



International Metalworkers' Federation

Report of the Secretariat



IMF World Congress, Vienna 2005
Advancing workers' rights



International Metalworkers' Federation

Report of the Secretariat

31st IMF World Congress

Vienna, Austria, May 22-26, 2005

Table of Contents

INTRODUCTION	1
By Marcello Malentacchi, IMF General Secretary	1
 ORGANISATIONS AFFILIATED TO THE IMF	5
List of IMF Affiliates and Their Membership in 2004.....	7
 REPORT ON ACTIVITIES OF OFFICIAL BODIES OF THE IMF	17
IMF Executive Committee.....	19
Venice, Italy, 22 – 23 May 2001	19
Sydney, Australia, 9 November 2001	19
Geneva, Switzerland, 16 May 2002.....	20
San Diego, California, USA, 11-12 December 2002.....	21
Geneva, Switzerland, 14 May 2003.....	21
Cape Town, South Africa, 2 December 2003.....	22
Geneva, Switzerland, 12-13 May, 2004.....	23
Composition of the IMF Executive Committee (2001-2005).....	24
Composition of the IMF Finance Committee (2002-2005)	25
IMF Central Committee.....	26
Sydney, Australia, 10 November 2001	26
Cape Town, South Africa, 3-4 December 2003	26
IMF Industrial and Organisational Departments (2002-2005)	29
 REPORT ON ACTIVITIES BASED ON THE IMF ACTION PROGRAMME	31
Report on Activities Based on the IMF Action Programme	33
Global Structures to Meet Global Challenges	33
International Trade Union Organisations	33
IMF World Councils.....	34
Regional Activities.....	41
Trade Unions at National Level.....	57
Information Network & IMF Communications System	58
Solidarity and Organising	60
Collective Bargaining	60
International Solidarity	60
Organising the Unorganised.....	63
A Social Dimension to Economic Globalisation	67
Equal Rights.....	69
Trade to Benefit the World's People.....	73
International Financial Institutions.....	75
Health and Safety.....	76
 ANNEX.....	79
Annex 1 - IMF Action Programme 2001-2005 (Part 3).....	81
Annex 2 - The IMF Secretariat 2001-2005	93
Annex 3 - The Regional and Project Offices.....	95
Annex 4 - List of IMF Publications 2001-2004	96

INTRODUCTION

**By Marcello Malentacchi,
IMF General Secretary**

The Action Programme adopted at the Sydney Congress followed up on its predecessors, but also set some ambitious goals for the IMF. These goals touched on all levels of IMF activity from the global level right down to the work of union-building at a very local level.

The following report shows that although we have not achieved all of our objectives, we have kept them firmly in focus and made important advances in a number of areas. The IMF Executive and Central Committees have dealt extensively with the issues of *International Framework Agreements* (IFAs), womens' representation and participation, as well as with globalisation and giving it alternative directions.

These emphases are evident in the activities of the Secretariat and the IMF Regions, as well as in the commitments of many affiliates. The most notable examples are the Framework Agreements. So far during this Congress period, the IMF has signed ten such agreements, which means that the IMF is now party to more IFAs than any other *Global Union Federation* (GUF). This is a great achievement for which great credit must also go to the affiliates who effectively pursued this goal.

There is however, a problematic aspect to this success. So far, all of the agreements are with Europe-based transnational corporations (TNCs) – evidently, much more effort must be made to approach companies based outside of this region, particularly in North America and Asia.

Success in obtaining IFAs also brings the challenge of realising the potential of these instruments for ensuring workers' rights, organising and union-building. Some important successes have already been achieved, but more needs to be done.

A second key goal – improving womens' representation and participation in IMF structures – has received much attention since the Sydney Congress. Important commitments, were made and are in the process of implementation. In addition, IMF regional activities and developments in certain affiliates show that this issue is being addressed. However, here too, the IMF is just at the beginning of the needed efforts. *Women's Committees* at many levels have been set up, but additional efforts – and particularly additional commitment from IMF affiliates to carry through with these initiatives – will be essential to achieve further progress.

As the reports on IMF activities show, organising and union-building have also received increased attention. The IMF, often with the support of generous affiliates and donors, is involved in a number of organising projects and related activities, particularly in India and Latin America. Some of these projects have already resulted in additional membership and new metalworkers' unions.

Other examples from Asia, Africa, and Latin America show that unifying metalworkers unions and aiding them to become effective, self-sustaining organisations continues to be a central aspect of IMF activities. Union-building is also an extremely important priority in the countries that have succeeded the Soviet Union, where millions of metalworkers whose organisations urgently need the IMF's assistance have become part of the IMF in recent years.

This highlights a key problem facing the IMF – our membership and responsibilities are growing faster than our resources. Our resource base in industrial countries is shrinking even as demands for union-building assistance elsewhere increase. In addition, many of our affiliates publicly claim a certain level of membership, but declare a lower membership figure to the IMF for the purpose of affiliation. The consequence is a further erosion of the IMF's financial base. To achieve the goals of our *Action Programme* these dilemmas must be addressed.

Progress has also been made in creating *IMF Country Councils*. Some operate effectively, others however need to increase cooperation and concretise their work. Encouraged by the achievements in strengthening IMF affiliates and structures, we must continue to give these activities a very high priority.

On the other hand, strengthening *IMF World Councils* has not made enough headway. A few continue to function well, but others suffer from a lack of commitment of key affiliates. This situation must be turned around if the reform process is to gain momentum. Regional industrial meetings, such as those in the automotive sector, are working well, but need to be complemented by effective global level bodies in the key TNCs.

As the Sydney Action Programme makes clear, critical challenges confront the trade union movement on the global level – particularly, the problems caused by globalisation as shaped by the Monetary Fund, the World Bank, the WTO and their sponsors in powerful national governments and TNCs. An effective response will require a reinvigorated global trade union movement with strong links to the important social movements that share its goals.

During the current Congress period, the IMF has worked towards building such a movement. In Cape Town, we defined social and economic alternatives, and strategies for obtaining them. Throughout this period, the IMF has increased its participation and initiatives vis-à-vis the ICFTU, OECD-TUAC, and the other Global Union Federations, as well as sought broader alliances. We have consistently raised the issue of mobilizing for our alternatives and advocated deeper integration of trade unions in the *World Social Forum*.

Results so far are limited. The IMF and its allies have launched a debate, their views are reaching a wider audience and adding to pressure for change, but international trade union structures continue to function more as coordinating bodies than as a movement. In this crucial area, the IMF must continue its efforts. Certainly, on the global level, but increasingly on the national level as well, and that is where IMF affiliates have a central role to play. In most countries, metalworkers are one of the most important forces in national centres. It is crucial that IMF affiliates put their national centres on notice that business as usual is not sufficient to deal with the challenges of globalisation, and that these centres must demand the relaunching of a global labour movement that can effectively struggle for a social dimension to globalisation.

As I have already mentioned repeatedly, involvement of IMF affiliates is crucial to the achievement of our common goals. Given the challenges we face, I would ask you to increase commitment and support of IMF activities in the coming Congress period.

