



Alba Labour

Monthly Newsletter issued by Alba Labour Union (ISSN1985-9414) V.63 April 2015

Long Service Awards Ceremony



Aluminium Bahrain (Alba) awarded 260 workers with 10 years' service at (Long Service Awards Ceremony) at Alba Club.

A Lecture On "The Experience Of 'The Pensioner's Woman In Sudan"



National Union of Bahraini Pensioners (NUBP) organized a lecture on "the experience of pensioner's women in Sudan". It was conducted by Amal Al Suwaidi.

Interview with Deputy



Alba Labour Union newsletter had an in-depth interview with deputy undersecretary in Ministry of Labour Dr. Mohamed Al-Ansari to talk about the Bahraini worker and future of work in Bahrain.

Prime Minister Received a Cable of Thank and Appreciation from Alba Labour Union

His Royal Highness Prime Minister Prince Khalifa bin Salman Al-Khalifa has received a cable of thanks from Alba Labour Union for designating the Bahrain Free Labour Unions Federation (BFLUF) to represent Bahrain workers in the 24th Arab Labour Organisation (ALO) Conference in Kuwait. (Details page 2)



Pickup Trucks to Transfer the Patients Instead Of an Ambulance!!

Suddenly ambulances to transfer patients and the injured disappeared. Paramedic started using pickup trucks to reach patients clamping ambulance vehicles are under maintenance. (Details page 13)



Are you suffering from vitamin D deficiency symptoms?



Vitamin D deficiency symptoms are many which can lead to diseases and problems (Details page 12)

The Health and Safety Champion award went to Ahmed Janahi



Ahmed Ismail Janahi, the Head of Labour Affairs in Alba Labour Union was honoured with Safety and Health award from the British Safety Council... (Details page 18)

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Prime Minister Received a Cable of Thank and Appreciation from Alba Labour Union

His Royal Highness Prime Minister Prince Khalifa Bin Salman Al Khalifa has received a cable of thanks from Alba Labour Union To His Royal Highness, Prine Salma Bin Khalifa Al Khalifa, Prime Minister of Bahrain, On behalf of Alba workers; we would like to extend our thanks to HRH Prime Minister Prince Khalifa Bin Salman Al Khalifa, for his directives in designating the Bahrain Free Labour Union federation (BFLUF) as a legal representative for Bahraini workers in the Arab labour Organization (ALO) and we would like to appreciate your unlimited support for the Bahraini workers.

Your directives that were issued by your highness reaffirmed the decisions you had

taken since the establishment of (BFLUF).

Your directives to represent Bahrain's workers on the basis of alternation between trade union federations in upcoming conferences so to as to ensure fairness and neutrality in implementing the standards which were set by the Labour Ministry.

Your right decision to appoint Bahrain Free Labour Unions Federation (BFLUF) as a representative of workers is natural, as it has a strong workforce base of 18,000, and as you Know BFLUF has been denied in representing Bahrainis and it was deprived from honouring the Bahraini workers, under the excuse that the time was not enough to review the standards which lead to des-



o His Royal Highness

ignate the other party who lacks for the Nationalism and Unionism principles. Therefore Alba workers would like to extend our sincere thanks and appreciations for your decision in

appointing BFLUF as a representative of Bahraini workers in the 24th of the Arab Labour Organization (ALO) that was held in Kuwait.

Alba Labour Union

Tim Murray Named Among Top 100 CEO's

Aluminium Bahrain (Alba), one of the leading aluminium smelters in the world, announced that its Chief Executive Officer (CEO), Tim Murray, was named as one of the top 100 CEOs in the Gulf Cooperation Council (GCC) at the Top CEO Awards held recently in Dubai, United Arab Emirates. Murray was also amongst a group of top 5 CEOs in Bahrain, which included also Batelco Group's former CEO, Alan Whelan, Bahrain Islamic Bank CEO, Mohammed Ebrahim, Al Salam Bank CEO (and an Alba Board Director), Yousif Abdulla Taqi, and United Gulf Bank CEO, Rabih Sokaireh. The Top CEO Awards -- organ-

ised by Trends magazine and INSEAD Business School, in association with Hawkama, the regional institute for corporate governance -- honours the very best in GCC business leadership. It recognises top executives or being instrumental in the growth of GCC companies, as well as for "creating jobs, maintaining profitability for their shareholders, applying corporate governance and transforming" the region. Congratulating Murray, Chairman of Alba's Board of Directors, Shaikh Daij Bin Salman Bin Daij Al Khalifa said: "We are honoured that Tim has been recog-



o Tim Murray

nised among the top influential leaders in this Region. Tim is a committed and innovative leader; he has played a key role in Alba's growth strategy and success. On behalf



o Chairman Board of Director

of the Board of Directors, I would like to congratulate and thank Tim for his contributions to the Company and wish him continued success throughout his career."

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Alba Labour Union

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Two Months' Salary For The Workers of King Fahad Causeway Authority



The King Fahad Causeway Authority approved in its 69th board meeting that was chaired by the Saleh Bin Munie the Saudi Customs general director, in the presence of the Vice Chairman of king Hamad Causeway and Bahrain Custom chairman, Sheikh Mohammad Bin khailfa Al Khalifa and, in the presence of the both Saudi Arabia and Bahrain, where they approved a two months' salary payment to all the workers of the King Fahad Causeway Authorities which goes in line with the directive of the Custodian of the two holy mosques, the king Salman Bin Abdul-Aziz to approve a two months' salary for the public sector in Saudi Arabia. The Board had also accepted the resignation of the former general director of King Fahad Causeway Authority, Bader Bin Abdulla Al Atishan upon his request, where he appreciated the efforts of the Board members and he appointed Abdull Rahman Bin Saad Al Yahya as the general director of the king Fahad Causeway Authority. At the end of the meeting, the board urged the management of King Fahad Causeway to put more efforts and discover new ways of developing the procedures of the traveling.

Ministry Of Labour's Website under Construction

The official website of Ministry of labour is still under construction for more than 3 years. Ministry of Labour had suspended its electronic services through its site due to the construction while it serves Bahraini citizen through e-Government Portal, such as providing: unemployed job search, Labour complaints, training for job seekers and insurance for job seekers. What is funnier that when you visit the Ministry of Labour's site you will see a pic "website currently under construction?" and referring them to e-Government portal.





Alba Labour Union and Executive Management awards 260 workers during (Long Service Awards Ceremony)



o CEO / Tim Murray



o Alba Labour Union Chairman

Aluminum Bahrain (Alba) awarded 260 workers with 10 years' service at (Long Service Awards Ceremony) at Alba Club. The workers got certificates and gifts to celebrate their continuation in serving the company and excellent performance during the past years. The awarding ceremony was attended by Alba's Executive Management, Alba Labour Union and managers as well as representatives of Ministry of Labour of Kingdom of Bahrain.

On this occasion, Ali Al-BinAli, Chairman of Alba Labour Union, stated: "The Company's success is built on its workers. We are privileged to have workers with high level of commitment and loyalty to the company. Thus on this occasion, I would like to express my sincere appreciation and gratitude to the workers with long service years on their tireless efforts that guaranteed the company's success. From his side, Chief Ex-

ecutive Officer of Alba, Tim Murray, stated "Without a doubt, commitment and dedication of Alba workers are well known and are the company's most powerful asset. On this regard, I would like to thank all workers for their valuable contribution in the big change the company had gone through the years. We are glad to award them today for their great achievements and contribution for many years of dedication and loyalty to work".





Pictures of some of the workers being awarded





o Amal Al Suwadi, Vice president of NUBP



o The attendees

NUBP organized a lecture on "the experience of the pensioner's woman in

Al Suawadi called all the pensioners to join the NUBP

Alba Labour Union Played a major role in establishing the NUBP



o Suhair Al Ajawi



o Ali Al Binali



o Dr. Akbar Jaafari



o Ghazi Al Hammar

National Union of Bahraini Pensioners (NUBP) held a lecture about "the experience of pensioner's women in Sudan". The lecture took place in the headquarter of the National Constitutional Society (Jood), the lecture was conducted by Amal Al Suwaidi, the vice president of the NUBP, as she was the leader of the Bahraini delegates who participated in the Arab Women Pensioners Forum, which was organized by the Arab Trade Union Retired Federation, during the period March 3rd -5th 2015, in Sudan.

Amal Al Suwaidi started the lecture by appreciating Alba Labour Union's initiative in paving the way for the participants' delegation which consisted of 4 members and this came within the cooperation that aims to develop the Labour Movement in Bahrain. Al Suwaidi began by giving a brief explanation about Sudan that most of people don't know much about, and then she briefed the topics discussed in the forum, that took 2 days. In the first day there were a number of lectures on "the Rights of Pensioners wom-

en in the Social Insurance". On The second day there were two lectures about "the benefits of Sudanese Woman: her achievements, challenges and the available opportunities, and the second lecture were about the role of pensioner's woman in society. Before the end of the Forum, Amal Al Suwaidi explained that the Bahraini delegation provided a worksheet where they explained the Bahraini Woman's achievements through a Supreme Council for Woman that was a result of His Majesty's reform project.

At the end of the seminar, Al Suwaidi urged the pensioners to be more effective and active and they should take advantages of the available channels. Because the pensioners form a large sector in our society and there should be one official representative that could convey their voice, hopes and problems. Al Suwaidi called upon all of the pensioners in Bahrain to join the NUBP, that was established in 2014, pointing out that rights and demands can be only achieved by the real unity and cooperation of all the pensioners.



Pensioners.. Let's Participate In The 1st Of May

By: Abdulla Hamza

Soon the working class will march on 1st of May, where all the workers around the world will celebrate the International Worker's day, the day for labour and working classes as well as the pensioners who had spent their lives working and serving in the companies and building our country.

As usual, the Bahraini working class will celebrate this day by organizing a family day and march where they will raise their demands, wishes and concerns. Bahraini pensioners are an integral part of the labour movement where their participation in the march and raising their legitimate demands would have a great significance for their continuous struggle.

Their retirement is only a transition to a new phase of life full of hope with their experience and lessons learnt from their past. Therefore, their participation in May Day is an extension and reflection of their efforts and it would be considered as an opportunity to contribute with their fellow union activists in raising their demands and delivering their voices to all decision makers and policy makers.

National Union for Bahraini Pensioners (NUBP) would be in the front of the participants in the march and would raise pensioners' demands. From here, we ask all the pensioners to take part effectively in the huge march and raise their demands and issues through banners and their voices.. Taking part in this march is everyone's responsibility, where the will and unity of the working class would be expressed. Therefore, the participation of pensioners in the huge event with their children and families would express their roles in the society and highlight their struggle. So, dear pensioners, let's all take part in this march, to express your words, show your position, raise your demands as this is the only way for your better future..

Worker's Right for Annual Leave

The labour law for the private sector no.36 of 2012, which was issued in July 2012 and became effective from September 2nd 2012, had introduced many articles that were different from the articles which were mentioned in the old Labour Law of the 1976 in response to the social and the economic changes in Bahrain and to be in line with the international conventions and agreements that Bahrain agreed upon and signed. But there were articles in the previous labour law that are still to be amended or to be cancelled such as the legal fees, although these articles have violated the right of the litigate, and the calculation of the holidays and the worker rights for annual leave which is contrary to the provision of the international convention and agreement no 132 of 1970.



1.The Legal fees:

The article 6 of the new law stated that (All the legal fees shall be exempted if the labour case was raised by the workers or their representatives and the court shall force the one who filed the case to pay all the legal fees or some of them in case of rejecting the case. We think that this article (when they compel the worker to pay all of the legal fees or part of the amount when the case is rejected) violates the right for litigate which was guaranteed by the constitution, where compelling the workers to pay the legal fees is considered as a form of punishment and make it more difficult and a burden for the workers who decide to go to the court to claim their rights from their employers, and makes the worker worry about the amounts of the legal fees that he has to pay in case he lose his case, although his right of litigate is harmed by this lose, which it might be for different causes such as lack of evidences, wrong decision made by the court ,so compelling the workers to pay the legal fees may result in (the worker may avoiding going to the court in order to claim his rights).

2. The Annual Leave:

The new labour law has mentioned in chapter 8, about the annual leaves that the worker deserve, article no. 58 stated that the worker entitled to have an annual leave, full paid and not less than 30 days if he has completed at least one year in service, which means two and half days for each month and if the period of service were less than one year he has the right to get an annual leave equal to the period of service as the pervious law stated that the worker is entitled to have a 21 days if he has completed a period of one year and it would be increased to 28 days if he completed continuously 5 years of service. But this chapter didn't mention any articles concerned with rest days the holidays, as they are worker's rights that gained by the law and they are not included in the annual leave, which is contrary with article no 6 of the International convention no 132 of 1970 regarding the annual leave that stated (the holidays shall not be included in the annual leave whether it was coincide with the annual leave or not), again this contrary decision made by the judgment committee of the collective disputes on March 10th 2009, which stated clearly that the holiday and weekly rest day shall be added to the workers' annual leave.

By lawyer Hassan Ismail

The Clown Manager

We have no idea how the executive management chooses the managers to promote them. Honestly, we are confused, therefore, we suggest the executive management to host a talent show based on the manager's skills especially the new ones to know their hidden talents which the workers are shocked with on a daily basis. We will focus today on the incredible skill that one of the new managers in Alba has. He has the ability to jump between wrong decisions that he takes. For example, once he promised one of the workers with a promotion forgetting all the applied policies and regulations in the company. However, after one

day he announced an opening position based on the company policies and expressed his regret regarding the unintentional mistake that happened. Yet again, he promised the same worker to support him during the interview and choose him as first choice candidate. However, the second surprise came along when another worker was selected for the position. The manager informed the worker with the interview results and new phase of weird show starts. It is normal that the worker, whom was promised with the position, to ask about the reason why he did not get the promotion. The manager acted unreasonably again and asked the recruitment department to set the interview again claiming he was transferred

recently to the department and doesn't know the workers well enough to evaluate them accurately!! Also, he claimed that he is working in the production line and is unfamiliar with the work and the workers in maintenance field, which are under his responsibility! Of course, the interview re-scheduling was declined due to flimsy and unreasonable reasons. The clown manager show doesn't stop here. Apparently, he didn't learn from the results and damages he caused to the company he represents and the workers he supposed to be managing as they have reached a desperate status. He continues his show to late timings and show his other surprising abilities so his show doesn't end early!

