementing the ARITU which held its establishment conference in Jordan describing it as "A result of the social and political sorting between its classes and due to the Arab spring". And Janahi continued in counting unions and organizations that attended the convention and without mentioning the unions that formed "Sharan Burrow Arabic union" in a clear desire in enlarging the labor base for this unreal union.

Mr. Janahi recited seven Arabic unions as they have withdrawal from the (ICATU) including the Bahrain Labor union whose members aren't more than five thousand workers, and the Tunisian work union which is headed by Hussain Al-Abbasi whom was an ally for Zain El Abidine Bin Ali and sailed over the wave of Arab spring after his fall. Mr. Janahi missed to mention that the General Union of Yemen Workers, Moroccan Labor Union, and Jordanian labor are still member in the (ICATU) and did not withdraw from it as the General Union or Tunisian work. The unions that joined this new federation are the three Mauritanian unions which their members doesn't exceed 3000 member as Mauritania has more than 19 labour union. In addition, the Libyan Federation of Independent Workers which doesn't exist in reality and it's just a sign made up of one person only as the National Union of users Algeria. To add up, the Federation of Trade Unions of Palestine it is Shaheb saad first normalized union with Histadrut, and this Palestinian union is not recognized on the Palestinian square and all the Palestinian Liberations Organization (PLO) structures including the Popular Front for the Liberation of Palestine are not members in this union, however, they support the Gen-

eral Federation of Trade Unions of Palestine that is led by Haider Ebrahim. The new stand of the popular front of Bahrain is based to returning the favor for the International Trade Union Confederation that supported Abdulla Hussain in the International Liberation Organization (ILO) as standby member in board of directors. The agreement between Sharan Burrow head of International federation Union Confederation and her followers in Bahrain is to support Abdulla Hussain in the previous two rounds and the General Federation of Bahrain Trade Unions to support the split from the International Confederation of Arab Trade Unions (ICATU) which is the organized that was established in 1956 and struggled fought colonization and resisted Imperialist and Zionist plans against the Arabic region for years since its establishment.

The reason behind Sharan Burrow head of the International Trade Union Confederation (ITUC) on the International Confederation of Arab Trade Unions (ICATU) is his refusal to make relations under the name of union with the Israeli Histadrut. Sharan Burrow as support for Israel and her union wanted to normalize the Arabic unions' relations with the Histadrut unions and that's the pulp attack which Mr. Abdulla Janahi did not clarify in his article. The International Confederation of Arab Trade Unions (ICATU) belongs to the World Federation of Trade Unions which is a federation against Imperialist and Zionist and supportive of the Palestinian case and majority of Arabic unions anti Zionist as the Egyptian Labour Union with its 32 million workers, the Sudanese Workers' Trade Union Federation (SWTUF) with its 6 million workers, Syria Federation of Trade Unions with its 3 million worker, and the Iraqi Federation of Trade Unions with its both sides with its 5 million workers are all members of the International Trade Union Confederation. As for Abdulla Janahi accusation that the International Confederation of Arab Trade Unions (ICATU) is closes to the regimes and supports them, the General Federation of Jordan Workers is not far from cooperating with the Jordanian authorities neglecting the Free Jordanian Federation and not invite

it in return involving Mazen Maaytah in establishing Arab Federation of Trade Unions. Unfortunately who provide this information to Mr. Abdulla Janahi to write his article in Al-wasat newspaper missed to inform him that the American Center for International Labor Solidarity (ACILS) is only front for the Central Intelligence Agency (CIA) whose is funding union organizations that might work according to the benefits of these departments. Moreover, Mr. Janahi is missing another important detail that the current president of American Center for International Labor Solidarity (ACILS) is the Former Colonel Boyko Athanassov which is based in Qatar. Historically the popular front in Bahrain was always against the Imperialism and Zionism and normalization with Israel.

It's not clear if a backup seat in the International Labour Organization is a cost to change the theoretical basis of national thought of this front? And to turn it from a center of power to a tool of normalization tools through its participations the General Federations of Bahrain Trade Unions and Histadrut unions in the International Trade Union Confederation (ITUC).



o Abdulla Janahi



o Colonel Boyko Athanassov



Union's highlight:

Alba Club suffers from negligence, especially the swimming pool which had no shade or covered the reason behind that is due to the difference in measurements, and the matter is still pending since more than two years.

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Some parties in the Alba executive management held a meeting just to discuss the consequences of producing more than \$ 200 million and how would they deal with the workers regarding this issue.

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One of the managers in Alba executive management tries to impede the services and offers which union provides for its members, the manager ordered to stop signing all the documents which are related to the Cars offers. This manager thinks that he will save money for the company, but he should know that this money belongs to the workers also and not just the company.

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One of the officers who works at the Ministry Of Labour said that the minister will be appointed for the next term, people should know that this officer works for the minister not for the government.

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The opposition party in Bahrain tries to involve some people from their side, in the formation of new ministry.

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Ministry of labour tries to put some conditions that prevent foreign workers from being members in unions.



Are The Tough Years Coming?

By: Ghazi AL Hamer

The last few years have witnessed a great drop in the oil prices, after a golden age when more than \$100 was paid per barrel; it has become less than \$70. It is said that this was due to the increase in the production, so the supply increased accordingly, and the prices have decreased as a result. On the other hand the national budget in the Kingdom of Bahrain depends totally on the oil prices as the main resource of our national income. Accordingly, the drop in the oil prices has greatly affected our economy, and the shortage fall in the budget has reached to billions. GOSI from its side announced yesterday that there is a permanent shortage in the GOSI budget, especially in the light of the increase in the number of pensioners compared by the number of the participants. GOSI administration referred this to the tendency and encouragement for early retirement.

The aforementioned are not merely predictions, but facts which have been published in the newspapers and announced by officials, locally as well as internationally. We admit that such indications are fearful and threatening to the future of our country, and shall have bad effects on the whole society, especially on the workers and other classes of low income, and who have already suffered from bad conditions in the light of the low wages and the lack of new work opportunities. We all remember our parliament members in its last session when they proposed an increase in the wages; the answer was that the budget could not afford any increase.

This was in a time when the price of the oil barrel was \$120, so what would the situation be nowadays when the oil prices dropped sharply? I don't think that the International Bank would provide us with practical solutions, nor the foreign experts, who are absolutely ignorant of the real situation. Moreover, the call for varying the income sources became old and does not interest anyone as the national budget became totally dependent on oil production in more than 70% or even more. Our national economy is exposed to the international economic crisis, and our private sector suffers great defaults as its capital is coward and not ready to take the risk of investment in the industrial and economic development, it does not exceed the real estate's speculation. This is the situation of our economy, which needs miracles to recover, despite the great efforts to save it, but still in the ICU.

Calls for saving our economy through the proposed alternative solutions might be useful, but we lack the honest endeavours for the practical implementation of such proposals. Everyone agrees on taking remedy measures to save the economy through rationing of expenditures, or imposing taxes on the money transfers which reaches hundreds of millions, or to review the high incomes in the private sector which has to play a vital role in the development of the national economy. Unfortunately, such remedial plans are still in theory. For instance, the alert made by GOSI is dated back to the year 2002, but nothing was done in this regard. After GOSI had encouraged the early retirement, we find it nowadays suffering from this issue and looking for solutions, and they will sure propose solutions which will increase the pensioners' suffering.

The economic indicators are being getting worse and the poor's life is becoming harder, in the light of the sharp increase of prices of the daily needs. We might be pessimistic, but we have to be realistic and practical in our approach, as this is the situation, and we have to prepare ourselves to face possible hardships.