ORGANISATIONS AFFILIATED TO THE IMF

List of IMF Affiliates and Their Membership in 2004

<i>Countries</i>	<i>Organisations</i>	<i>Membership based on subscriptions</i>	<i>Total membership of the union**</i>
WESTERN EUROPE AND NEAR EAST			
AUSTRIA	Gewerkschaft Metall - Textil	180,000	205,418*
BELGIUM	Centrale de l'Industrie du Métal de Belgique - CMB	110,000	187,331
	Centrale Chrétienne des Métallurgistes de Belgique - CCMB	110,000	218,973
	Landelijke Bedienden Centrale Nationaal Verbond voor Kaderpersoneel - LBC-NVK	20,000	284,506*
	Syndicat des Employés, Techniciens et Cadres de Belgique - SETCA/BBTK	5,000	
CYPRUS	Cyprus Industrial Workers' Federation - OVIEK-SEK	4,000	9,618*
DENMARK	Centralorganisationen af Industriarbejdere i Danmark - CO-industri	200,000	314,787
FINLAND	Metallityöväen Liitto r.y. (Finnish Metalworkers' Union)	103,971	168,423
	TOIMIHENKILÖUNIONI - TU (Union of Salaried Employees)	23,000	83,339
	Tekniikan Akateemisten Liitto - TEK (The Finnish Association of Graduate Engineers)	8,650	
	INSINÖÖRILIITTO (Union of Professional Engineers of Finland)	9,500	55,016
	Sähköalojen ammattiliitto r.y. (Finnish Electrical Workers' Union) (<i>Affiliated in 2004</i>)	2,443	
FRANCE	Fédération Confédérée "Force Ouvrière" de la Métallurgie - FO	70,000	
	Fédération Générale des Mines et de la Métallurgie - FGMM-CFDT	80,000	
	Fédération des Travailleurs de la Métallurgie - FTM-CGT (<i>Affiliated in 2001</i>)	65,000	63,365
GERMANY	Industriegewerkschaft Metall – IG METALL	2,000,000	2,450,783
GREECE	Fédération des Electrotechniciens Grecs	2,000	
	Federation of Mechanic - Engineers & Stokers of Greece	2,000	
	Hellenic Federation of Construction Equipment Operators	5,600	
	Panhellenic Metalworkers Federation - POEM	15,000	

* 2003

** Many affiliates cover workers in industries other than the metal sector

<i>Countries</i>	<i>Organisations</i>	<i>Membership based on subscriptions</i>	<i>Total membership of the union**</i>
ICELAND	Samidn, Samband Idnfelaga	2,805	
IRELAND	Services Industrial Professional Technical Union - SIPTU	8,000	
ISRAEL	National Union of Metal, Electric & Electronic Workers	30,000	
ITALY	Federazione Lavoratori Metalmeccanici - FLM	260,000	450,000
LEBANON	Lebanese Metalworkers' Federation - LMF	1,658	
LUXEMBOURG	Onofhängege Gewerkschaftsbond Lëtzebuerg - OGB-L	7,200	
MALTA	General Workers' Union	3,000	
NETHERLANDS	FNV-Bondgenoten	94,051	
	CNV Bedrijvenbond	22,500	
	De UNIE - Vakbond voor Industrie en Dienstverlening (<i>Affiliated in 2001</i>)	10,000	99,400
NORWAY	Fellesforbundet	46,459	93,082
	Handel og kontor i Norge	7,000	
PALESTINE	General Union of Mechanical Engineering & Electrical Workers (<i>Affiliated in 2003</i>)	16,900	
PORTUGAL	Sindicato das Industrias Metalurgicas e Afins - SIMA	12,000	12,000
SPAIN	Federación del Metal, Construcción y Afines de UGT - (MCA-UGT)	85,000	
	Federación del Metal de ELA-STV Solidaridad de Trabajadores Vascos	10,000	
	Federación Minerometalúrgica de Comisiones Obreras - FM/CC.OO	85,000	
SWEDEN	Svenska Industritjänstemannaförbundet - SIF	123,549	365,990
	Svenska Metallindustriarbetareförbundet	288,135	379,051*
	Civilingenjörssförbundet (Swedish Association of Graduate Engineers)	22,000	99,479
SWITZERLAND	UNIA	69,123	92,759
	SYNA Syndicat Interprofessionnel	9,000	

* 2003

** Many affiliates cover workers in industries other than the metal sector

<i>Countries</i>	<i>Organisations</i>	<i>Membership based on subscriptions</i>	<i>Total membership of the union**</i>
TURKEY	Birlesik Metal-Is	13,220	
	Türkiye Dok, Gemi-Is	700	
	CELIK-IS - Iron, Steel, Metal, Metallic Products Workers' Union	15,000	
	Limter-Is (Shipbuilding and Ship Repair Workers' Union) (<i>Affiliated in 2002</i>)	1,112	
UNITED KINGDOM	British Section of the IMF c/o Community - the Union for Life	385,000	
CENTRAL & EASTERN EUROPE			
BELARUS	REPAM	1,050	1,070
BOSNIA-HERZEGOVINA	Trade Union of Metalworkers	23,000	
	Metalworkers' and Miners' Union of Republika Srpska - MMU	65,000	
BULGARIA	Syndical Federation of Machinebuilders - CL PODKREPA	6,200	7,000
	Fédération Nationale Syndicale "Metal-Electro"	13,500	
	National Federation Technical Industry, Science Informatics	4,653	
	Federation of Metallurgy - CL PODKREPA	6,335	3,144
	Trade Union - "Metalicy"	13,000	
CROATIA	Metal Workers' Trade Union of Croatia	26,940	24,343
CZECH REPUBLIC	Metalworkers' Federation in the Czech Republic - OS KOVO	343,510	209,266
ESTONIA	Eesti Metallitöötajate Ametiühing (Estonian Metalworkers' Federation)	2,500	
HUNGARY	Federation of Hungarian Metalworkers' Union (VASAS)	31,000	30,911
KYRGYZSTAN	Republican Council of Automobile & Agricultural Machine Builders Trade Union of the Kyrgyz Republic (<i>Affiliated in 2003</i>)	3,508	
LATVIA	Latvian Metalworkers' Labour Union	900	961
LITHUANIA	Lithuanian Metalworkers' Trade Union	1,820	1,820
MACEDONIA REP OF (FYROM)	Trade Union of Metal & Energy Workers & Miners of Macedonia-SMER	27,000	18,000
MOLDAVIA	Fédération Nationale des Syndicats des Branches de Transformation du Métal de Moldova - FNSM Metal	6,847	
POLAND	Metalworkers Secretariat - NSZZ "Solidarnosc"	35,000	50,000

*** Many affiliates cover workers in industries other than the metal sector*

<i>Countries</i>	<i>Organisations</i>	<i>Membership based on subscriptions</i>	<i>Total membership of the union**</i>
ROMANIA	U-Metal - National Metalworkers' Federation of Romania	35,500	
	Federatia Nationala Sindicala Metarom FNS-METAROM	26,000	
	Metalworkers' Federation "Henri Coanda - Fratia"	10,000	10,000
RUSSIA	Miners & Metallurgical Workers' Union of Russia	885,000	1,198,857
	Automobile & Farm Machinery Workers Union – AFW	400,000	725,000
	Engineering Workers Union of Russia – EWU	300,000	455,000
	Shipbuilding Workers' Union of Russia – SWU (<i>Affiliated in 2001</i>)	77,000	
	All Russian Defence Industry Workers' Union – DIWU (<i>Affiliated in 2001</i>)	503,249	503,258
	Russian Radio-Electronic Industry Workers' Union – REIWU (<i>Affiliated in 2003</i>)	257,000	
SERBIA & MONTENEGRO, REP. OF	Free Trade Union of Metalworkers of Montenegro	18,000	
	Granski Sindikat Metalaca – NEZAVISNOST	40,000	
SLOVAK REPUBLIC	Metalworkers' Federation in the Slovak Republic	70,080	66,318
SLOVENIA	Sindikat Kovinske in Elektroindustrije Slovenije	83,860	38,415
UKRAINE	Automobile & Agricultural Machinery Workers' Union	115,500	111,528*
	Professional union of radioelectro- nics & mechanical engineering workers of Ukraine	50,000	71,017*
	Central Council of Trade Unions of Defence Industry Workers	70,000	95,296*
	Trade Union of Machine-Builders and Instrument Makers of Ukraine – TUMBIM (<i>Affiliated in 2001</i>)	123,312	77,238*
	Ukrainian Machinebuilding and Metalworking Union – “Machmetall” (<i>Affiliated in 2001</i>)	264,000	235,047*
	Ukrainian Shipbuilding Trade Union – USTU	97,000	82,194*
	Trade Union of Aircraft Builders of Ukraine – TUAB (<i>Affiliated in 2001</i>)	74,500	86,175*
AFRICA			
ALGERIA	Fédération Nationale des Travailleurs de la Métallurgie Mécanique, Electrique Electronique – FNTMMEE (<i>Affiliated in 2001</i>)	70,000	
ANGOLA	National Federation of Workers in Metal, Energy, Chemical Industries in Angola	7,588	21,637