Metallurgy Department Workers

Metallurgy department workers complained of their management mistreatment after being subjected to several incidents revealed their dishonesty especially after deceiving them in their evaluation. The manager instructed his superintendent and supervisors not to give any worker more than 0.95%, if a worker objected he would tell that this percentage would count as 1%. However, the workers were surprised later on when their percentages didn't surpass

0.95%. The workers, complained as a group to union that on its behalf held an urgent meeting with the workers and department's management. The manager confessed with this mistake and pledged to alter the ratings. However, the manager broke his promise stating that the Human Resources department disapproves any alteration on the ratings and he cannot do anything as he is not responsible for this problem. Union is very confused regarding the method

these managers are hired. Also, how the company management agrees on having these people who can't confront and deal with their own mistakes. These people don't represent Alba and are not a part of the healthy and strong relationship between union and the management. Union demands from the management interfere to stop these actions by people who hold the management name yet they fail to represent its orientations.

Minimum Wages for Workers

As a solution to many problems regarding unemployment, black market for workers, free visa etc.. The concerned authorities need to rethink on implementing the rule of a minimum wages in Bahrain. this would ensure that the employees and the middleman will not be able to take any further advantage in the future from the expat workers by bringing them on low wages by charging them thousands of dollars for employment and exploiting them whenever and however they wish, which is illegal, without even considering the price these poor workers are forced to pay just to land in the kingdom. It is known fact, whether they accept or not that the so called free

visa costs from BD 1200 to BD 1500 in the black market for which a worker, if he earns about BD 100 per month, it will take a minimum of 1 year just to recover the initial amount he had to pay to obtain a job in the employer terminates the contract, or reduce the salary to benefit the employer. The wages policy in Bahrain needs to be looked into again and to be reconsidered by the concerned authorities. some new measures can be easily implemented like the authorities themselves managing the payment of monthly salaries to the workers directly for example by advising the employers to deposit the salaries of the workers in advance into the account of some authorities body

like the LMRA which will in turn ensure that the workers are not deprived of their rights and are paid promptly each month on a fixed date, which could be again topped up in the allotted account on a monthly basis in advance to ensure the smooth payment of salaries to the workers every month. This would also help to solve the issue concerning unemployment for Bahraini workers who are subjected to unwanted competition from the expat workers due to their availability for very low wages as a result of exploitation and the needs to survive.

The employers would then be legally obligated to pay people a decent and reasonable salary.



Union Activists under Observation!!!

By: Ebrahim Al Khoheji

No one is born as unionist, no one can become unionist once he wishes to be; the worksites are the actual and real places to form the union activist. Factories and construction sites are the real places where the union activist could emerge from to defend the workers' rights and protect their interests. In the past years, the labour union activities were different from today, this type of activities were banned, and the union activist were not allowed to practise any kind of such activity or they would be arrested, dismissed from work, and even prevented from doing any other job, or more than that, they would be sent to exile. Union activists paid a huge amount for their honesty in defending workers' right. At that time, the surrounding circumstances and conditions were different; the union activist used to be born, directly join his comrades in their demands, grow up in such hard circumstances, and learn the principles of working struggle for the sake of his fellow workers.

At that time, the union activist was not granted a university degree or honoured or awarded or promoted, he used to sacrifice and pay for his attitudes and positions, where he used to be dismissed, and deprived from his bonus. Despite all these hardships, he feels happy when any of the worker's right was achieved. They were really "the Unknown soldiers in the battles of demands. They were scarifying their lives for the sake of development of labour movement.

In the past, the Labour Union movement did not witness a strange union activist with a strange characteristic or behaviour which are different from the workers' demand or which are full of sectarian, and had a sectarian agenda. We can say that workers and labour union movement in our society have been affected negatively with the sectarian division, due to the domination of the sectarian powers in our political life. Accordingly it tend to take a sectarian approach unless the real unionists and workers became aware, all the hopes are on the honest unionist to move the labour movement forward, and to realize that union activist has nothing to do with the sectarian, religious and ethnic affiliation. Struggle for the workers' demands in improving the work conditions, occupational health, increasing wages, health and insurance are the real demands for all workers in their different workplaces, therefore anyone who would like to work out of this labour equation is working against the workers and the labour activates and tries to weaken the labour and trade union movements.

Real Estate Leasing Law



It has been said that the best way of defence is to attack, but when the tenants raised their voices and called the government to take their suffering into account, where they have been waiting for decades suffering from the injustice, represented in the high prices, the increasing rents without any consideration to the tenants difficult circumstances, and in the light of the long waiting for the Ministry Of Houseing to give them a housing unit, which may your son's name be added to the same waiting list of yours, and here we have to mention that the government put all its effort to overcome and solve this obstacle.

The tenants have been calling the government through the media to interfere and stop the landlords' greedy and they also express the worry towards the issuing of the new lease law which would be exploited by the land lords to impose more regulations which would only serve their interests.

The tenants' dreams have become real, since the new lease law no.27, issued in July last year, and become effective in February of this year has some legal issues. One of these issues is that the new law did not put a due date for the registration of the lease agreements but only mentioned the term "urgent", where in other countries the law put a due date for both parties in the lease agreement for the legal registration of this agreement in order to avoid any disputes that may occur in the future. The question here is how could the committee achieve the "urgent"? And how the committee will protect the rights of both parties, if there is no due date for the registration? Shall this matter open the door for more conflict, because it will force the tenants to file a case in order to prove the leasing contract?

Does the new law give the tenant's their rights?! And does it take the tenants benefits into its consideration?! The truth is that it allows the land lord to benefit and exploit the law for their interests. The laws should be issuing depending on protecting all the parties interests and rights.

Accidents and Injuries during the Month of March

Date	Place	Details of the accident	Notes	Evaluation	Results of the investigation
1/3/2015	Reduction Line 1-3	During anode changing in Room 4, suddenly the driver observed the vehicle is smoking. He immediately turned off the engine and came down and observed fire in engine box causing severe damages.	Union Representative emphasised on Vehicle maintenance to improve PM quality.	Fire Incident	Inadequate maintenance led to engine malfunction which caused the fire.
2/3/2015	Operation Support Services	In crucible changing process, during long travel motion crane hit one of the roof light and roof light fell down	Firm message was conveyed to all concerns that prior to commence any project	High potential	Found that inadequate engineering risk evaluation prior to install the crane
3/3/2015	Power Station 4	After completing welding work, the Mechanical Technician, who was the fire watch checked the area and came down from the scaffolding. Next day found that two scaffolding planks have burned partially.	Union Representative emphasised on adhering to PTW procedure during the activity ownership transferring in particular	Fire Incident	Found that lack of adherence to permit to work while doing long hours hot work activities while transferring the activity ownership
5/3/2015	Calcliner & Marine	While clearing the blockage at belt conveyor Belt Conveyor 13 level switch, the operator sustained injury to his left hand middle finger as his hand slipped and came in contact with chute	Enforced the department management to design the ergonomically safe tool for this activity	Minor Injury	Inadequate sub-standard tool was used due to unavailability of ergonomically adequate one
10/3/2015	Central Workshops	Personnel carrier vehicle brought to workshop to diagnose and repair the charging malfunction, After inspection discovered that the power cord was connected incorrectly.	Strongly emphasised to conduct survey on all personal carrier vehicles in order to ensure the connection colour code	High Potential Nearmiss	Found wrong connection of the charging point was done due to substandard engineered connection color code
14/3/2015	Operation Support Services	While the operator was welding the reduction cell raiser and the helper was standing to back-up, suddenly the raiser sparked causing multiple small 1st degree burns on the helpers Left thigh. Immediately employee sent to medical center to get first Aid treatment	Emphasised on providing the additional protective equipment to all the team working on this task	Multiple Minor burn Injury	Found that additional Personal protective Equipment was not provided to the helper.
22/3/2015	Reduction Line 4 Room 7	While employee was clearing the tap hole which got blocked by using a piece of wood. Suddenly slight metal splashed causing minor burn to his eye lower lid employee.	Union Representative emphasised on more close management monitoring on Personal Protective	Minor Burn Injury	Found that the lack of Personal Protective Equipment compliance due to lack of management monitoring
30/3/2015	Reduction Line 1-3 Room 5	The employee Parked the crust Breaker Vehicle in the parking place, while he was descending from the vehicle the door hit his upper back causing the injury.	Recommended to coach all the vehicle users the proper way of ascending and descending on the operational vehicles	Minor Injury	Found that the employee was not fully aware of the proper way of ascending and descending from vehicle due to lack of management coaching

Incorrect back movements may lead to severe pain

A simple wrong movement can cause a back injury although the back problems could have existed since a long time.

Many years of hard work and back fatigue could lead to accumulated damage without being noticed. One day, you may lift a simple thing or turn around to grab something, and suddenly you find yourself suffering from severe back pain.

Of course, there are many reasons to back problems including health problems and various accidents such as falls. However, by avoiding simple back injuries that happen daily, you might be able to avoid serious back problems in the long term.

Back pains are known to be the third main reasons leading to paralysis. Back pains are not limited to workers alone.

The statistics show that many people are bound to get back injuries.

One of the most important aspects of caring for your back is to maintain a correct position all the time. For example, bending your back while sitting on the chair or standing on the floor for long hours might cause back fatigue. It is best to support your back while sitting and standing for many hours with resting one foot over a high base.

Taking safety into consideration while lifting things is very important to avoid back injuries whether you are lifting a heavy or light weight, you must follow these instructions:

- Plan the lifting process. Decide ahead how you are going to carry it.
- Ask for help if the weight is heavy.
- Place your feet next to the weight. Bend your knees but don't bend your back.
- Lift your back to a standing position by relying on your legs muscles power not your back.
- While carrying this weight, don't bend your body, just turn only.
- To place the weight, lower your body by bending your knees instead of leaning to the front.

If you make an unsafe lifting process today without feeling any pain, you might think that you avoided getting an injury. However, each time you lift something incorrectly, you are contributing in getting a back injury in the future.



Are you suffering from vitamin D deficiency symptoms?

Vitamin D deficiency symptoms are many such as bowed legs, adults osteoporosis, dental problems, skin problem, hair problems, frequent infections especially in the upper respiratory tract, distortions in women's pelvic bones, depression, high blood pressure, overall fatigue, irregular sleeping pattern, weight problems, pain in the lower back bones as well as wrists and feet, sinuses inflammation, mood swings, and crying for no reason.

Vitamin D deficiency reasons:



Not eating enough vitamin D foods



Obesity and weight gain



Not enough exposure to sunlight

What is vitamin D?



Vitamin D is a key regulator of the body to balance calcium; it helps to provide the bone mineral, the development of the skeleton and teeth building. The uses of this vitamin is the absorption of minerals. It is considered very important in maintaining bone density, and plays an important role in treating certain immune diseases, such as multiple sclerosis, and psoriasis.

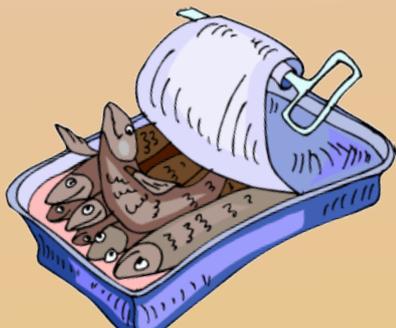
Restore vitamin D deficiency:

Vitamin D can be restored via:

- Being exposed to sunlight in early morning and evening without using sunscreen.
- Taking medicine and supplements that contains many vitamin including vitamin D.
- Giving attention to food quality.



Food sources that provide our needs of vitamin D

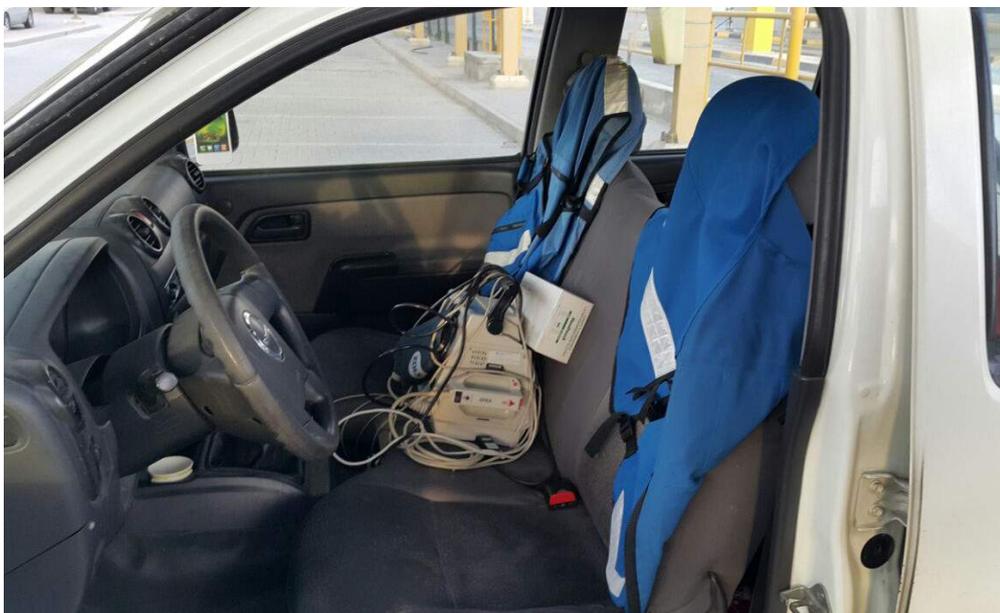


Milk: one cup of milk contains several basic nutrients that helps to fight Aging. Egg yolks: eggs are another rich source for vitamin D that helps hair and nail growth. Salmon: it is considered to be an essential source for vitamin D and it works as anti-depression and improves memory. Cod liver oil: cod provides large quantities of vitamin D and reduces high cholesterol. Mushroom: it is special due to its many benefits especially vitamin D. Canned sardines: contains vitamin D which helps in improving bones and general health of the heart.