* 2003

** Many affiliates cover workers in industries other than the metal sector

<i>Countries</i>	<i>Organisations</i>	<i>Membership based on subscriptions</i>	<i>Total membership of the union**</i>
CAMEROON	FENASIMECAM – Fédération Nationale des Syndicats des Industries Métallurgiques et Mécaniques	2,362	5,500
CONGO DEMOCRATIC REP. OF	Fédération Nationale des Travailleurs de la Métallurgie – FNTM	1,000	900
EGYPT	Union of Workers in Engineering, Metal and Electrical Industries	50,000	
GABON	Syndicat National des Concessionnaires Automobiles et Industriels – SNCAI	938	
GHANA	Industrial & Commercial Workers' Union – ICU	2,000	58,283
IVORY COAST	Syndicat National des Travailleurs des Industries Mécaniques Générales et du Bois de la Côte d'Ivoire	800	
KENYA	Amalgamated Union of Kenya Metalworkers	10,000	
	Kenya Engineering Workers' Union	6,918	5,012
LIBERIA	Metal, Mechanic, Electrical, Communications & Allied Workers' Union	2,000	
MAURITIUS	The Artisans & General Workers' Union	3,824	4,575
	Electrical and Mechanical Workers' Union (Textiles Industries Staff & Workers' Unions)	800	1,490
MOROCCO	Syndicat National des Travailleurs des Industries Métallurgiques, Mécaniques, Electriques et Electroniques – SNTIMMEE-CDT	11,000	
MOZAMBIQUE	Sindicato Nacional dos Trabalhadores da Indústria Metalúrgica Metalomecânica e Energia – SINTIME	9,410	
NAMIBIA	Metal and Allied Namibian Workers' Union – MANWU	1,586	
SIERRA LEONE	Artisans, Public Works and Services Employees Union	2,000	2,500
SOUTH AFRICA REP. OF	National Union of Metalworkers of South Africa – NUMSA	162,000	220,000
	Metal & Electrical Workers' Union of South Africa – MEWUSA	10,000	
SWAZILAND	Swaziland Amalgamated Trade Unions – SATU (<i>Affiliated in 2004</i>)	3,500	
TANZANIA	The Tanzania Union of Industrial and Commercial Workers – TUICO	5,259	38,697
TUNISIA	Fédération Générale des Travailleurs de la Métallurgie de la Tunisie – UGTT	8,500	
UGANDA	National Union of Clerical, Commercial, Professional & Technical Employees	1,200	1,376
	Uganda Mines, Metal & Allied Workers' Union	2,985	2,800
ZAMBIA	National Union of Building, Engineering & General Workers – NUBEGW (<i>Affiliated in 2003</i>)	15,633	15,940
ZIMBABWE	Zimbabwe Metalworkers Federation – ZMF	5,090	

*** Many affiliates cover workers in industries other than the metal sector*

<i>Countries</i>	<i>Organisations</i>	<i>Membership based on subscriptions</i>	<i>Total membership of the union**</i>
ASIA AND PACIFIC			
South Asia			
BANGLADESH	Bangladesh Metalworkers' Federation - BMF	25,000	17,500
	Bangladesh Metalworkers' League - BML	20,000	12,000
INDIA	SKF Bearing India Employees' Union	1,139	
	Atlas Copco Employees' Federation	426	
	Indian National Metalworkers' Federation - INTUC	422,552	
	Philips & B.C. Components Employees Union	1,137	
	KSB Mazdoor Union	584	
	Working People Trade Union Council	5,680	
	Simpson Group Companies Workers' & Staff Union	6,682	
	Steel, Metal & Engineering Workers' Federation of India	200,000	200,000
	Sandvik Asia Employees Union	380	
	Indian National Mineworkers' Federation	20,000	
NEPAL	Nepal Factory Labour Congress	7,000	7,000
PAKISTAN	All Pakistan Federation of Trade Unions	36,000	
	Pakistan Automobile, Engineering and Metalworkers' Federation	11,465	
	Pakistan Metal Workers' Federation	8,311	
SRI LANKA	Jathika Sewaka Sangamaya (Metal Workers Federation)	7,500	
	Sri Lanka Nidahas Sewaka Sangamaya	4,840	
East Asia			
TAIWAN, ROC	IMF Republic of China Committee	29,409	80,658
HONG KONG	HKTUC Metalworkers' Coordinating Committee	3,700	
	Committee of Metal Industry Union - CMIU	10,288	10,815
JAPAN	Japan Council of Metalworkers' Unions - IMF-JC	1,700,000	2,057,000
KOREA	Federation of Korean Metalworkers' Trade Unions - FKMTU	100,000	102,318
	Korean Metal Workers' Federation - KMWF	170,000	165,000

*** Many affiliates cover workers in industries other than the metal sector*

<i>Countries</i>	<i>Organisations</i>	<i>Membership based on subscriptions</i>	<i>Total membership of the union**</i>
South East Asia – Pacific			
AUSTRALIA	Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing & Allied Services Union of Australia - CEPU	12,000	140,000
	The Australian Workers' Union - AWU	30,000	
	Australian Manufacturing Workers' Union - AMWU	75,000	139,973
FIJI	National Union of Factory & Commercial Workers	500	
INDONESIA	Serikat Pekerja Metal Indonesia – SPMI (<i>Affiliated in 2001</i>)	71,176	94,637*
MALAYSIA	Electrical Industry Workers' Union	17,000	
	Metal Industry Employees' Union – MIEU	9,000	
	Union of Malayawata Steel Workers	594	
	National Union of Transport Equipment and Allied Industries Workers	4,192	
NEW CALEDONIA	Syndicat des Ouvriers et Employés de la Nouvelle-Calédonie	2,520	
NEW ZEALAND	New Zealand Engineering, Printing & Manufacturing Union Incorporated	6,975	
PHILIPPINES	IMF Philippine Council	15,000	
SINGAPORE	Keppel FELS Employees Union	1,234	1,656
	Sembawang Shipyard Employees' Union	1,730	1,730
	Keppel Employees Union	800	
	United Workers of Electronic and Electrical Industries	10,000	29,040
	Shipbuilding and Marine Engineering Employees' Union	2,400	2,624
	Metal Industries Workers' Union	4,600	6,875
THAILAND	Confederation of Thai Electrical Appliances, Electronic, automobile and Metalworkers – TEAM (<i>Affiliated in 2001</i>)	29,600	

* 2003

** Many affiliates cover workers in industries other than the metal sector

<i>Countries</i>	<i>Organisations</i>	<i>Membership based on subscriptions</i>	<i>Total membership of the union**</i>
NORTH AMERICA			
CANADA	Communications, Energy and Paperworkers Union of Canada - CEP	4,170	
	National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)	120,192	
	United Steelworkers of America - USWA	147,000	
UNITED STATES OF AMERICA	International Association of Machinists and Aerospace Workers – IAMAW	336,231	
	International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers	40,000	
	Sheet Metal Workers' International Association	25,000	
	International Union, United Automobile, Aerospace & Agricultural Implement Workers of America – UAW	560,683	
	Communications Workers of America	90,000	
	United Steelworkers of America – USWA	253,000	
	International Union of Elevator Constructors – IUEC (<i>Affiliated in 2002</i>)	27,000	
	International Federation of Professional & Technical Engineers – IFPTE (<i>Affiliated in 2003</i>)	25,000	
LATIN AMERICA & CARIBBEAN			
ARGENTINA	Sindicato de Mecánicos y Afines del Transporte Automotor de la Republica Argentina – SMATA	49,500	47,800
	Unión Obrera Metalúrgica – UOM	200,000	
	Asociación Obrera Minera Argentina – AOMA	5,907	7,401
	Asociación de Supervisores de la Industria Metalmeccánica de la Republica Argentina – ASIMRA	15,000	16,000
BRAZIL	Confederação Nacional dos Trabalhadores Metalúrgicos – CNTM	400,000	
	Confederação Nacional dos Metalúrgicos – CNM-CUT	688,087	770,320
CHILE	Federación y Confederación Nacional de Trabajadores Electrometalúrgicos Mineros y Automotrices – CONSFETEMA	5,000	
	Federación de Trabajadores del Cobre – FTC	14,600	
	Sindicato de Trabajadores del Establecimiento Huachipato de la Compañía de Acero del Pacífico S.A.	2,117	
	Confederación Nacional de Trabajadores Metalúrgicos “CONSTRAMET” (<i>Affiliated in 2001</i>)	15,000	16,300

*** Many affiliates cover workers in industries other than the metal sector*

<i>Countries</i>	<i>Organisations</i>	<i>Membership based on subscriptions</i>	<i>Total membership of the union**</i>
COLOMBIA	Federación de Trabajadores de las Industrias Metalúrgicas, Electricas y Mecanicas de Colombia – FETRAMECOL	2,100	1,533
	Union de Trabajadores Metalúrgicos y Mineros de Colombia – UTRAMMICOL	25,000	
CURACAO N.A.	Curacaosche Algemene Dok & Metaalbewerker's Unie – CADMU	650	291
	Curacao Federation of Workers – CFW	215	189
DOMINICAN REPUBLIC	Federación Nacional de Trajadores Mineros y Metalúrgicos – FENATRAMIM	3,000	5,800
ECUADOR	Federación Ecuatoriana de Trabajadores de la Industria Metalúrgica, Minera y Afines – FETIM	5,000	
GUATEMALA	Federación de Trabajadores de la Metal-Mecánica de Guatemala - FETRAMEGUA	600	
HONDURAS C.A.	Federación de Trabajadores Mineros y Metalúrgicos de Honduras – FETRAMIMH	1,000	750
MEXICO	Sindicato Unico de Trabajadores Electricistas de la R.M. – SUTERM	4,000	2,450
	Sindicato Nacional de Trabajadores de la Industria Metal-Electronica, Mecánica y Similares de la R.M.	12,500	
	Sindicato Nacional de Trabajadores de Teleindustrias y Sistemas Digitales de la Republica Mexicana	2,000	1,188
	Sindicato Nacional de Trabajadores de Ford Motor Company y de la Industria Automotriz - CTM	8,000	2,980
	Sindicato de Trabajadores de la Industria Metal-Mecanicas, Automotriz, Similares y Conexos de la República Mexicana - SITIMM	16,000	15,000
	Sindicato Independiente de Trabajadores de la Industria Automotriz, Similares y Conexos “Volkswagen de Mexico” - SITIAVW (<i>Affiliated in 2001</i>)	12,100	9,700
	Sindicato Nacional de Trabajadores Mineros, Metalúrgicos y Silmilares de la República Mexicana – SNTMMS (<i>Affiliated in 2003</i>)	50,000	
NICARAGUA	Federación Nacional de Trabajadores de la Industria Metal Mecanica - FESITRAMM	1,559	175
PANAMA	Federación Nacional de Trabajadores Metalúrgicos y Afines de Panama - FENATRAMET	1,500	2,700
PARAGUAY	Federación de Trabajadores Metalúrgicos del Paraguay - FETRAMPAR	2,000	
PERU	Federación de Trabajadores de las Industrias Mineras, Metalúrgicas y Afines del Perú - FETIMAP	15,000	1,400

*** Many affiliates cover workers in industries other than the metal sector*

<i>Countries</i>	<i>Organisations</i>	<i>Membership based on subscriptions</i>	<i>Total membership of the union**</i>
SURINAM	Suriname Bauxite Mine and Metal Workers Federation	3,000	
TRINIDAD & TOBAGO	Seamen & Waterfront Workers' Trade Union	500	
	Steel Workers Union of Trinidad & Tobago	800	777
URUGUAY	Unión Nacional de Trabajadores del Metal y Ramas Afines - UNTMRA	1,700	
VENEZUELA	Federación de Trabajadores Metalúrgicos, Mineros, Mecánicos y sus y similares de Venezuela - FETRAMETAL	31,250	30,000*
<p>Note: Membership in 2004 is based on the payment by affiliates of annual subscriptions.</p>			

* 2003

** Many affiliates cover workers in industries other than the metal sector

**REPORT ON ACTIVITIES
OF OFFICIAL BODIES
OF THE IMF**

List of Abbreviations

ACFTU	All China Federation of Trade Unions
ACILS	American Center for International Labor Solidarity
BWI	Bretton Woods Institutions
CIS	Commonwealth of Independent States
EMF	European Metalworkers' Federation
EU	European Union
EWC	European Works Council
FES	Friedrich Ebert Stiftung
GUF	Global Union Federation
GUs	Global Unions
ICFTU	International Confederation of Free Trade Unions
ICT	Information and Communications Technology
IFA	International Framework Agreement
IFIs	International Financial Institutions
ILO	International Labour Organisation
IMF	International Metalworkers' Federation
NGO	Non-Governmental Organisation
OECD	Organisation of Economic Development and Cooperation
PMA	Philippines Metalworkers' Alliance
POCIS	IMF Project Office for the CIS
PRSP	Poverty Reduction Strategy Paper
PSI	Public Service International
PT	Partido dos Trabalhadores (Brazil)
SPMI	Serikat Pekerja Metal Indonesia
TEAM	Confederation of Thai Electrical & Electronics, Automobile and Metalworkers Union
TNC	Transnational Corporation
TUAC	Trade Union Advisory Committee to the OECD
UNCTAD	UN Conference on Trade and Development
VNUIW	Vietnam National Union of Industrial Workers
WHO	World Health Organisation
WSF	World Social Forum
WTO	World Trade Organisation

IMF Executive Committee

EXECUTIVE COMMITTEE DECISIONS

Venice, Italy, 22 – 23 May 2001

Applications for Affiliation:

- Fédération des Travailleurs de la Métallurgie – CGT, France (postponed)

It was agreed that due to the two-year interval between Central Committee meetings the Executive Committee could approve an affiliation with unanimity, but that in its absence, the Central Committee must decide. Concerning expulsion it was agreed that the Executive could decide on suspension, until the Central Committee made the final decision.

Report on the Information & Communication Technology Initiative (ICT)

Steps taken to implement this initiative were outlined and proposals for further activities made. The report was noted, and the Executive decided to review this point at its next meeting.

Report on Preparations for the IMF Congress 2001

The Action Program

A final draft was given to the Executive. It was decided to add a paragraph on ICT and to strengthen §3.3.1 on labour standards. With these changes the programme was adopted unanimously.