Pickup Trucks to Transfer the Patients Instead Of an Ambulance !!



Suddenly ambulances to transfer patients and the injured disappeared. Paramedic started using pickup trucks to reach patients clammng ambulance vehicles are under maintenance.

How can an important topic like this just be unnoticed by the management and officials?! Where are the ones whom boast with the safety campaigns throughout the year?! Isn't patients getting a fully equipped ambulance vehicles one of the fundamental safety basics?! The management should reconsider their priorities. It does not fit Alba which is one of the largest Aluminum smelters in the word to treat its workers in such way. The worker must feel that their living are is important and they are working in a safe environment away from hazards. Is this the workers reward for working day and night to achieve the highest production level raising the company's reputation by achieving lowest work injuries? We repeat, the management should reconsider their priorities. How many case will be gone as a victim by the management negligence by not providing ambulance vehicles equipped with all medical equipment's and prepared to deal with sudden injuries and medical emergencies such as heart attacks. The question is to the company's management: Are workers live's that worthless?? Or is the budget being spent lavishly on safety campaigns not worth to buy a new ambulance vehicles?!

Labour problems

The necessity for line 6

Due to its dedicated workers, Alba has maintained a high position in the world and surpassed a lot of obstacles and circumstances that happened in the global aluminum markets by dedication and loyalty. Despite the harsh conditions of high temperature and tough productivity conditions, Alba workers seek to develop the company and themselves in order to maintain the labour gains in general.

Many workers sought to develop themselves through hard work and postgraduate studies. In Alba there are more than 800 workers holding bachelor's degree in different areas of technical and artistic. Also, there are more than 200 workers with a master's degrees in distinctive majors that the worker hopes to develop the company on all sides.

The workers with these certificates have to tolerate hard work and shift basis work in order to

complete their studies that put them in ready sites in order to lead the company to safe harbor and to preserve it for future generations.

But with starting line 6 project, many of those certified workers are suffering as they are waiting for long time to access better positions that will allow them to apply what they have learned. The opening of the 6th smelting line has become a dream for many people, and through which the workers will prove their eligible merit because they are simply experienced with high educational level that qualifies them for advancement in leadership positions with more ability to influence.

Every time the Executive Management launched a series of promises about line 6 and everyone remains is waiting for the moment this project is launched.

Once again

History repeats itself as power station management are taking the workers several years backwards under the title of lowering costs. However, the result was to discourage the workers and lower their productivity. The station's management cancelled one operator on every shift. In few years power workers were reduced in every shift from 11 to 7 workers claiming that management has a plan to reduce the costs. But, the surprise is the power station has no contingency plan as they did not put into consideration annual leaves and sick leaves. Where is your planning power station management?!

Light work and medical department

Workers continue to suffer with irresponsible decisions by the medical department, which imposes the worker to do light duty instead of taking a sick leave for the purpose of not including the incident as a waste of time. But if the worker's health situation requires light duty by an order from the doctor as a result of an accident outside of work or surgery. However, the worker is not entitled as there are no vacancies for light duty in Alba!!! The question is whether the light work vacancies are reserved to cover all work-related injuries, and whether management considers no lost time injuries as just numbers to boast about in the media?

Workers of the world, unite!

The first of May marks an important labour historical incident that was an important benchmark for the demands of the labor movement. The labor movement in America protested with a series of demands that eventually led to the execution of a number of unionists as a result of false charges that were fabricated to them at that time by several workers hostile parties. But History proved their false charges and acquitted the workers after their execution of all that has been attributed to them. Thus, workers of the world are eagerly waiting for this day so that they can draw attention in all corners of the globe to their unit class.

Nothing above our unity

The difference in opinion is a normal condition as all of us come from a different environment with each having different perspective and logic. But the problem is when some people are trying to exploit these differences to distinguish among workers. Alba workers have come a long way with their unity and cohesion of their lines beating all foreign attempts in incursion inside of them and separating them. The best example was their unity and stability in serving the country during the tragic events of 2011. Alba workers are able of overcoming all sort of difficulties and there is no room for compromise on the national constants. Alba workers are fully aware that their power is in their unity and combining their efforts. All the great achievements for Alba during the past few years and high level of

production wouldn't be a reality unless everyone worked as one team to serve everyone's interest. When someone is trying to disperse Alba workers unity, which is witnessed by everyone, they are betting on lost bet. Workers have become one large family, inside and outside the company, which surpassed work interest to reach solidarity in sickness and health. We will not forget Alba workers stand with the late Redha Gholum family as they bought them a house to ensure them they are not alone after his death. Many examples and beautiful images we see every day in all over the plant which only express their love and labour unity, and saboteur's attempts are worthless.

The Mass Withdrawal from Bahrain Training Institute [BTI]

Scholarship holder's workers suffered a lot of pressure recently from the company as the executive management continue to neglect their pending cases, which has become a barrier that prevents them to carry on at Bahrain Training Institute "BTI".

The workers demanded from the management many basic and logical things. Firstly, to draw a clear coordinate policy to workers timings between working hours and study hours, especially for those who their job requires them to commit to shift hours. In this case, the worker, by an order from the company, must commit to his shift hours and his classes.

This raised the workers anger in many occasions, but the company's management had only promises to give.

Things did not end there, the company refused completely the workers' demands to have Thursday as sabbatical for studying. Also, the management refused a series of suggestions to get one week leave before the exams so the workers would be able to study during that period.

Ironically, there are many workers who had to use sick leaves and seek professional curriculum spe-

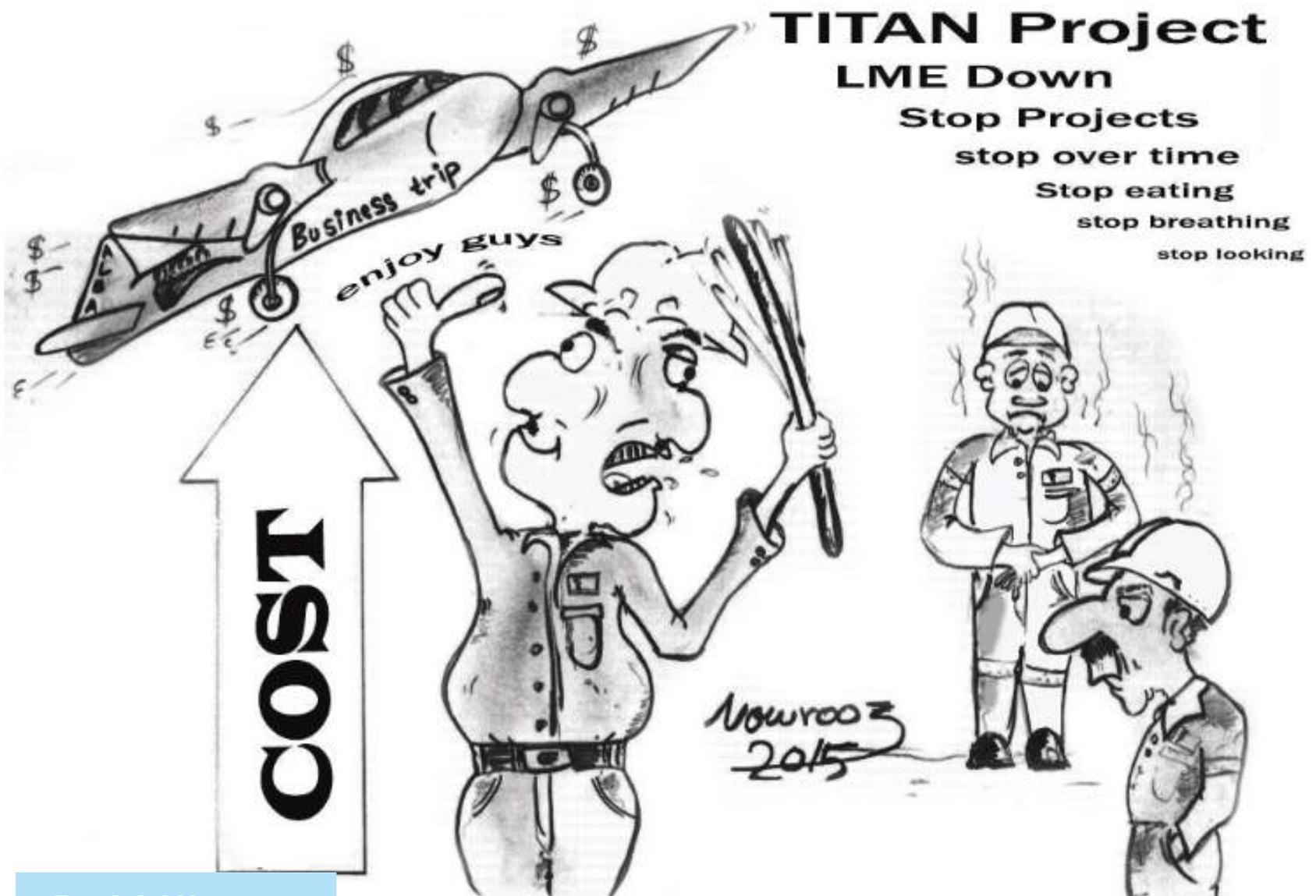
cialist to understand the subject avoiding failing in any of them.

Not to mention, the executive management procedures and their orders that did not stop till this moment on forcing the workers to submit their exams and research papers in BTI plus other exams and project to be added on the worker burden to the institution British branch in United Kingdom.

The company boasts its support for studying as one of the important requirements in Alba for a promotion. Yet, they operate contrary to their ideas through by putting obstacles in front of the work-

ers to limit their promotions. After all this pressure and academic difficulties on workers in the basic things in the curriculum due to lack of adequate time, appropriate care, and an educational atmosphere.

Therefore, the mass withdrawal crossing workers minds is a natural results to low circumstances that the company is looking into seriously. The working students are fed up with all the marginalization policies by the company. Thus, they did not find a way to express their struggle except mass withdrawal as a firm stand against decision makers.



By: Adel Nawrooz



Alba Labour Union newsletter had an in-depth interview with deputy undersecretary in Ministry of Labour Dr. Mohamed Al-Ansari. The interview was about the condition of Bahraini worker, future of work in Bahrain, union and its challenges. He talked about his opinion in jobs Bahrainisation, union pluralism, and many other topics.

Deputy Undersecretary in Ministry of Labour in an in-depth interview with Alba Labour Union: Interfering with people jobs is the limi.. Alba Labour Union is the best example for union activities

Who is Dr. Mohamed Al-Ansari?

First, I would like to thank you for this interview and I'm glad to have you in my office. I was born in 1975, married and I'm expecting a baby in the near future. I'm originally from Manama and I'm very proud to be as I love its people dearly. My major is PHD in political science and I love reading about it. I also love to read about labour, in fact I love reading anything regarding my work and major.

I have 10 years' experience in Ministry of Labour and prior to being a deputy undersecretary I was recruitment manager. I have worked in Bahrain Training institution as an officer for private sector training and in the Royal Court as well. Also, I have worked in International Foundation for Electoral Systems and their mission is to observe the elections and form specialized committees to carry out the elections.

-Let's talk about a hot topic which is Regency parks dismissed workers. Ten workers were arbitrarily dismissed from their jobs. What did the ministry do for them? What are their latest updates??

It is a complicated problem not just one as they are dismissed and physically challenged and were must help them. Ministry of Labour coordinated with Bahrain Free Labour Union Federation especially Alba Labour Union in

the presence several representatives to follow up with their case. The ministry talked to the employers of those special needs workers. Also, we also drafted a proposal for a referral whom can be referred to retirement and help others to get a job opportunities. The reason we sympathized with those workers is not due to them being special needs but companies must have their decision based on intensive study with coordination with Ministry of Labour as the ministry needs to have prior knowledge to problem to solve it. If the problem was known earlier we would have solve it in months. However, in the next few months we are waiting to close this file either getting good job opportunities with similar or better wages from their current ones or referring them to early retirement.

-Do companies have the right to dismiss any worker with no advance warning?

Of course not, people's jobs are red line. These workers have families to support and many commitments. The Bahraini law set the method on how to deal with careless workers in punishment gradually till it reaches dismissal.

- Where does the dismissed worker can turn to?

To Ministry of Labour.

Will Ministry have immediate solutions?

The solution Ministry will present varies

from problem to other, which happens with all Ministries in the world. However, we made other solutions such as insurance against unemployment as the dismissed worker will receive 60% of his/her salary for 6 months which allows us some time to provide a job to give the worker some stability and trust. Also, the Ministry will help in the workers wage for 2 years if they lack experience or wage is low. Finally, Ministry of Labour will support and cover training expenses.

-As the Assistant deputy undersecretary, what do you think of jobs Bahrainisation? What are the advantages and disadvantages?

Bahrainisation is an issue with two theories in the Bahraini street and both theories have a point, we can reach a middle solution between theories. Some people say they are with Bahrainisation regardless of anything else and Bahrainis must be prioritized. On the other hand, some people it is an open market and employers can chose whoever they prefer. I'm with the third theory between the two. Yes, we are an open market, however, we are going through transition as the government was rentier that supports the citizen fully, to the free economy stage, and now we are in the middle of this road. Our economy is not fully free as America, Europe, and Japan, nor is our economy

dependable fully on the government that gives everything.

-Meaning you are with jobs Bahrainisation, but for the best?

I'm with the open market economy, however, we have to prepare the foundation for this process so a Bahraini is able to compete the market regardless of Bahrainisation. If a Bahraini can be fully prepared following graduating collage to enter and compete in the labour market with immigrants. At this point, we have created the competitive element in this market. However, if they have a problem, the market is considered closed.