Congress Theme

A number of themes were discussed, but decision was left to the Secretariat.

Standing Orders

The Executive recommended that the Standing Orders be approved by the Secretariat with the highlighted amendments.

Sydney, Australia, 9 November 2001

Applications for Affiliation and Expulsions

Approved:

- Fédération Nationale des Travailleurs de la Métallurgie, Mécanique, Electrique, Electronique, Algeria;
- Confederación Nacional de Sindicatos y Federaciones de Trabajadores de la Industria Metalúrgica (CONSTRAMET), Chile;

- Fédération des Travailleurs de la Métallurgie - CGT, France;
- Serikat Pekerja Metal (SPMI), Indonesia ;
- Sindicato Independiente de Trabajadores de la Industria Automotriz, Similares y Conexos "Volkswagen de Mexico," Mexico;
- Sindicato de Trabajadores de la Industria Metal Mecanica, Automotriz, Similares y Conexos de la Republica Mexicana, Mexico;
- De UNIE, Vakbond voor Industrie en Dienstverlening, Netherlands;
- Shipbuilding Workers' Union of Russia;
- All Russian Defence Industry Workers' Union;
- Nezavisnost, Serbia;
- Confederation of Thai Electrical Appliances, Electronic, Automobile and Metalworkers (TEAM), Thailand;
- Trade Union of Machine Builders and Instrument Makers, Ukraine;
- Ukrainian Machinebuilding and Metalworking Union (Mechmetall);
- Shipbuilding Workers' Union of Ukraine;
- Trade Union of Aircraft Builders of Ukraine.

Postponed:

- Lomenik SBSI, Indonesia.

Expulsions

The Executive approved a recommendation of expulsion for five affiliates from Benin, Kenya, Romania, Thailand, and Togo who appear to be inactive.

A recommendation for the expulsion of Turk Metal for non-payment of dues was also approved.

Other Business:

A draft *Statement on the Struggle against Terrorism* was discussed, amended, and approved for consideration by the Congress.

Geneva, Switzerland, 16 May 2002

Working Party on Affiliation Fees and Voting System

The General Secretary made a proposal on setting up a working party, which was adopted.

Task Force on International Campaigns

The Assistant General Secretary made a proposal on setting up a task force, which was adopted.

Working Party On Organising

The decision on setting up a working party was postponed.

Implementation of the Action Program

The General Secretary explained that IMF Activities were the implementation and that the Report of the Secretariat was the follow-up. This was adopted.

San Diego, California, USA, 11-12 December 2002

Women's Representation in IMF Structures

President Zwickel's summary of the discussion included reinstating the Women's Committee, calling for proposals on a Women's Conference to be held in conjunction with the next Congress, and women's representation at the Congress, Central Committee, and Executive. The summary points were adopted.

Applications for Affiliation

- Shipbuilding union, Turkey (accepted);
- Elevator Constructors, USA (accepted);
- Painters and Allied Trades in Shipbuilding, USA (accepted).

Task Force on Organising

It was agreed to take the question of organizing a task force to the next Central Committee meeting.

Geneva, Switzerland, 14 May 2003

Women's Representation in IMF Structures

Pursuant to the conclusions of the preceding Executive, Jenny Holdcroft of the IMF Equal Rights department presented a series of proposals and options. At the end of the discussion President Zwickel made a summary, which include four proposals: 1. the IMF Executive would be expanded to 24 of which 6 seats were to be reserved for women; 2. provided this expansion was adopted, a Provisional Women's Committee with two representatives from each of the six IMF Regions would be set up; 3. the Executive should would support a proposal for a Women's Conference to be held in conjunction with the Congress at which the women delegates for the additional seats on the Executive would be elected; 4. the competent IMF bodies preparing the Congress should be given the mandate to draft proposals on the distribution of seats and establish the specifications of the Women's Committee, and the Women's Conference. The proposals were adopted.

Letters From Executive Committee Members Regarding Argentina

After a long discussion on the matters raised by the letters, President Zwickel formulated a statement:

"Until the accusations against José Rodríguez have been legally clarified, he is considered innocent in the view of the IMF. At the same time, the IMF has to protect itself so that the accusations against José Rodríguez are not also directed at itself. Consequently, the Executive decides that until the legal clarification of the accusations against him has taken place, José Rodríguez is suspended from his functions in the IMF".

The statement was adopted.

IMF Activities With Other Global Unions

Carla Coletti, International Officer gave an overview of the issues and referred to the papers that had been distributed. The recommendations were adopted.

Applications for Affiliation

The International Federation of Professional & Technical Engineers, USA (accepted)

Central Committee: Theme

"Mobilising Toward an Alternative Economic Programme" was proposed as a theme for the next Central Committee, and was adopted.

Cape Town, South Africa, 2 December 2003

Women's Representation in IMF Structures

Jenny Holdcroft, Director of the Equal Rights Department reported on the first meeting of the reinstated Women's Committee and submitted its proposal for the distribution of additional seats on an expanded Executive: one for each of the six regions. The report was accepted and the proposal forwarded to the Rules Committee.

Applications for Affiliation and Expulsions

Expulsions:

- The Steel, Engineering & Allied Workers' Union of South Africa (approved because the union no longer exists);
- The Federated Mining & Allied Industries Workers' Union, South Africa (approved because no dues had been received for three years);
- The National Federation of Metal Workers, Morocco (approved because no dues had been received for three years).

Affiliations:

- Republican Council of Automobile and Agricultural Machine Builders' Trade Union, Kyrgyz Republic (approved);
- Sindicato Nacional de Trabajadores Mineros, Metalurgicos y Similares de la Republica Mexicana, (approved);
- General Union of Mechanical Engineering & Electrical Workers, Palestine (approved);

- Russian Radio-Electronic Industry Workers' Union (RREIWU) (approved);
- National Union of Building, Engineering and General Workers (NUBEGW), Zambia (approved).

Report on Meetings of Working Party on Affiliation Fees & Voting System

The Working Group proposed a new model for affiliation fees and voting. The proposal was approved by the Executive and forwarded to the Rules Committee.

Geneva, Switzerland, 12-13 May, 2004

Report of the Secretariat

During the discussion of the report Aliaksandr Bukhvostau proposed that an IMF affiliate from Belarus, AMM be expelled and that a renamed independent union, REPAM, be affiliated. The Executive agreed to recommend this proposal to the Central Committee.

Applications for Affiliation / Resignations / Expulsions

The Krupp Industries Workers' Unions, Puna, India resigned (accepted)

The recommendation to expel AMM and affiliate REPAM (both of Belarus) made earlier was reiterated (see preceding item).

IMF Policy and Activities for White Collar Workers

Anne-Marie Mureau, Director of the Non-Manual Workers' Department, presented a draft policy paper, which included a series of recommendations for future work in this field. The Executive adopted the policy paper.

China

Two outside speakers introduced the topic. Following the discussion a proposal by the Secretariat to set up an Ad Hoc Working Party (on China) was considered and approved.