For example, Alba was built by Bahrainis and so is Bapco as they provided the solutions for them, just like government, such as appropriate correct training regardless of the workers wage. Alba gave the worker the wage he/she deserved, therefore, you would find Bahrainis with great potential and are able to work in any similar company in the world with high productivity.

-Alba workers have great loyalty to the company which is the sources of his/her living and the country. Don't you think these are more reasons for productivity?

Yes, in reality this is a point that benefits the work flow and the company. Also, the company's wise policy in offering training, appropriate wages, and constant improvement to the worker. For example, now Alba workers receive are more from what they used to receive and it is increasing positively for the workers benefits. Moreover, Alba offered the workers many benefits such as housing, health insurance, and many more. All this came based on Alba Labour Union efforts and the executive management understanding and awareness.

-What is the reason that moved Alba to what it is today?

The reason us the workers and the management awareness. Union movement has been in Alba for many years and its constant efforts, especially after the launch of the reform project of His Majesty the King and the management accepting and supporting those efforts. This set Alba Labour Union as a positive example to follow in Bahrain and even

outside of the country. The success is due to the combined work between the worker and employer.

-How about labour unions?

His Majesty the King has personally supported unions and offered them time, effort, budgets, and many things to reach what it is today. Therefore, we today have surpassed many countries in allowing an official union movement and in 2011 we reached a new turn with applying union pluralism law inside one organization which supports union movement. Bahrain was pioneer in labour movement since fifties and had a role in political, social, intellectual life as we find writers, novelist, and activist even ministers that graduated from factories and unions. Most ministers and senior officials graduated from industrial companies and had union interest and labour movement.

-How about women's role in labour?

The government has honored and supported women through many policies that was led by the His Majesty the King's wife Princess Sabika Bin Ibrahim Al-Khalifa, head of the Supreme Council for Women in Bahrain. Princess Sabika bin Ibrahim Al-Khalifa launched many schemes for women being able to compete with men and get a job with many special committees in most ministries to equalize opportunities between men and women.

-What are union rights in Bahrain? How far could it reach?

Union rights are limitless, but with good management, intelligent, rational, and wisdom. Through the past years, we realized that the most prominent reasons for the success of big companies is the understanding between the union and the management of the company and their acceptance of the proposals and demands of unions, which have been caused by labour awareness. A company loss is considered a loss for the worker, employer and its success benefits both parties which is the formula of success that Alba follows. I repeat that there are no limits restrict union's movement if they competed respectfully in

order to achieve objectives that benefits the country. All the doors are open to all for the initiative and generosity.

-What do you think of union pluralism?

Pluralism is an old labour demand and many countries experience have preceded us in union work. I find that pluralism is positive in order to compete and offer the best.

-But some believe that pluralism divides the workers and their strength and power is in their unity, what do you think?

In my opinion it is better to give the opportunity for workers to choose their representatives and I think that competition is something likable and gives more useful results.

- Is this applicable in representing workers in international forums?

We are one family that cannot be divided and all parties must be treated equally. They are like our children, how could we differentiate between our children??? For all the right in the external Arab and international representation.

- One final word to our beloved country workers.

My fellow workers, Alba Labour Workers have worked very hard over the past years, and still, for the rights of workers. This great productivity and effort must continue with the good relationship between the workers and their union because understanding leads to achieve their demands.

Bahraini workers are ahead of the first of May (Labour Day) and we enter into a new challenge in terms of lower oil price and a special world regional conditions. Competition is increasing in the world and Bahraini workers in particular have a national and economical responsibilities. National responsibility is when the worker doesn't slip into political conflicts between societies and intellectual backgrounds. On the other hand economic responsibility is when the market will impose itself on the future of the worker. In this case the worker will not able to break into this market and will collide with the limits beyond the geographical boundaries which are the limits of creativity and productivity.



Ahmed Janahi wins Safety and Health Champion among several candidates in UK

Ahmad Ismail Janahi, the Head of Labour Affairs in Alba Labour Union was honoured with Safety and Health award from the British Safety Council for his magnificent role and achievements in developing the safety culture at Alba. He had been selected from several candidates around the world. Ahmed Janahi won the Safety and Health Champion Award in the ceremony that took place recently in London, where they handed the award over him, for his achievements. It is worth mentioning that Ahmed was the only winner who represented the Arab Region in this competition that had been held for the three consecutive years.

The Working Woman .. Social Pressures and Gender Differences

By: Fatima Al Aliwat

In the past, few women were allowed to go out for work, compared with the current situation, she was not allowed to leave her house for work, that was due to the social concept for the woman role in the society which was confined only to looking after the kids and the house affairs. Woman was not allowed to perform a larger role in her society and go out of her house, despite the fact that she is no less intelligent and hardworking than man. However, the 20th century was considered as a turning point in the woman' status, it witnessed the large participation in the work places, side by side with man, and started contributing in the process of the whole country's development and progress, in factories, schools, companies and all other areas. It has become normal to see policewomen, women doctors, teachers and managers. She has become more educated and more cultured, even she has competed man in so many fields of work. The woman's work has helped her to achieve her economical

independency to a certain extent, despite that fact that such independency has been met by so many difficulties within the family domain as well as within the labour market. The long working hours also, which she has to spend every day outside her house made some people suspect the woman's ability to balance between the her house and work, besides the differences in wages between men and women in so many areas of work, although women perform the same jobs as those of men. The equation of balance that the woman tries to realize between her work and her family is a very difficult one, and despite such difficulties, the recent study, which has been conducted on the working women, revealed so many positive points that assure the working woman of a better future. One of the positive points that the study reflected was that the working

woman has invented and acquired better methods for bringing up her kids, and non – working women are still following the primitive methods in bringing up her kids, that is because the working woman obtains more knowledge and make advantage of her work atmosphere to improve her methods of bringing up her kids, so this new knowledge is reflected on the way she deals with her kids and her family.

Regarding the gape in wages, and the difference in the annual income between working man and the working woman has been a matter of struggle for woman for so many years, although the gap indications between them in 2014, according to the report issued the International Economic Forum, has been lessened and the equality element has become something achievable. On the other hand, the indicators revealed that 6 countries from the total 11, which have been included in the report, have witness

a great improvement in the matter of abolishing such differences in wages, and revealed that equality in this regard has been improved greatly, compared with the same nine years ago, and those countries are Sri Lanka, Mali, Croatia, Macedonia, Jordan and Tunisia.

The gap indicator report classified Kuwait as the best Arab country, and occupied the position 113 internationally, as it achieved great progress in removing the wage differences between the working woman and the working man. The woman in Kuwait could achieve a remarkable progress in the different aspects of the society, including the political, the economic, health and education fields, compared with other Arab countries in the region. The United Arab Emirates occupied the second position, then Qatar, Tunisia, Bahrain, Algeria, Oman, Egypt, Morocco, Jordan and Lebanon, while Syria and Yamen have come the last two Arab countries in this list of classification on both Arab and international levels.

First of May and Changes in the Working Class Structure

An old article of German labour leader in the 19th century, Rosa Luxemburg, which was written in 1894 and published firstly in Polish. It was translated from the book "Selected Political Writings of Rosa Luxemburg" to Arabic by Iraqi poet, Saadi Yousif.

In that article she explores the historical roots of 1st of May as an International Labour Day. She goes more from the common belief that this day started due to the labour strike in Chicago 1886. She states the idea of using a proletarian holiday celebration as a means to attain the 8 hours day was born in Australia. In 1856, the workers decided to organize on April 21st a complete stoppage together with meetings and entertainment as a protest in favor of the 8 hours day. Firstly, the Australian workers intended this only for the year 1856. But it had such a strong effect on the proletarian masses of Australia, enlivening them and leading to new agitation, that it was decided to repeat the celebration every year.

Luxemburg asked the following question "what could give the workers greater courage and faith in their own strength than a mass work stoppage which they had decided themselves? What could give more courage to the eternal slaves of the factories and the workshops than the mustering of their own troops?" Thus, the idea of a proletarian celebration was quickly accepted and, from Australia, began to spread to other countries until finally it had conquered the whole proletarian world. The Americans were first to follow as in 1886 they decided that May 1 should be the day of universal work stoppage. On this day 200,000 of them left their work and demanded the 8 hours day. Later, police and legal harassment prevented the workers for many years from repeating this [size] demonstration. However in 1888 they decided that the next celebration would be May 1, 1890. European workers were second to follow at the International Workers' Congress in 1890. At this Congress, attended by 400 delegates, it was decided that

the 8 hours day must be an international labour demand. The Congress decided that the 1st of May of each year will hold a labour strike until this demand is achieved by turning it into a labour day. Rosa concludes her article in the following loud statement: "And, when better days dawn, when the working class of the world has won its deliverance then too humanity will probably celebrate May Day in honor of the bitter struggles and the many sufferings of the past."

That was a prediction but according to the French thinker, Anatole France, great hearts prediction are realized with precision. The working class gained a lot of its rights even though it did not accomplish all of its ambition. The 1st of May, which became a public holiday in the many countries in the world including Bahrain, still inspires the struggling working class.

In today's world, there are major fundamental changes in the working class structure compared to what used to be in the 20th century. Following the transformation of industry and services sector into active and influential sectors, perhaps more than other sectors. Also, the combination of productive and non-productive aspects in the services sector. A new concept and classification must be identified. This raises the question whether workers with no set wages should be considered as industrial workers or not. Furthermore, the new political sociology talks about something else that is called the new social movements that goes beyond the narrow "class" framing to include youth, women, and environmentalists, opponents of the weapons, militarization, and nuclear waste. All of these represent a wide range variety of forces that want a life on this planet to be more humane and noble, instead of violence and destruction.

There is an important ethical dilemma, till what extent is it acceptable that the generations must bear the costs of painful policies, hoping that these policies will worth it for the generations to come? It is not the whole generation's fault to bear all the pains on the hopes that the next



Dr. Hasan Madan

ones will pick up the results, which is uncertain thing based on tries we lived in the Arab World?

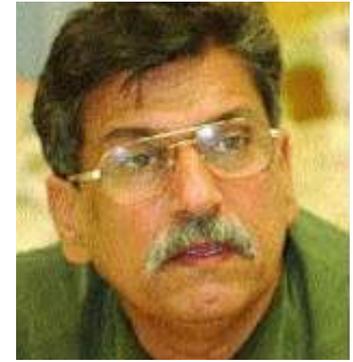
This can be read in a different way as well, is it not the next generations' faults when present ones let go in fortunes that belong too many? This quote applies mostly to countries with metal exports and energy sources such as oil. Today's generation need to ask themselves this ethical question about next generations share from the fortune?

These questions can be inspired from Joseph Eugene Stiglitz analysis "Globalization and Its Discontents". He realized that if the mistakes are not corrected and globalization continued to be run as it did in the past, it will lead more than an increase in growth. It will spread poverty and instability, if there is not reform, the anti-globalization will get worse.

Globalization for millions increased their poverty as many lost their jobs and their safety. The biggest losers were the developing world's population, but more full political repercussions will affect the evolving world as well.

Joseph called for a globalization with humanity, it acknowledges that changing the global economics is not an easy thing. Bureaucracies are like individuals, they inherit a bad habit and it is painful to change it". He sees that reforms are necessary and possible as well. These reforms need an active country, with independent powerful law power, transparent, and free of corruption, which eliminates the efficiency in the public and private sectors together, which is the worst in developing countries.

The Radical Left (2-2)



Mohamed Al-Murbati

The left reached its worst situation as a result of its incapability against the rise of religious powers that took over the traditional left fields (Labour, students, small bourgeoisie, and medium bourgeoisie). However, the left didn't realize these facts after abandoning its scientific tools in analyzing history movement and its changes. The left started applying misguided social policies. Therefore, they failed to present the positive substitute to face sectarian influxes and radical powers. It's most significant results are in internal organization that even reached its sub-organizations in the civil society associations such as lawyers, doctors, and writer's, societies. While talking about sectarian, it doesn't mean Sunni and Shiite as religious doctrinal. The risk is when doctrines and beliefs turn from state of belief and worship to political projects that is being enforced as social and political reality in the public life. Then, social coexistence becomes impossible unless national spirit is reinforced to overcome the narrow self-interests. From here, the risks of the left abandoning its ideas are obvious. History proved that with the left abandoning its intellectual background, nationalism started to fade away and enlightened thinking disappeared. This resulted in political, social, intellectual deterioration and recovery of sectarian alignment.

What remained from the progressive left are those who have bent back and got old. Therefore, as long as there is plenty of time it is has become crucial to name each thing by their proper names. The events that are happening for the left cannot be categorized as freedom of speech or any sort of plurality of opinions. Political pluralism, even if it was covered with democratic national identity, cannot deny its classifications according to sectarian identity and its hidden bias. It is a mistake to assume that it is an invitation to be raised. What happened in the left can no longer be ignored anymore. It has become a terrible

state that the radical left are supporting each other based on their religion. It is a shame to call the left sectarian or radical, however, it is the truth. Ignoring it has led to aggravate the increasing phenomenon of sectarian identity that took over national identity. It has become easier to agitating sectarianism. But, it has become difficult to address the causes of the psychological. In this regard, on can't differ that the radical left has succeeded in transforming the social conflicts to subjectivist quarrel in a destructive process of its intellectual historical methodology components. The sectarian bias were shown in the hidden stances that reflects the nature of the conflict which stands on borrowing the past with the sectarian background towards all positions. Note, that you can never be progressive and secular at the same time while hiding chauvinistic sectarian ideologies that are against axioms of reality.

The left doesn't own its political project

The fact that the left doesn't own its political project was one of the main reasons for its drop. Also, the obvious critical opinion of the other political nature and its practices in the frame of its relation with the overall conflict issues. The left had to distinguish between religion as a belief and the political projects, whether they were with a religious or secular titles, as they represent the interests of social groups. Based on that, it is wrong to talk about one political project because if we did we would neglect the contradictory social interests that sets our vision and understanding to the political power nature in terms of its nature and bias. Therefore, all the alliances get up as tactical positions between contradictory political factions that represents diverse social powers. At this point, we find the reasons for the fall of trust between the left and its public surroundings. Whereas, we find that all the political powers from the leftist, nationalist, and Islamic holds the reform slogans. However, they all

don't hold the same public support. All powers with wide public fundamentals used religion in their work. Religious dimensions took over the left's political slogan. Thus, the left failed when giving up its ideological nature and taking some intense political slogans that shows up on the surface as bubbles that evaporate quickly. Religious powers control the Arabic squares as a result to the massive public uprising (Arab Spring) such as Egypt and Tunisia that are controlled by Muslim Brotherhood and Salaf. The left failed to represent itself as a positive chancing power as it doesn't have any convincing answers about its political and religious nature. The left is melting in a mixture of democracy and totalitarianism. Hence, while some you find it liberal in Libya while others you will find it Sectarian in Iraq and Bahrain, Modernist, in Tunisia, totalitarian in Syria, and appendant in Egypt from Abdul Nasser to Mubarak. It is the normal result to the internal conflicts status about the political and ideological details that formed the objective situation to the current status that diagnose the left in the scope of fragmented groups in the narrow surroundings. The only thing between them are their differences because the left doesn't have its project and realistic approach that accomplish its unity in the frame of progressive democratic movement. Power obsession and political worries took over all political powers including the leftist that lost itself in the general political movement when it needed to reinforce its social and cultural power for the change that was giving up, since the past two decades. Therefore, it is found that these powers couldn't read history properly as the Arabic Islamic legacy is not same as western Soviet legacy.

About the Labour Union



By: Dr.Sami Salim

At this stage it is important for all of us to read about other countries experiences in the role of the labour unions, its positions and its responsibilities in fighting the Capitalism. All of these issues are not understood by the Al Wefaq Society, nor by Al Assalah Society, which both of them adopt the sectarian and religious thoughts, but it is understood by the Ally Class which tries to cover itself with sectarian identity in order to sprite it from its content and to involve the labour movement in a sectarian conflict (Sunni and Shee'e). The thoughts of these religious societies are completely away from the "economic struggle" which limit the labour movement in the economic struggle, because they believe and look at the political struggle as a from or type of the Liberal Bourgeoisie, and such concept is not in the mind of the religious thoughts and it does not even exist in the religious ideology. The truth is that the communism thoughts is the real one that give a clear descriptions to the "economic party" which tries to destroy the concept of the Scientific Methodology, because the economic party is unable to distinguish between the current needs and the permanent needs of labour movement. Although the communism thoughts had highlighted since the beginning the important and the necessity of the workers struggle in the economic field and it believes that the attempts of the economists' attempts to divide and seprate the economis struggle from the whole changing process and what is more danger is their attempts to cover it with sectarian- religious covers instead of classes cover. All these attempts are dangerous, as it may led to weaken the unity of the workers and the working class shall be lost according to the political agenda.. Where the economic struggle would not be able to improve workers' conditions and stabilizes their status, unless there is a real combine between the workers and the political struggle made by the workers. And here we have to point out that the working class which has spontaneous thoughts would not be able to involve in the political struggle unless it was fully aware and that is what happens in Bahrain, epically in the General Federation of Bahrain Trade Unions (GFBTU), despite that the spontaneous is the dream of working class, we can see clearly that the working class struggle was politicized and took the form of the sectarian shaped as it happened in the GFBTU, where this federation tried its best to serve one sectarian and tried its best to achieve their political agenda of the political society which it belongs to and we will mention this later.

The second observation which we have to mention it within the framework of the labour union movement is mixing between the union and the society, for example, in European countries the difference between the Unions and the political societies is clear, where they have "the political freedom" and the different between the political struggle and the workers' struggle is deferent as well as the motivation behind each of them are different.

In Bahrain, which has its special circumstances at that time, under the rule of the ccolonialism and autocracy, but later all the injustice practices had dis-appeared. And the differences between the political movement

and the labour movement was demolished completely (and for the first time all the differences between the National Liberation Front, the Popular Front Of Liberation in Bahrain and the Labour Unions were demolished). We have to mention here that all kind of the labour and trade unions activities were banned and the strategy of the political movements during that time was that the leaders of these parties have to support and help the Unions and work activities, side by side with the unions. The idea of involving and participation of the leaders of these parties in the workers' struggle does not mean that all the staff of the labour unions was politicians, because it is unacceptable to limit the trade and labour unions in one form. As a result, this type of involving and participation enriched these parties with the experience in the union's movement, especially the National Liberation Front, as they believed that the trade and labour unions were the proper originations to enter into the economic struggle and so the call was to raise the union activists and democratic awareness among the workers (not the sectarian awareness as the situation nowadays) Moreover the coordination between all parties which attracted a large number of activists to involve in, and all parties and unions worked with the spirit of cooperation and coherence, taking into account the political and economic circumstance around them in which they had demands, there was a significant care to handle demands of the worker and to protect their rights, and not to

take any risks that might harm the march of struggle, and this was implement for all parties and organizations, and in particular the National Liberation Front which was clues to all parties in the field and maintained good relations with all in order to serve the major aims and goals, through its political and labour, and through its close work among the unions, without excluding any party of different thoughts.

On the opposing of this bright history of the National Movement, the new born societies under the reform project made by the king Hamad, and in the particular these Sectarian societies which exploited and take advantage of religious atmosphere among people, has establish the concept and principle of Sectarian through attracting a lot of societies, federations and Unions in their field, and dominated the their agendas and political programs, within its large scheme of the "Sectarian Quotas" which are in its political agenda. Moreover, it exclude the long history of struggle of the national movement, which based in its struggle on the principle which says that the Labour Unions and or the Trade Union Federations have to be of a national theme. An obvious proof of exploiting the workers for their own agendas are that when they were gathering people in the 2011 in "Roundabout" and "AL Fateh Gathering" the result was that the Trade Unions' unity was harmed destroyed and lost their unity in their struggle in Bahrain.

Social Media Survey



By: Bayan Al Mualeam

We had conducted a statistical survey to see how the Bahraini Unions are activate on the social media. This was done due to the importance of using and taking advantage of the social media, where the unions can build a communication bridge with their members and update them with their latest news and activities. Therefore this statistic survey shows

our readers the active accounts.

The statistic survey included unions that are under BFLUF umbrella such as: Alba Labour Union, GPIC Labour Union, Free Trade Union Of Bapco Employees, Garmco National Trade Union, National Union Of Workers Bahrain Airport Serves (Bas), Asry Independent Trade Union, National Labour Union Of

Gulf Air, Bafco Free Union, Batelco Workers Free Trade Union, DHL Bahrain Trade Union, BAC Labour Union, Foulath Union Bankers Union, Ramez Group Trade Union and General Trade Union of Construction and Building Materials Industry Workers.

The table below shows the active accounts and numbers of the followers for each union:

Unions on Twitter

Tweets	Followers	Union	Twitter account
2679	341	Al Hurr	bluffbh
5909	564	Alba Labour	albaunion
465	409	Bapco Union	bapcounion
101	106	Bafco Free Union	bafcofreeunion
0	13	Bankers Union	bankerunion
355	267	National Union	BASNatUnion
22	48	Asry Trade Union	ASRY_LEAK
3200	861	Union Of Gulf Air	NLUGF2012
598	128	DHL Trade Union	DHLBAHRAIN
2	22	Foulath Union	TUOFG
58	59	BH Free Duty	bdftu
692	78	Jawad Union	JawadUnion
50	95	BAS Union	BasTradeUnion
2775	258	Yokogawa Union	YLUBH
23	28	Batelco Union	bateclotu
366	247	Garmco Union	garmco_t_union
35	18	Pensioners Union	NUBP_BH
200	25	GPIC Labour	gpic_union

The table shows the active accounts for each union:

Evaluation	Union/ Federation
Active	Bahrain Free Labour Federation
Active	Alba Labour Union
Moderate	National Union For Pensioners
Active	GPIC Labour Union
Active	Free Trade Union Of Bapco
Active	Garmco National Trade Union
Active	National Union Of Airport Serves (Bas)
Active	National Labour Union Of Gulf Air
Moderate	Bafco Free Union
Active	DHL Bahrain Trade Union
Inactive	Foulath Trade Union
Moderate	Flight Attendant Trade Union
Inactive	Port workers Trade Union
Inactive	Bnagass Trade Union
Moderate	Delmon Poultry Trade Union
Moderate	Bahrain Free Duty Trade Union
Moderate	Jawad Trade Union
Inactive	Hospitality Trade Union
Inactive	Bankers Union
Inactive	General Trade Union of Construction

Unions on Facebook and Instagram

Facebook	Uploaded pic	Followers	Union/Federation	Instagram
الاتحاد الحر	823	409	Bahrain Free Labour Union Federation	bflufbh
Bahrain Workers	1608	588	General Federation Of Bahrain Trade Union	gfbtu
-	46	42	Bahrain Pensioners	NUBP_BH
Alba Labour	4967	2333	Alba Labour Union	albaunion
Gpic LU	130	194	GPIC Labour Union	GPIC_UNION
النقابة الحرة	58	81	Bapco Union	free_bapco
Garmco TU	1752	356	Garmco Union	garmco_t
Basnationalunion	118	236	Garmco National Trade Union	BASNatUnion
Asry Bahrain	646	1241	Asry Independent Union	asrytradeunion
Gulfairtradeunion	312	413	National Union Of Gulf Air	NLUGF
bafcofreeunion	192	96	Bafco Free Union	bafcofreeunion
Batelco Trade Union	28	68	Batelco Union	BATELCOTU
Dhlbahrainitradeunion	636	182	DHL Bahrain Trade Union	DHLbahtainiTU
-	0	0	Foulath Trade Union	TUOFG
-	21	8	Tatweer Petrolium Union	tatweer_labour_union
Fag TU	8	73	Bahrain Free Duty Trade	fagtu_bh
bdf tu	165	195	Flight Attendant Trade Union	BDFTU
-	408	1578	Jawad Trade Union	JawadUnion
-	658	1098	Bnagass Trade Union	bnagas_trade_union
-	396	364	Port workers Trade Union	unionports

Survey Result:



Bayan Almualem

@bayanalmualem

As a conclusion, the most active unions on the social media in a descending order:

1. Alba Labour Union
2. National Labour Union Of Gulf Air,
3. GPIC Labour Union
4. Free Trade Union Of Bapco Employees
5. Garmco National Trade Union
6. National Union Of Workers Bah Airport Serves
7. Batelco Workers Free Trade Union
8. DHL Bahrain Trade Union
9. Bafco Free Union

Where Asry Independent Trade Union and National Labour Union of Gulf Air are less active. And there were unions that don't have any accounts on the social media and inactive, such as Bankers Union, Fishermen Trade Union, Teachers Trade Union, Ramez Group Trade Union and General Trade Union of Construction and Building Materials Industry Workers.

Marx & Hegel's Theory of Alienation



By: Wadea Isa

Alienation is a sociological concept developed by several classical and contemporary theorists, to study the social behaviour of the individual and the group, with the aim of building a better society based on understanding the behaviour of the individual and the group). Marx developed the idea out of his study of Hegel and made a specific understand of the very sharp experience of the alienation. According to Hegel theory, he rejects as "dead" those human relationships or institutions in which persons give only an outward and constrained conformity, but concerning which they lack a freely given inward conviction. The roots of the theory of alienation, then, reach down into the rejection of "constraint," into the disjunction in which constraint is experienced as powerful-but-wrong; it is a response to the perception of this violation of the grammar of societal rationality and an effort to overcome such an "unpermitted social world."

According to Marx Alienation is a concept that refers to both a psychological condition found in individuals and to a social condition that underlies and promotes it. Marx argued that alienation results from the private ownership of capital and the employment of workers for wages, and arrangement that gives workers little control over what they do, where people no longer work because they experience satisfaction or a sense of connection to the life process, but instead work to earn

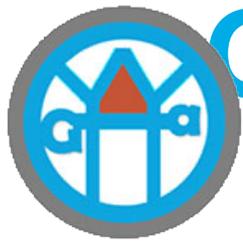
money, which they need in order to meet their needs. Alienated work becomes a routine, mechanical activity directed by others and serving merely as a means to an end. For Marx, the question is no longer that of the alienation of man in general but becomes increasingly that of persons as producers; Hegel's externalization of objects becomes, for Marx, the economic production of use values and commodities. The alienation of Hegel's philosophy is translated by Marx into English political economy and its special system of categories. Hegel had dwelt extensively on the importance of labour—although he had not dwelt on labour as a site of alienation and had instead stressed its liberating character. Marx accepts the fundamental value grounding of the Hegelian critique of alienation, namely, that humanity's proper estate is that of an autonomous "subject," the locus and agency of action; but he rejects the Hegelian analysis of alienation's sources. Marx moves the analysis of alienation down from its location in a grand theory at the anthropological species level where the universal dilemmas of man as actor are explored, to a more concrete societal level.

For Marx, the critical locus of alienation comes to be situated in the work place. The decisive form of alienation is now not that of man but the worker's alienation from objects he produces

and from the means of production with which he produces. This alienation, Marx came to hold, was a result of property institutions essential to capitalism, centering on that division of labour in which some—capitalists—own and direct the means of production and purchase the labour power of others—the proletariat—who are subject to their domination. For by reason of their ownership of the means of production, the capitalist can direct their use and also own the products they produce.