Composition of the IMF Executive Committee (2001-2005)

<i>Region</i>	<i>Name</i>	<i>Organisation/country</i>	<i>Period</i>
WESTERN EUROPE	Jürgen PETERS	IG Metall – Germany	2004 -
	Klaus ZWICKEL	IG Metall - Germany	2001-2003
	Derek SIMPSON	IMF British Section – United Kingdom	2002-2004
	Ken JACKSON	IMF British Section – United Kingdom	2001-2002
	Antonino REGAZZI	FLM (UILM-UIL) - Italy	2001-2004
	Kjell BJØRNDALLEN	Fellesforbundet - Norway	2004 -
	Max BAEHRING	CO-industri - Denmark	2001-2004
	José Antonio SIMOES	SIMA – Portugal	2004 -
	Marcel GRIGNARD	FGMM-CFDT - France	2001-2003
EASTERN EUROPE	Aliaksandr BUKHVOSTAU	REPAM - Belarus	2001-2004
NORTH AMERICA	R. Thomas BUFFENBARGER	IAMAW - USA	2001-2004
	Ron GETTELFINGER	UAW - USA	2002-2004
	Stephen YOKICH	UAW - USA	2001- 2002
	Leo GERARD	USWA - USA	2001-2004
LATIN AMERICA & CARIBBEAN	Luis Alberto GARCÍA ORTIZ	ASIMRA - Argentina	2004 -
	Francisco GUTIERREZ	UOM - Argentina	2003-2004
	José RODRIGUEZ	SMATA - Argentina	2001-2003
	LOPES Fernando	CNM/CUT – Brazil	2003-2004
	Heiguiberto DELLA BELLA NAVARRO	CNM/CUT - Brazil	2001-2003
	Hernando VELASQUEZ	UTRAMMICOL - Colombia	2001-2004
AFRICA	Silumko NONDWANGU	NUMSA - South Africa	2001-2004
	Napoleon KPOH	ICU - Ghana	2001-2004
	Charles NATILI	KEWU - Kenya	2001-2004
ASIA & PACIFIC	Nobuaki KOGA	IMF-JC – Japan	2004 -
	Katsutoshi SUZUKI	IMF-JC - Japan	2001-2004
	Julius ROE	AMWU - Australia	2001-2004
	Sanjay Suryakant VADHAVKAR	SMEWFI – India	2004 -
	R.K. SAMANTRAI	SMEWFI – India	2003-2004
	R.C. ARYA	INMF – India	2001-2002

Composition of the IMF Finance Committee (2002-2005)

<i>Name</i>	<i>Organisation/country</i>	<i>Period</i>
Kjell Bjørndalen Jerry Fernandez Derek Simpson Nobuaki Koga Jürgen Peters Marcello Malentacchi	Fellesforbundet, Norway USWA, USA Amicus, United Kingdom IMF-JC, Japan IG Metall, Germany IMF Secretariat	Dec-2004
Max Baehring Jerry Fernandez Derek Simpson Katsutoshi Suzuki Jürgen Peters Marcello Malentacchi	Co-industri, Denmark USWA, USA Amicus, United Kingdom IMF-JC, Japan IG Metall, Germany IMF Secretariat	May-2004
Max Baehring Jerry Fernandez Derek Simpson Katsutoshi Suzuki Klaus Zwickel Marcello Malentacchi	Co-industri, Denmark USWA, USA Amicus, United Kingdom IMF-JC, Japan IG Metall, Germany IMF Secretariat	Dec-2003 May- 2003
Ken Jackson Max Baehring Don Stillman Katsutoshi Suzuki Klaus Zwickel Marcello Malentacchi	AEEU, United Kingdom Co-industri, Denmark UAW, USA IMF-JC, Japan IG Metall, Germany IMF Secretariat	Dec-2002 May-2002

IMF Central Committee

Sydney, Australia, 10 November 2001

The General Secretary's report was noted, but discussion was reserved for the Congress.

Affiliations and Expulsions

Affiliations: Fifteen affiliations from unions in Algeria, Chile, France, Indonesia, Mexico, Netherlands, Russia, Serbia, Thailand, and the Ukraine were **approved**.

Expulsions: The Executive recommended six expulsions. These included five IMF affiliates from Benin, Kenya, Romania, Thailand, and Togo, which were either no longer functioning, had not paid affiliation fees in quite a while and/or there had been no correspondence from them for some time. A sixth affiliate, Turk Metal, whose requests for dues reductions had been repeatedly denied, was three years behind in dues payments. Without objection, the recommendation for expulsion for all six affiliates was **accepted**.

Nominations

The nominations for election of Klaus Zwickel as IMF **President**, and Marcello Malentacchi as **General Secretary** were unanimously **adopted**.

Nominations for the **Presidency** of the IMF **Shipbuilding** Department and members of the Auditing Committee were **approved**.

Nominations for the **Executive** were **postponed** pending Congress approval of Rules changes.

Next Central Committee Meeting

Decisions on the date and venue of the next Central Committee meeting were **postponed** pending Congress approval of Rules changes.

Cape Town, South Africa, 3-4 December 2003

During the discussion of the General Secretary's report several **statements and resolutions** were submitted on the matters of: 1. Organizing; 2. The Crisis of the World Trade Organization; 3. The Violation of Trade Union Rights in Belarus; 4. An Industrial Dispute with Mahle, in Brazil; An Indian Supreme Court Decision Infringing the Right to Strike. All were **adopted** unanimously, except for the one on the **WTO**, which was **postponed** pending review of a translation.

Affiliations and Expulsions

Three **expulsions** of African affiliates (two from South Africa, and one from Morocco) that had either ceased to exist or not paid dues were **approved**.

Five applications for **affiliation** from the Kyrgyz Republic, Mexico, Palestine, Russia, and Zambia were **approved**.

Reports of Working Parties

The Central Committee received reports by the Working Parties on Affiliation Fees and Voting Systems and the International Framework Agreements. The first contained a proposal of a new dues structure based on Gross Domestic Product per capita, and the second reported that six agreements had been signed. Because these were interim reports **no action needed to be taken** by the Central Committee.

Congress 2005

Four **committees** (Credentials, Motions & Rules, Resolutions and Action Programme) and their composition were proposed. President Zwickel reminded the delegates that in line with decisions taken, women delegates should be considered for the committees. The committees, as proposed were **adopted**.

Elections

Inasmuch as President Zwickel was standing down from his position as President of the IMF, two candidates had been nominated to succeed him: Jürgen Peters, the new Chairman of IG Metall in Germany, and Derek Simpson, General Secretary of the British trade union, AMICUS. The Executive Committee had recommended the election of Jürgen Peters as the **new President of the IMF**. **Jürgen Peters** won the subsequent roll call vote overwhelmingly. Peters will also replace Klaus Zwickel on the Executive.

Theme: Mobilizing Toward an Alternative Economic Programme

A number of invited speakers addressed the theme including Alec Erwin, South Africa's Minister of Trade and founding member of NUMSA, John Evans, TUAC General Secretary (who acted as moderator for the discussion), Omano Edigheji, a Research Professor from the University of Witwatersrand, South Africa, and Guy Ryder, ICFTU General Secretary.

Erwin gave a brief overview of his country's liberation struggle, the important role that unions played and focused on the need for solidarity between developed and developing countries as a central challenge. Jürgen Peters commented on the importance of learning from this history, described globalisation as "a new type of capitalism" and gave some statistics and arguments to show that, instead of being a panacea, globalisation represents a threat to income and job security. Professor Edigheji addressed the IMF document (Strategies for an Alternative Globalisation), which had been prepared for the discussion specifically. He was critical, characterising the document as "reformist" rather than "alternative" and pointed out that organizing (especially politically) must precede mobilization, but he did see the specific recommendations as positive steps. In response, Erwin emphasized the importance of building democracy and a strong political force dedicated to bringing about change in accordance with a sound plan.

In inviting IMF delegates to comment, Evans made numerous points including the fact that having a seat at the bargaining table (of the international institutions)

facilitated organizing and mobilizing, and that in the UK the Thatcher revolution had succeeded because the old policies were no longer working, the neo-liberal ideology existed, and workers voted for Thatcherism. What could we learn from this, now that the old policies no longer worked?