Much of what Marx did here, then, was to historicize and relativize Hegel's theory of alienation. Alienation is now no longer man's eternal condition but the product of an historical, special division of labour that had a beginning and which, it is predicted will also have an end when capitalism is supplanted by socialism⁷ Marx thereby removes the problem of alienation from the tragic discourse in which it was still located in Hegel's formulation, and in which it was insoluble. He now places alienation in the framework of the historically newer discourse of ideology,⁷ transforming it into a politics, in which it has a solution. It is this that makes Marx's reconceptualization of the problem of alienation more powerful, if not deeper and truer. Marx centers his own analysis of alienation on the labour process. The alienation or Entausserung of labour consisted, according

to Marx, in this: "First that the work is external to the worker, that it is not part of his nature; and that, consequently, he does not fulfil himself in his work, but denies himself; has a feeling of misery rather than well-being, does not develop freely his mental and physical energies but is physically exhausted and mentally debased. The worker, therefore, feels himself at home only during his leisure time, whereas at work he feels homeless. His work is not voluntary but imposed, forced labor."¹¹ In order to achieve this and eliminate alienation of the labour process, conditions conducive to alienation would have to be removed. What were these conditions? One, as we have seen, was the division of labour which, in parcelling men into specialized roles, alienated them from their own unutilized human potentialities and produced a resultant dehumanization; the second was the market system, under which producers were constrained to disregard the human needs that their products satisfied or neglected—their use value—and to focus exclusively on the market or exchange value, and saleability of their products; and the third was the property system under which producers lost control over the work process and product to those owning the means of production. Together, the market and property systems constrained producers to sell their own labour power competitively, as a commodity like any other.



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Confrontation

Confrontation erupted between unemployed people and security forces in southern Tunisia after disassembling a strike in front of one of the oil companies in the region. Public reports stated that police forces stepped in to disassemble a three day strike done by the unemployed in front of an oil company demanding to be hired upon finishing their university studies.

Worker dies as a Mosque collapses

A Mosque under construction collapsed which caused one of the workers to die and others to be injured. Fire men responded to the appeal after receiving a call that informed them that the roof of a Mosque had collapsed and a number of workers were under the rubble. The injured workers were taken out and transferred to the hospital, while another worker remained under the rubble and fire men struggled.

Educational sessions in the next period

Gebaly AL-Moraghi, head of Egyptian Trade Union Federations, stated that the federation with all its unions will have intense educational sessions in the next term to encourage workers on productivity. The session will focus on introducing the workers, especially the young ones, to their rights and duties as the federation's board of directors include 65% of youth that hopefully will raise to 90%.

Workers in «Hussain University

Hussain Bin Talal University workers in protest against delay in their wages. The university administration for wages are not available, which caused the workers to raise their demands and threaten to escalate if delay continues. The workers stated they would normally receive their salaries on the 26th of each month.

The government tries to subdue union's

Union sources in Algeria confirmed that they didn't receive any letter from the president asking for a meeting in the frame of social dialogue. Unions considered all this all as a buzz in order to contain their anger before the 1st of May. It is worth mentioning that the Algerian government is studying unions demand to raise wages 25%.

Union workshop in GUPW

On the 70th anniversary for establishing World Federation of Trade Unions (WFTU), the General Unions of Palestinian Workers held a workshop to discuss «Union Organization law draft», in presence of Mohamed Al-Arqawi and WFTU representatives. Al-Arqawi addressed this law draft contains important cases such as security of union rights, union pluralism, right in collective bargaining, and strike cases especially in facilities of unions.

Bus drivers' strike in «Panama City»

Bus drivers in «Panama City» went on a strike which caused chaos in transportation before the Summit of the Americas. The bus driver's demand to pay 12 million dollars immediate compensation to 5000 workers that are threatened with dismissal as the government ended their contracts with the private company that runs the buses.

Al-Sahbani : we are recruited

General Secretary of Tunisia Labour Union, Ismaeel Al-Sahbani, said that all unionist and civil society powers are recruited now against terrorism while saluting military's and security force's ability to destroy terrorism symbols. He acknowledged the importance of standing united against this harm by supporting soldiers and security force's .

Strengthening cooperation

Egyptian Trade Union Federations delegate, headed by Gebaly AL-Moraghi, discussed over the labour cooperation relations with the chairman of Kuwait Trade Union Federation, Fayez Al-Mutair. Gebaly acknowledged the strength and excellence of the relations between the two federations. He expressed his desire in extending the relations in order to serve the interests of the workers .

Egypt Gas» workers strike»

Hundreds of «Egypt Gas» workers are on strike in a protest against the company for neglecting their demands to pay the allowances. The protesters stated they will not return to their work until their demands of paying risk allowance are met and hiring the temporary workers is stopped. Also, they want the company to cancel the new internal list that separated first grade promotions.

Electricity workers are threatening

General Trade Union of Workers in the electricity sector to take action against any escalation decisions may be taken by the Electricity Generating Company management that will affect the security, stability of workers and attempts to dismiss them. The threatened workers are 157 workers in addition to 200 others that will be dismissed later.

A sudden strike by «Air Algérie»

«Air Algérie» flight attendants announced their sudden strike which caused 12 international flights and several internal flights to be delayed. A state of chaos and confusion occurred as a result of the strike. Protesters demanded higher wages, establishing central directorate for the company's flight attendants.

GUPW calls to save Yarmouk Camp

The general secretary of General Unions of Palestinian Workers held a meeting headed by Haider Ebrahim to look into the issue of minimum wages. The meeting highlighted union organization issues and unions role in productivity process. Also, the meeting called Arab workers unity and solidarity among themselves under the banner of unity embodied in the International Confederation .

FNV demands raising wages

Federation Dutch Labour Movement demanded to raise the minimum wage for youth especially in the age group of 18 to 23 years old. FNV started its campaign demanding to raise wages stating «They are doing same as other adults such as driving cars and voting in the elections. However, they are receive 45%.

Raise in teachers wages

The Tunisian government stated that they increased thousands of teacher's wages following their strike last month. Thousands of teachers went on strike and boycotted exam's supervision. But, following negotiations union and Ministry of Education reached to an agreement that states a raise in 95 thousand teacher's salaries.

KTUF: Our executive board is legitimate

The union and labour media deliberated the Court of Cassation rule, which was recently released, that states the return of the old executive board of the Union with its authority until the end of the period. Kuwait Trade Union Federation statement clarified the facts in relation to this regard as the executive board term has ended on 14/4/2012 completing its Electoral cycle fully.

Meeting between Egyptian and Italian

The head of Egyptian Trade Union Federations (ETUF), Gebaly AL-Moraghi, met the head of Italian Labour Union (ILU). The two decided to organize prestigious visit for an Italian delegate to negotiate the way of developing professional training centres. The two agreed on improving labour and union systems under the auspices International Labour Organization (ILO).

Justice to «Arab Today

Wages Authority Court which is specialized in looking into wages cases, decided to repossess on «Arab Today» properties and sell its assets in a public auction to benefit 68 workers that were dismissed from the newspaper. The court decided issued a definitive decision to pay workers' wages of the newspaper for the year 2013.

Workers on a strike

Algeria Telecom workers went on a strike as they paralyzed work completely. The workers gathered in front of the main building demanding to change and deport the manager. They stated that they have been patiently waiting on the arrogant manager's actions before going on a strike. They added he had done several unjustified disciplinary actions against the workers' rights.

Gaza workers' demands more attention

Dozens of Gaza workers went on strike by a call from Palestine General Federation of Trade Unions to call the government to look after them, look into their social issues, and solve the rising unemployment issue in Gaza. The strike came following the government is cancelation of temporary work program and professional training program that used to serve thousands of workers monthly.

«Radio France» continue their strike

News stations in «Radio France» continued airing music only as no sign to ending the longest strike in French stations. This situation continued after the fail use of several negotiations to end the problem that erupted due to jobs cut and reducing the services provided to workers

Tunisia

Kuwait

Egypt

Jordan

Algeria

Palestine

The World



ARAB TRADE UNIONS CONFEDERATION (ATUC) A BETRAYAL FOR ALL THE ARAB WORKERS

Since the outbreak of the revolutions of the Arab countries in Tunisia, Egypt, Libya, and many other countries of the Arab world, America and Israel and their allies in our region are trying to interfere on the Arabic affairs by any way.. We all knew that the aim of the «Arab Spring» is to destroy the economic and the security of the Arab countries, and we all know who is trying to destroy our Arab civilization and destroy the history and culture of the Arab people, and we all knew who would benefit from the sectarian conflict and the sectarian division and who would be benefit from the destruction of the Arabic unity that Fakhri Al Baroudy writes a poem about.

And from here we can say that the aim behind the establishment of the Arab Trade Unions Confederation (ATUC) is only to hit and destroy the Arab trade union unity and split the Arab workers and to pave the way for the foreign interference in the affairs of the Arab countries and the Arab Union and Federations would become weak, However instead of maintaining the factors of unity and solidarity in order to develop the Labour Movement, they would be involved in divisions and side battles and we

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Confederation (ITUC) in order to weak the Labour Union Movement in the Arab world and broke their unity and this is what Sharon Burrow and its agents aim to.

ATUC launched in Geneva

For long time the founders of the Arab Trade Unions Confederation(ATUC) claimed that they are independent and here we have to explain to our readers what is meant by «their independence,» they mean independency from Arab government, which they described them as «Dictators and oppressive» and we have to mention here that this Confederation strongly support the «Arab Spring» and the revolutions in the Arab region that have brought to the Arab citizen only wars, destroying , sectarianism and the absence of security and decreasing the

pendence» from Sharron Burrow and her trade union in the west?!

The Bahraini newspaper «Al Wasat» published on June 13th 2013, newspaper No. 3932, article under the title «ITUC launched the Arab Trade Unions Confederation in Geneva» the question here is why not this new confederation maintained its independent? And the second question is why the ATUC was launched in Geneva under the patronage of Sharon Burrow who affirmed in that meeting her«Unlimited support» to the new confederation?! What does this support means? The founders of the federation should work hard to achieve the «Labour Union independent» and stop all forms of «loyalty to the foreign parties» and they should put the interests of Arab workers in their top priority not their personal interests.

ATUC Foundation Conference:

The Arab Trade Unions Confederation foundation conference was hold in Amman –Jordan, October 1st and 2nd , 2014, and at that time the founders of this federation tried to correct their big



o Hussain Al Abbasi, chairman of ATUC

mistake and they hold the conference in an Arabic country, and they tried to excluded Sharon Burrow from attending conference on its first day, in order to tell everybody that this is an independent Arab confederation whose aim is to defend the interests of the Arab workers only, and it has been established on the bases of the Arab workers' desire to have an independent and democratic Federation!!! However, they forgot to change the Logo of the (ITUC), and what a shame they have made!! They just copied this logo of (ITUC) and added the name of the new union so it became (ATUC) so they just change the letter (I into A). And here we can confirm to our readers that the fact that this Confederation has been established in order to open the ways for the international organizations and federations to interfere in the affairs of the Arab Federations, and to act just like a tool in their hands and in hands of Sharon Burrow in order to achieve her own interest, and from this newsletter we pray for them and me ask God to help them to wake up from their deep sleep and realize the danger of these gang.

What was said in the foundation conference?

Hussain Al Abbasi, who was elected as the president of this confederation delivered a speech, in which he said that: "The idea of establishing a new Arab Trade Unions Confederation was not to add a new confederations to the existing regional confederations which emerge from (ITUC), but was as a result of necessity which was found as a result of the events that emerged in the Arab Region in the last few years." The question here is why does this Union activist insists on lying and tries to mislead the Arab workers? The fact is that this confederation was not founded to defend the Arab workers' rights and interests, or to stand in front of the face of terrorism and regimes in the Arab region, as Al Abbasi claimed in his speech "Let's assume that these is the realty and these are the aims of this confederation, what are the achievements that this confederation had made after six months of its establishment and as they claimed that this confederation was born "huge"? The question is "Was this confederation able to fights the terrorism in the Arab

region?! Could it achieve any goals in the past few months?! The answer is " nothing were made,, all the aims and objectives that had been told in the conference were to manipulate the Arab workers.. The General Secretary of General Federation Of Bahrain Trade Union (GFBTU), Salman Al Mahfoudh delivered a speech which was just words on paper, which does not have any meaning, where he said "Gentlemen today we decided to achieve our dream to have a real, independent and democratic Arab Unions Confederation that is independent from all the governments' will and from the political powers" Today we farewell a miserable labour movement which was created by selfish people and dictators' regimes" The question here, dose the GFBTU achieve its independent from the political society which it belongs to in Bahrain? This political society asked the GFBTU to announce a general strike on March 13th 2011 in Bahrain, which contrary the decision no 62 of 2006 about the public organization that banned the strike. Therefore could Salman Al Mahfoudh explain to us the independent that his is talking about? Shahir Sa'ad, the general secretary of Palestinian General Federation of Trade Unions (PGFTU) who said proudly and in details in his speech "It is our great pleasure and pride to be among the founders of ATUC , which aim to establish an Arab independent and democratic confederation that is capable to face all of the problems and challenges such the problems of poverty, unemployment and dictatorship in so many Arab countries, in order to establish the society of justice and dignity in the Arab World." The question here is "Could

Shahir solves the problems of poverty and unemployment in Palestine, in order to solve this problem in Arab country? What are his plans and strategies to overcome these problems? Or It is just only a kind of showing off and acting?

In the end, we would like to say that this new born Confederation is not more than a betrayal for all of the Arab workers as the founder of this federation have betrayed the International Confederation Of Arab Trade Unions (ICATU) and its General



o Sharon Burrow

Secretary, Rajab Matouq who has been always characterized by his firm and logical principles, and who has been always calling to stand firmly in the face of all foreign interventions in the Arab affairs. However, the founders of this federation have preferred to cooperate and collaborate with Sharon Burrow and replaced their titles from "Union Activist" into "Agent union activist", tile this day we don't know whether this confederation had achieved hid dreams of "justice, dignity and freedom" or it just achieved Sharon Burrow's dreams in destroying the Arab workers' unity, we hope that these founders wake up from their deep sleep and discover the danger of this confederation on the union movement in the Arab region where it is main goals is to spread and divide Arab workers hit the unity of the (ICATU).