An extensive discussion in which delegates from fourteen affiliates took the floor followed. In the main, they supported the discussion document, emphasized certain aspects, and provided examples of problems, strategies and solutions. President Peters thanked all the speakers, said that the IMF was on the right track with the discussion document, and suggested that the suggestions made should be incorporated. General Secretary Malentacchi agreed and asked Guy Ryder for his reactions and to discuss how mobilization could support a programme of globalisation alternatives.

Ryder said the IMF document was timely and that it was in agreement with ICF TU policy. The issue was how to make it effective. The global institutions of governance had to be made democratically accountable, and the ICF TU would work with civil society and NGOs to that end, but based on specific common objectives. Trade unions must also re-examine their own work and structures, and gaps between national and global activities had to be closed. The ICF TU was trying to mobilize its affiliates towards more mobilisation and wanted metalworkers on the national level to be strongly involved in that effort.

Next Central Committee Meeting

The proposal for the next meeting of the Central Committee to be held on the 21st of May, 2005, in Vienna, Austria was **noted**.

Other Business

The resolution on the **WTO**, which had been postponed earlier, was **adopted**.

A second resolution on the economic crisis and the violation of trade union rights in **Zimbabwe** was also **adopted**.

IMF Industrial and Organisational Departments (2002-2005)

<i>Departments</i>	<i>Presidents</i>	<i>Period</i>
Aerospace	R. Thomas BUFFENBARGER - IAMAW, USA	2002 -
Automotive	Ron GETTELFINGER - UAW, USA Stephen P. YOKICH - UAW, USA	2003 - 2002 -
Electrical & Electronics	Nobuaki KOGA, - IMF-JC, Japan Katsutoshi SUZUKI - IMF-JC, Japan	2003 - 2002 -
Mechanical Engineering	Rudolf NÜRNBERGER - GMT, Austria	2002 -
Non-Manual Workers	Mari-Ann KRANTZ - SIF, Sweden	2002 -
Shipbuilding	Erkki VUORENMAA - ML – Finland Kjell BJØRNDALEN - Fellesforbundet, Norway	2004 - 2002 -
Iron, Steel & Non-Ferrous Metals	Michael LEAHY - British Section of the IMF, United Kingdom	2002 -

**REPORT ON ACTIVITIES
BASED ON THE
IMF ACTION PROGRAMME**

Report on Activities Based on the IMF Action Programme

Global Structures to Meet Global Challenges

International Trade Union Organisations

To achieve the goals set by the *Action Programme*, the IMF has worked to develop a more systematic and closer cooperation with the other *Global Union Federations* (GUFs), with the ICFTU and with TUAC, the *Trade Union Advisory Committee* to the OECD. This cooperation, focused on specific areas, such as the international financial institutions (IFIs), the *World Trade Organisation* (WTO), the *World Social Forum* (WSF), and interaction with movements of civil society, has improved over the past Congress period, though not to the extent that the IMF believes to be necessary.

Dialogue on common strategies with other GUFs has developed and has become more systematic, however it has not always produced clear common commitments for joint action nor clearly defined common goals on concrete issues. Only rarely could meaningful joint campaigns be discussed, in most cases with very modest outcomes. It is clear, however, that IMF goals cannot be achieved in isolation from the international trade union movement. Therefore, cooperation with the other GUFs and the ICFTU has been a key priority over the past Congress period. A debate on this matter has been promoted among IMF affiliates to encourage them to make such cooperation part of their agendas, and to mobilise their membership in support of this goal. Such debates took place in particular at IMF Executive and Central Committee meetings in 2003 and 2004.

At the same time, the Secretariat has promoted discussions on specific issues with other GUFs – trade policy, transnational corporations (TNCs), occupational health and safety, International Framework Agreements (IFAs) - and has carried out joint activities at events, such as the UNCTAD XI, the WSF, and WTO Ministerials. Similarly, cooperation has been developed on a more systematic basis with TUAC on issues of particular relevance to our membership, such as the implementation of the *OECD Guidelines for Multinational Enterprises*. On all the issues mentioned above, more detailed information is provided below under different sections of this report.

Cooperation with TUAC has also included IMF involvement in and contribution to consultations with OECD member governments on the review of the *OECD Principles of Corporate Governance*. This issue, following a period of great scandals and corporate abuses, has been on top of the agenda for trade unions and is of great relevance for our members. Although the outcome of the review process was far from satisfactory for workers, the trade union delegation led by TUAC was successful in advancing some of our key demands.

In the search for closer and more systematic cooperation with other international trade union organisations the IMF has also involved the leadership of the ICFTU and TUAC in its internal debates around strategic issues, in particular on alternatives to the neo-liberal model at the Cape Town Central Committee in December 2003.

The IMF's work with the *Global Unions* (GUs) that focuses on globalisation and the *World Social Forum* is described in more detail under *A Social Dimension to Economic Globalisation*. In addition, relationships and cooperation between IMF regional offices and international organisations (or their regional offices) is increasing; more details will be found under the individual regional headings throughout this report..

IMF World Councils

The IMF operates a number of enterprise-based and industry-based councils and committees for facilitating contact between trade union representatives internationally. These can play an important role in facilitating information sharing, building networks, and serving as the basis for planning collective bargaining rounds or union building efforts.

IMF World Company Councils have been active in building critical capacities by implementing the IMF's enterprise council guidelines and *Action Programme*. They serve as world level information and consultation bodies, acting as an important instrument of dialogue between TNCs and unions on a global level. These bodies, which aim for company recognition and funding (as permitted by applicable national legislation), can also play an important role in promoting workers' rights in the global operations of transnational corporations by means of IFAs.

Successfully restructuring *IMF World Company Councils* is an ongoing part of the *Action Programme* strategy for confronting the adverse consequences of TNCs operating under globalised, neo-liberal rules. To more effectively engage TNCs, the IMF is working to reorganise the Councils into working and problem-solving bodies. This is achieved by moving from large, unstructured Councils to smaller *World Union Committees*, in which countries or regions have defined representation. *IMF World Councils* must become an effective instrument to achieve our objectives, be they the negotiation, implementation and monitoring of IFAs; better coordination of collective bargaining, organising and solidarity campaigns; or union building and related educational activities.

Aerospace

In June 2002, a *World Conference for the Aerospace Industry* was organised in Toulouse, France. Delegates from all over the world discussed the developments in the industry, the question of working time, and the different approaches of unions and companies for coping with the difficult situation in the industry after September 11, 2001.

The CEO of *Airbus*, Noel Forgeard, addressed the conference and focused on the company philosophy on cooperation with worker representation bodies at the company and plant levels. The management of *Boeing* had also been invited, but did not participate in the conference.

Delegates decided to create some smaller bodies to focus on this industry and to make the work more ongoing. The creation of a *Steering Committee for the Aerospace Industry*, a *Task Force Aerospace*, a *Task Force for Supplier Companies*, and a *Joint Working Group for Airbus-Boeing* was discussed and recommended to the IMF Executive, and subsequently approved by that body.

In November 2003, the *Steering Committee Aerospace* and the *Joint Working Group Airbus–Boeing* met for the first time in Hamburg, Germany. The principal topics of discussion were: the situation of the industry and the companies, the use of new working time models to stabilise the workforce, and the possibility of negotiating IFAs with Aerospace companies. A second joint meeting took place in October 2004 in Seattle. In addition to the economic situation of the industry and the companies, delegates discussed: the impacts of globalisation, the industrial policy on the national and European Union level, spare parts and their certification (counterfeit parts), company policies, and collective bargaining.