The Importance of Labour Union Training For the Working



By : Fahad
Al Mudhiki

This is a title for a study conducted by Dr. Haidar Rasheed, the deputy of the General Secretary of the external relations in the General Federation of Jordan Trade Unions. This study explained many titles and topics such as: the working women and the woman union activist, the Arab working women in general, women in the labour unions, the Labour Union Organizations and its responsibility in the union training, National Labour unions organizations, Regional Labour unions organizations, Women in the national Law, principle and rights declarations in the work and the importance of the labour union for the working woman. In the field that concerns with the importance of the Labour Union training for woman, we have to mention here that this kind of training is very important for the working women due to her weak cooperation in the work force, and due to her small roles in the economic activities, and the reasons behind that is due to the low level of education in general in most of the Arab countries. And the women's participation in the labour Union activities

are very rare, the absence of women's role in the leading positions in the Labour Unions, the small roles in the political fields in the most of the Arab countries. Her dependency and subordination to the men in the most of her personal affairs, whether it was in the political, social or economic dependency. All these factors and different circumstances lead to huge responsibilities on the government, Union Organizations, women organizations and civil organizations, to improve women's condition and to integrate women in the economic, political and labour union activities, well in order to achieve these goals we need the organizations to cooperate and collaborate with each other.

Due to the absence of the Labour Union Training and due to its importance for the working woman as well as the Unionist woman in the International Labour Organizations (ILO), this matter (in his opinion) has remained subjected to the law, legal regulations, legislations that are related to the Labour Union culture in general which benefit all the Union Activists whether they were men or women, and this makes the Labour union training for women more difficult and very complicated.

The main women' rights which are included in the (ILO) conventions confirmed the three following aspects:

1. To ensure equal opportunities and rights between men and women.

2. To maintain reasonable position for the women as well as enable them to work

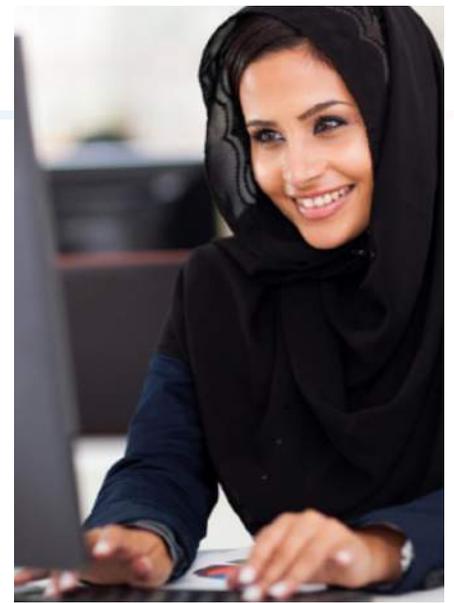
efficiently.

3. To organize the environment for women taking into the consideration her physical capabilities and enable her to work.

The three aspects emphasized the importance of the Labour Union Training for the woman and in some aspects it is more important than training and educating the men, in which each of them should have its own privacy. It is worth to mention that training the women needs the effective involvement of many parties which should take into account the women's interest and priorities, as she plays a major roles in the society, she is a mother, a worker, a wife, a sister, a daughter and grandmother and union member who is able to play different roles in the society as well as a union member who is not only able to apply the labour legislation, but also able to amend them instead.

The most important result in this study was:

- This goal would not be achieved unless the Arab governments agree upon the ten agreements of the (ILO) which is related to the women rights as well as amending the national laws in each country.
- The labour Union training for working women is more important than training men, due to the difficult circumstances that Arab women live in their societies.
- The importance of the training is not only to implement the Labour legislations but for amending such legislations for the better.
- The increase of the women's participation in implementing the labour legislations and



amending them needs to increase the roles of the women in the social life and in the legislations & executive court and to increase her participation in the economic activities and in the labour market.

- Increasing the labour training for the women first of all requires her participation in these training, where this shall not be achievable unless she increases her participation in the labour activities and in the union activities, which shall be as a result of the increased representation in the leading position in the unions.

- Achieving the above goals is not only women's responsibility, but also it is responsibility of the three production parties and the responsibility of the civil society organizations, women and union organizations.

- Unions and Labour Federations are the main elements that maintain and support raising the labour cultures among the working women and this need to form women committees in all of Unions and Federations in the Arab Countries. They should put special programmes to raise women's awareness in the Union field, as well as developing these programme's continuously to meet all the changes and challenges.



IN QUEST OF VALUE FOR PRODUCTIVITY

Speech by Dr. Akbar Jaffari

Delivered at University of Cambridge

By 1998, and after 20 years of field experience, I had accumulated ample empirical evidence that, 70% of the firms' total inputs consists of non-value-added activities. It is inherently strenuous to substantiate this fact, because of two reasons: the first is having no or limited channel to postulate it in the Middle East, the second is that it is inconceivable to expect a Director to admit that three quarters of what he/she does is futile and goes to waste. For these reasons, I had to wait until 2004, when I received an article titled Vast Untapped Resources, by Tor Dahl. He asserts that 72% of the firms' total activities is a waste, 20% is necessary but requires improvement; and only 8% is performed with precision.

Let me focus on the 72% non-value added issue and its reasons and why it has been tolerated for so long. Tor Dahl confirms that 80% of the firms focus on 'efficiency', in isolation of 'effectiveness'; those firms believe that what they strive to improve on is necessary, in the first place; this is an appalling mistake! We must first and foremost test every method and process for its effectiveness, before attempting to improve on them. Improving on non-value added methods and processes is actually, producing wastes in better ways which is a sin!!

Therefore, to correct anything, is to confirm the necessity of activities. It is only then that you have the

legitimate right to improve on them. There can be no greater legitimate right than to improve on the performance and productivity of the human resource; for this resource is the key determining factor to improve total productivity; in another way, where there is a waste, there is a waste of a human resource. Let me explain this further some years ago a friend sent me an article he had published in an Arabic Science Journal. In that article he referred to a report published by UNIDO, noting the fact that in any organization the total performance depends on the performances of: the human resource by 64%, infrastructure by 20% and the capital by 16%. This implies that the success of any organization is largely due to the people's performance. These facts reinforce that the human resource is the most important factor in the organization. Therefore, by implication, the organization's productivity can only be improved if the human resource performance is improved. Yet, the human resource cannot function empty handed. Adam Smith pinned this fact in year 1776 saying the workers engaged in useful work, their productivity and technology can never reach a state greater than the amount of resources available to them, that is to say that productivity never reaches 100%. Thus, our prime duty is to reduce waste in our quest for performance excellence. To reduce waste is simply to increase the output. This approach was eloquently advocated, by Adam Smith, through his 'Division of

Labour' theory. He explained it, where one man could only produce one pin a day; but when the pin making process was divided into ten separate processes, performed by ten men, collectively, they produced 480,000 pins in one day, that is 48,000 pins produced by one man in one day. This is 48,000 times the original work method. In this context, and by definition, productivity is a by-product of the philosophy of work, which we now call 'Management of Work'. In both cases, conceptualizing human output starts as a philosophy that originates only in the mind of the Directors. Therefore, if productivity is low, it because the philosophical concept of productivity is low in the mind of the person-in charge.

Adam Smith repeatedly emphasized the need to free the market place, and removing the barriers between the trading boundaries to increase the output and benefits to all. In accepting that the market and trading are only two zones of the workplace, the concept is equally applicable to the work place within the firms. For a better performance of the economy, it is not enough to free the market, we must also free the workplace and avoid management's intervention and government intervention. In both cases, it is the monster of protection that will be there to repel anything useful to society's productivity and prosperity. It is a widely mistaken assumption that management has superior wisdom and knowledge than

the individuals themselves in the workplace. Management, like government, needs to see its role as enforcer of what the collective propensities wish to practice in order to reach a higher objective, in a most orderly and efficient manner. Management is equally required to separate productivity from profitability; though sometimes good productivity can lead to profitability, there is ample evidence to prove that this is not a constant correlation. Four years ago, I conducted an extensive productivity measurement of the manufacturing SMEs in Bahrain. Total productivity was measured at 54.1%. It, implies that nearly half of the resources were not utilized. What surprised everyone, was that with nearly half of the resources untapped, 90.9% of the SMEs were satisfactorily profitable, and 93.9% of the owners were contentedly satisfied with their capital investment. A strong message we can have from this contrasting feature of the Productivity-Performance relationship is that profitability can be influenced by the market condition, in isolation of productivity and performance, as long as we have isolated productivity measurement from monetary unit's infiltration of profitability. Today, I believe, that we are, living vastly more productive, enjoying a safer and more affluent life. However, we must remain vigilant and amusingly propulsive to improve the human race's performance, and avoid the mistake, as Schumacher disqualifies, that we are done with productivity.



The worker's rights are often violated, the worker could be dismissed from his job, or he would work under hard circumstances, get unreasonable wages which doesn't compensate his suffering. He might be patient and steadfast due to capitalism, it is not strange situation, and moreover the workers had been always developing the land with their hard work. However the worker has been steadfast in the war front, there was an anti- Hitler coalition and there were governments which had built up Hitler and which, even after the victory over fascism, were trying to suppress the liberation movements in those countries whom they held in colonial subjection. So, it was necessary to build the unity of the working class and the oppressed nations the world over, in order to achieve the aims of humanity. During that period the WFTU was established under the slogan "Against Wars". The World Federation of Trade Unions (WFTU) was established in Paris on 3 October 1945. The First World Trade Union Congress (Paris, 3-8 October 1945) which voted to establish the WFTU was attended by delegates representing 67 million workers from

56 national organizations from 55 countries and 20 international organizations and the first decision was made in the Congress" struggle and fight the fascism destroy it completely and forever.

The second decisions adopted by the First World Trade Union Congress reaffirmed the principles for a fundamental charter of the rights of the trade unions and the basic demands of the workers:

- The rights of the working class to organize themselves.
- Freedom from all the kinds of discriminations (sex, colour, religion etc..)
- The right to work and to get a paid holiday
- Equal wages and the right to have a higher standard of living (housing, food.. etc.)
- The rights to have an social insurance (unemployment, sickness, accidents and old ages)

The Congress supplemented this demand for political independence with the call for economic independence as well. Therefore The Paris Congress decided:

- To increase industrialization and agricultural technical progress under democratic control in all backward countries, in order to free them from

their present position of dependence and to improve the standard of living of their population

- To see that this program is not used for monopolistic profiteering interests, native or foreign, which would harm the legitimate national and social interests of these countries.
 - To support the assistance which may be given to these countries by the technical and financial resources of advanced countries in terms of long-term credits and other means without permitting the latter to interfere in the internal affairs of the needy countries or to subject them to the influence of international trusts and cartels.
 - To insure international coordination of these measures, so as to achieve a harmonious evolution of all peoples
 - To enlist all peoples within the framework of this movement, not merely those of the backward countries, but also those of advanced countries, whose real interests coincide with that of the former
- The international labour movement had been (before 1939) weak and ineffective against fascism due to the lack of workers' unity and strength, which were achieved by the World Federation Of Trade Unions (WFTU) through its first congress that was at-

tended by delegates representing 67 million of the 56 national organization of 55 countries and 20 international organizations.

Working Class Unity and Concentrated Struggle

The WFTU held its Second World Trade Union Congress, as planned, in Milan from 29 June to 9 July 1949. Delegations from 61 countries were present at the Congress representing around 71 million members. The Congress rejected the British TUC's proposal to cease activities. An Open Letter was adopted by the Congress addressed to trade union activists in the United States, Great Britain and other countries whose centres had pulled out of the WFTU, urging them to find a way to reach an agreement around common aims.

The Second World Trade Union Congress established priorities in the struggle for peace, democratic rights of the peoples and international trade union unity. Resolutions were adopted on the economic and social demands of the workers and on the special problems of migrant workers. The Congress also decided to set up the Trade Union Internationals (TUIs) to organize activities in the various trade branches Thus the basic principles laid down by the founding Congress of the WFTU have been strongly reiterated. Eleven World Trade Union Congresses have been organized by the WFTU over the 46 years since the Milan Congress in 1949. These Congresses which have all been highly representative in character confirm the correctness of the decision of the Milan Congress to continue the activ-

ities of the WFTU as an organization striving for unity and international solidarity of workers and trade unions in all countries, to carry forward the aims and objectives of its founding Congress in Paris in 1945 and seeking areas of agreement to promote unity and united action in the world trade union movement..

Endless Struggle to Achieve Our Demands

For more than 65 years, the WFTU had been lived as a defender, supporter and fighter for the workers wild world, since its establishment in 1945 till this day, it stands with the workers hands in hands, holding a slogan of "struggle and Internationalist". However it puts many principles on its top priority such as " «Analysing, working hard, unity, struggle, democracy, solidarity, independence and coordination" in order to gain the worker's trusty, and to ensure him that his voice is being conveyed. The beginning was not easy at all, the WFTU had suffered a lot in order to achieve its principle, the WFTU struggled and fought for workers' rights and unity, for peace and development. It shows solidarity with the people who are suffering from threats, foreign interference and attacks made by the US and its allies. The WFTU believed that the entire people world wild has the rights of "self-determination", however it refused all the kind of the barbarian attacks and occupation made by the Zionist in Palestine so it decided to stand with its comrades in the Palestine, raised funds, organized huge marches and rallies and published official statements denouncing the Israeli occupation of the Gaza Strip in 2014.

As the (WFTU) stands with Syria and Iraq on their difficult circumstances and as it was a real supports for the Arab countries, WFTU was always a supporter and follow-

er for the workers, it always strive to solve their problem and he tried to overcome the discrimination in all its kinds. Moreover it always motivated woman to participate in the development process, it maintain the rights of the child and it was a warrior against the child labour, and it called for the workers' unity.

The workers' daily problems, their deprived rights, their struggle and fight would be remained and continued, but today they are not lonely, all the workers around the world will work together, hands in hands to achieve their goals under WFTU's umbrella, the real defender of the working class.





o Solidarity picture of Alba Labour Union with the dismissed Regency parks workers

Dismissing Special Needs Workers from Regency Parks

The suffering of this category of workers began in 2009 when the state property management was shifted from the Ministry of Finance to Bahrain Real Estate Investment Company where the Regency parking land was on a lease rented with a symbolic rent to the National Foundation for Disabled Services, where it is a non-profit organization that supports eleven centers for special needs and that all the workers at this site are special needs. In spite of the deterioration of the living conditions and unsafe working conditions, these workers have stuck to this position in order to get a living, and the idea of work the physically challenged since 1988 due to an agreement between the National Institute for Disabled and Ministry of Finance as the ministry will pay symbolic amount so the rest of the profit will be to pay the costs and expenses of the institution, including the salaries of these workers. However, the ownership changed to Bahrain Real Estate Investment Company (Edama) in 2014 by a court judgment and they tried to get rid of these workers. Except that with the entry of "Edama" on the line and filling

a lawsuit in court on the National Institute for Special Needs to retrieve the land and change the contractor without any direction to maintain the rights of the existing workers. They have tried to force the workers repeatedly physically challenged to leave work using power with the assistance of police to expel them from the work site.

"Edama" Company considers their main goal to be profit. The parking income per month is at least 18 thousand dinars while the total sum of salaries for the nine workers who were dismissed arbitrarily equal to 2865 dinars only that make their salaries equal to less than 15% of overall income. This shows that the workers' salaries are very low compared to overall income of the parking. But this did not prevent the company from making this unjust decision against the workers.

This shows that the practices and actions of "Edama" management contrary to what they are trying to present themselves as a national company. Thus, it shown clearly that "Edama" is only a

monopolistic company and is far from nationalism that aims for profit only even if it came at the expense of the livelihood of workers and their daily bread.

Several parties intervened to find a solution to the problem of dismissed workers with unlimited support of Alba Labour Union, where many meetings were held with the participation of many parties. The company representatives and promised to maintain the workers and not to alienate them as well as signing new work contracts with the workers. The workers promised to do their best effort to increase productivity and contribute to work development on the site despite their special needs ranging from visual and moving needs and cerebral palsy. Despite repeated promises by "Edama" to preserve the rights of all workers, only on 16.03.2015 the workers were surprised by the company's lawyer asking them not to come to work and dismissed them from work without apparent reason.

It is regrettable that the company did not consider their

humanitarian situation and their inability to obtain alternative employment to guarantee them a decent life with their state of health. "Edama" dispensed their services without taking the long years of service spent in the company's service into account, and without any material benefits. The majority of these workers had represented the Kingdom and had appeared in the local, Gulf and Asian and international sports events as heroes raising Bahrain's name and flag in various games overcoming pain of special needs, some of them had received the King's Medal.

After their dismissal, Alba Labour Union acted quickly and took wide movements to find a fair solution for them as they held meetings with several parties, human rights and the media officials such as: the Prime Minister Council, the Ministry of Labour, Property Company with the personal humanist intervention of His Royal Highness Prince Khalifa bin Salman Al Khalifa may God protect him to follow-up of the Office of his Highness has been reached a satisfactory agreement for all parties to end this file.

Financial Result For 2014



Most of the companies and banks have reported their financial results for 2014; their productivity performance varied, where some of the companies showed improvement, others showed

loses. The financial result affected the annual bonus that was granted to the workers, where some companies have paid a bonus of 3 months salary and the others have given nothing to

their workers, therefore Alba Labour Newsletter conducts a survey on different company's performance and their bonus, the table below shows the statistic:

Company	CEO	Workforce	Chairman Board of Directors	Net Profit	Bonus
Alba	Tim Murray	3200	Shaikh Duaj Al Khalefa	BD 96,445 million	3 month salary
Batelco	Muna Al Hashemi	1400	Sheikh Hamad Bin Abdulla	BD 49,5 million	3 or 5 or 15 BD
GPIC	Dr. Abdulrahman Jawaheri	500	Sheikh Isa Bin Ali	million 180 \$	2 and half months' salary
Bapco	Dr Peter Bartlett	2400	Adel Al Moayyed	BD 150 million	2 month salary
Trafco	S. Sridhar	200	Ebrahim Zainal	BD 1,2 million	One month salary
Zain Bahrain	Scott Gegenheimer	274	Sheikh Ahmed Bin Ali	BD 4,142 million	No bonus
BMMI	Gordon Boyle	601	Abdulla Hassan	BD 11,259 million	According to evaluation
Tatweer	Andrew Kershaw	800	Sheikh Ahmed Bin Mohd	BD 150 million	According to evaluation
Bahrain Ship Repairing and Engineering	Noor Al Dain Saidi	250	Mubarak Jasim	BD 1,300,000	One month salary
Takful international	Younis jamal Al Saye	Approximately 127	Dr. Albdull Mohd	BD -0.84	Max:1.75%. Min:1.5%
Bahrain Airport	Abdulla Abu Khamseen	More than 2000	Jalal Mohammed Jalal	BD 8,5 Million	One and half month salary
Foulath Holding	Dilip George	600	Khalid Al Bassam	—	No Bonus



Al Mousa: The Workers Submitted Mass Resignations When They Were Assured Of GARMCO Management's Failure !!

Former CEO of GARMCO Reveals Managerial Corruption

Unionist Amal Al Mousa revealed the former CEO of Gulf Aluminum Rolling Mill Company GARMCO, Graham Bruce, has been appointed to Sohar Aluminum in Oman after he was recently forced to resign from the company for mismanagement. Al Mousa revealed that Graham was a tool of Mahmood Al Soufi to perform corruption and conspiracy agendas. However, after he was let go he revealed bunch of corruption conspiracies and suspicious agreements, with American companies to be exact. It is worth mentioning that GARMCO made several agreements to export their products to those companies, however, production level was low and the company cannot fill their needs. Amal explained that GARMCO has made an agreement with Sahar Aluminum to fill the needs of the American company under the name of GARMCO. This is against the free trade agreement between Kingdom of Bahrain and United States of America, which caused the company to pay a lot of fines and taxes as a result of the bumpy decision of the board of directors. Amal further explained that Graham Bruce has revealed the managerial corruption to take revenge from Al Soufi after he dismissed him by notifying the authorities in USA with these managerial decisions which are considered GARMCO private information. She said that the Accounting General Director in GARMCO,

whom is counted one of Al Soufi entourage, has submitted his resignation after tragic failure in management. Also, there are a group of migrant workers in addition to a number of Bahraini workers have submitted their resignation to the company after sensing that it is moving towards more losses and is uttering its last breath as their position is not stable. She continued saying that the policy pursued by Al Soufi in selecting workers with low salaries regardless of their qualifications as obeying his orders is the only qualification they need. The company spent lavishly huge amount of money on entertainment competitions here and there. For example, funding raft race and Ironman competition in New Zealand ignoring worker is irrelevant who work hard day and night in the company to receive low salary that is not enough for a living. Al Mousa continued saying that this managerial confusion came following hiring unqualified managerial cadres such as the head of public relations as she is easing the lavishing spending process on formalities based on her personal preference. On the other hand, the workers were awarded on their dedication and their long serving for many years with the company. They received a mug that is not more than 500 fils!! This is how Al Soufi management awarded professional qualified workers that served the company and



o Amal Al Mousa talks to labour newsletter

brought it to profitability. Also, Al Soufi management stopped the school bag for children of the workers, which didn't exceed 20 dinars per a person. Yet, he decided to continue study allowance for manager's children which is estimated to be up to 2,000 dinars per a person. In addition, the Chairman of the Board of Directors used an external "auditor" with large amounts of money more than 15 thousand dinars just to oversee the transfer of responsibilities from one worker to another in the same department. The question here who is the main beneficiary behind the disbursement of these amounts on a pro forma things? Mousa noted that the Chairman Mahmood Al Soufi since he took over GARMCO management he increased his financial allocations, in addition to his monthly salary, which was proven well

deserved due to his excellence managerial wisdom of GARMCO!! As stated Amal Al Mousa that a group of arbitrarily dismissed workers in GARMCO filed a case in the labour court and that they demand compensation. The court ruled in favor of these workers to compensate them large amount of money. Finally, Al Mousa noted that these cases against GARMCO cost a lot physically and damaged its reputation after a series of managerial changes and arbitrary dismissal, which was issued against a lot of workers. Knowing, that the provisions of Legal Affairs has doubled after the inauguration of Al Soufi management of 2,500 dinars to 8000 dinars per month, as these amounts are spent on people employed in the company based on nepotism but are unable even to defend it.



New Virus Spreading on Facebook Claims to Reactivate Deleted Accounts

Few days ago, a new virus started to spread on Facebook pages. The users were deceived by a link that claimed to allow them to reactivate permanently deleted accounts. The victims were asked to enter the user name and the password to confirm the reactivation process which would then enable the information to reach directly to the

hacker's devices.

On top of that, the new virus will set up a number of application to spy on the victim's device and track his/her movements on the internet. Thus, the hackers would be able to use the victim's information in a harmful way. Therefore, we advise everyone to be careful especially

in regard to the suspicious links to avoid hacking their information and damaging their devices.

Every now and then dangerous applications try to steal users information and hack into their accounts especially on Facebook as it is the most popular social media platform. Despite the network's efforts to fight these phenomena, they have failed to eliminate them permanently till this moment.

Changing WhatsApp number without losing chats

It is easily possible to terminate an account in WhatsApp and activate another one directly afterwards. However, by doing so all the account's information including messages and received media will be deleted unless the user has manually saved them before. But, when wanting to change the number this process can be done without the need to terminate the account and deleting its information through "Change my number" service.

Android users: You can press on the menu icon (The three vertical dots) that is located on the top then choose settings. iPhone users: You have to press on the setting that is located at the bottom. In the new page you have to press on "Account" then "Change my number". Now, a new window will appear and you have to replace the current number followed by the new one. After it's done, you can go back to your chats without losing any of them.



No need to worry when purchasing a used phone!



Many while searching for a new phone will think to purchase a used phone. But, they lack the experience to distinguish between the good and the bad. Therefore, we present to you the method of testing Samsung phones with Android system to ensure they are working properly prior to purchasing. It is very simple all you have to do is to press the following digits in the correct order ($\#*.\#*$) and a list with the phone service will appear. Then, you have to try all the services to make sure the phone is working properly

New features on Instagram

Instagram users got a new update with the feature they have been waiting for a long time. One of the features is the new picture effect and its ability to control picture brightness. Also, the user can set a post notification for a specific user they want from his page by pressing «Turn on Post Notifications» option in the menu.



Union's Highlight

One of the high position officer claimed that his workers are forced to buy launch for all the department's workers who are approximately 60 workers.

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Some of Canteens in Alba Company use plastic plates and spoons which are internationally banned as they cause several diseases.

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Nobody cared about the unemployment issue, nobody listened to people's voice when they talked about the Migrants Workers residence, and nobody took into his consideration the danger of the free Visa workers!! And nowadays when the matters go worst, all the authorities in the Ministry of labour, Ministry of Interior, LMRA, Ministry of Municipalities and Shura Council gathered to solve all the issues which will never happen as it is too late.

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Will the current workers in Alba participate in line 6 project, which accordingly raise the share of Alba Gross Domestic Product (GDP).

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There are lots of special needs in the ministries, specially service ministries, now even temporary contracts are considered as special needs, which made the phrase "special needs" cause headache for some officials who took the opportunity to get rid of "special needs" workers as they believe this is the solution for all special needs issues in the kingdom.

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Till today, we don't know how the companies dare to violate the international agreements and conventions that concern with "special needs' rights!! Who is responsible of depriving the special needs workers from their rights?! Is it Ministry of Labour or Shura Council?! Should the Prime Minister interfere to solve the issue as he often does.



The Other Side of the Regency Park's Dismissed Workers' Case

The case of the Regency park's dismissed workers is strange and unacceptable, because these workers are under the umbrella of the National Institute for Disabled, which raised the sympathy, not because these people suffer from physical disability but because they are in the care of one of the government organization, where this care should be considered to be one of the government's responsibilities and commitments of the Kingdom to many international conventions concerned in this sector of the citizens, which states that these organizations shall take care of these people and provide them with all kinds of support. But the situation in their case is completely different, all international conventions were violated, and these workers who have spent many years in their jobs, and they have made huge profit for the company, and here we have to mention that the profits gained from such parks exceeded BD 200,000, while the workers annual salaries did not exceed BD 36,000. The question here is why were these workers dismissed? Is it because they are Bahraini and the migrant workers are cheaper? Or is it because the unfair dismissal is the only solution suggested by the Ministry of Labour to get rid of these workers?! Or is it because the employers would always tend to relieve themselves from the legal responsibilities of the local workers such as Social Insurance Organization (SIO) fees and the unemployment fund, that also gave the opportunity for employers to dismiss their workers with so many justifications such as the hard economic situations, or hard financial status etc.

The case of the dismissed workers disclosed many facts, and one of the most important facts is that the principle of the priority for the Bahraini people is just on the paper as statements in the news or adverts. The government organisations do not pay any attention to give priority for Bahrainis, so how we would expect the Ministry of Labour to ask the private sector to abide by and follow this policy. The legislations concerning the unjustified dismissal are completely absent, where the workers are always exposed to unjustified dismissal and so there is no job stability, so how can the citizens feel secure in the light of such practices? The main reason behind the dismissal in this case is the difference in the wages between the Bahrainis and Migrant workers, where there is no minimum wages.. And the employers prefer the migrants' workers in order to reduce the total cost and to make profit, and the priority in employment is not for Bahrainis, especially university graduates.

Another fact on this case, which cannot be ignored by any one of us, and by the labour Union's movement, is that nowadays we live in the capitalism era, where the human values are ignored and the legislations is being violated in order to gain and make more profits, the most important thing in the capitalism is the money, and the poor families are the ones who pay for that through more poverty and more suffering. What happened to the workers in the Regency parks are the best example and a clear proof of that, where the company is owned by the capitalists who privatized the project of Regency parks and decided to get rid of these poor people.

The case of these workers is more than a case of dismissed workers, which can be easily solved, but there are so many outstanding issues which need urgent solutions such as the minimum wages, the unjustified dismissal, the privatization issue, and many issues which need urgent actions. The labour Unions movement have to stand firmly to defend the workers' rights, And to work on issuing the necessary legislations to protect the workers and their rights.

By: Ghazi Al Hammar



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