Automotive Industry

The *Auto Industry Working Group*, which met in Geneva in April 2003 and August 2002, helped focus on ways of implementing the *Action Programme* through IMF *Automotive Department* activities. Recommendations included finding ways of including auto company alliances in IFAs; holding *World Auto Councils* that focus on certain themes and provide overviews of key developments; more prominence in auto activities given to product, process and technical developments and to industrial policy; preparation of a *Challenges and Strategies* paper for the *World Auto Council* in Detroit (which is the first chapter of *Auto Report 2004*); strengthening cooperation with the EMF in the auto sector; and creating improved means for communication, networking and information exchange.

Trade union representatives gathered for the *IMF World Auto Council* in Detroit, U.S. on June 8-10, 2004 to discuss how to continue to build structures and strengthen trade union capacities industry-wide to respond to challenges. A point of emphasis was the means of creating effective union links across production chains (globally and regionally) that would include assembly and supplier workers across enterprises. Transnational auto companies continue to restructure and integrate their networks of production to boost profits and compete. Participants highlighted the resulting inter-related challenges of aggressive cost-cutting and rationalization strategies, mergers & acquisitions, outsourcing and sub-contracting, attempts to expand use of temporary workers and increase hours, as well as employer opposition to trade union recognition and union-won benefits. The council endorsed the programme to remake *World Company Councils* and the shift to regional auto meetings; the importance of negotiating and implementing IFAs; improved communication and information exchange by developing networks of auto union affiliates; identifying union building activities; and working in alliances to advance strategies to achieve globalisation with a social dimension

A global meeting of *AB Volvo* trade union and employee representatives convened in Gothenburg, Sweden on November 2-4, 2004, following up on a prior meeting held on October 30 to November 1, 2002. Representation was broad with a one quarter of the union delegates coming from outside Europe (Australia, Brazil, Canada, Korea, Mexico, and the U.S). The IMF made a presentation, highlighting the differences between IFAs, and unilaterally implement TNC codes of conduct, pointing out that IFAs are negotiated with unions, include ILO core labour standards as well as provisions that extend to suppliers. An understanding with *AB Volvo* provides for company funding for such a global meeting every two years; the IMF will participate and assist with coordination of the non-European affiliates participation in these meetings.

The IMF also participates in the annual meeting of the *DaimlerChrysler World Employee Committee*, which last took place on February 19-20, 2004 in Lämmerbuckel, Germany. The Committee brings together trade union representatives from *DaimlerChrysler's* global operations and coordinates closely with the IMF in monitoring and implementing the ***Social Responsibility Principles of DaimlerChrysler***, the company's IFA. At the meeting, the IMF provides a report and management makes a report on implementation of the IFA, including its suppliers provision.

A meeting of the ***IMF Fiat World Council*** took place in Turin, Italy on April 4-5, 2002 with the aim of restructuring the council, introducing *Action Programme* priorities (such as negotiating an IFA), agreeing on a *World Steering Committee* and initiating a communications network. Participants recommended forming an *IMF-Fiat World Steering Group* that would include representatives from all world regions where IMF-affiliates have members in *Fiat Group* operations.

The ***General Motors Action Group*** continues to develop means for better international trade union coordination, stressing the need for closer cooperation and improved communications. The most recent meetings of the Action Group took place in Detroit on June 10-11, 2004, and in Toronto, Canada, on February 24-26, 2002, and built on and re-emphasised the results of earlier meetings in Germany and the U.S. In addition to delegates from Europe, and North and South America, representation at the Detroit meeting was broadened to include South Africa, Korea and Russia. Management from GM North America and Europe made presentations and answered questions from the delegates.

Priorities of the *GM Action Group* include: information exchange and the sharing of common strategies; organising a worldwide union network of organised GM operations; periodic regional meetings of GM union representatives in Asia-Pacific and Latin America to complement and support the *GM Action Group*; a world level GM-union information and consultation body, with company recognition and funding (as permitted by applicable national legislation); an IFA to promote workers' rights in the global operations of GM and its suppliers.

The IMF also participates in the ***Volkswagen Global Works Council*** (including in the meetings with management), which was established by agreement with the company in 1999. The body meets at least once a year, and there is separate meeting of its *Steering Committee*. *Volkswagen* management regularly participates in the *Global Works Council*, giving information on the business, such as investment, employment developments etc. The work of the Council is very well developed, in part, because all manufacturing plants of *Volkswagen* around the world are unionised.

The IMF coordinates the unions in *Volkswagen's* global operations, and because the *Global Works Council* consists of plant representatives a supplemental *Network for Trade Unions* had to be built up. To accomplish this, the IMF organised a seminar (Wolfsburg, 2002), which was sponsored by the *Friedrich Ebert Foundation* (FES), and was attended by national union coordinators from around the world. As a result a union network was created which the IMF and national coordinators can use to exchange information (including on the *Global Works Council*) and to pose questions and receive answers. In future the network has to be further developed and linked more closely to the *Volkswagen Global Works Council*.

The ***Volkswagen Social Charter*** meets the conditions for an IFA as set by the IMF and was signed by Klaus Zwickel (then President of the IMF) in June 2002.

Implementation started with an intensive information campaign in all plants including a survey to check on problems that might be covered by the Charter.

Implementing the supplier clause (and avoiding legal complications) was accomplished by requiring suppliers to report on themselves with respect to the provisions of the Charter. In case such a “self-report” turns out to be wrong pressure or even sanctions could be imposed on the offending supplier. In September 2004, the company organised a workshop with the most important suppliers such as Bosch (signatory party to its own IFA), Continental, etc. where implementing the supplier clause was discussed.

As already mentioned, flexibilisation is an important issue in auto industry restructuring – at *Volkswagen* as well. The social dialogue at VW resulted in important instruments, collectively known as the **Toolbox**, that allow the company to deploy work more flexibly, but at the same time avoid cyclical fluctuations in its workforce. These instruments will be part of the collective bargaining process in Volkswagen operations throughout the world. To inform union representatives the IMF organised (in cooperation with the FES) a seminar in Puebla, Mexico for Spanish- and Portuguese-speaking delegates from Latin America and Europe. Important progress has already been achieved. The majority of the instruments are included in collective agreements, and the weekly working time has been reduced in Brazil, Argentina and Mexico. Unions in Central and Eastern Europe are negotiating these instruments as well.

Regional Automotive Conferences

An important aspect of reshaping of world councils is building capacities through regional automotive meetings. These meetings also contribute to other *Action Programme* objectives such as expanding intra- and cross-regional activities; building up communication and information exchange systems to assist with collective bargaining, organising and solidarity campaigns; and efforts to negotiate, implement and monitor IFAs. Regional auto meetings include plenary sessions for presenting information on world and regional sector developments and to communicate IMF policies. They also include company- and alliance-based workshops to bring union representatives together to build networks useful to collective bargaining, organising and IFA implementation. This is especially important for regions where workers representation bodies like *European Works Councils* (EWCs) do not exist. The workshops will ultimately promote the IMF's World Council reorganisation strategy by allowing participants to select regional company-based representatives to the corresponding world bodies.

To promote these goals in the automobile sector, the IMF held ***Latin America Auto Conferences*** in Sao Paulo, Brazil on September 9-11, 2003 and June 19-21, 2002. ***Asia-Pacific Auto Conferences*** convened in Bangkok, Thailand on October 6-8, 2003 and October 9-11, 2002. The company- and alliance-based workshops were popular and form a solid basis for continuing work on this level. Grouped by TNCs, and for subsequent analysis in the plenary, the participants identified key challenges and discussed how to tackle them. Groundwork for networking was established with the need to further develop concepts for information exchange on union building and collective bargaining. Latest developments in the situation of the world automotive industry were covered in plenary sessions, along with presentations and discussions on IFAs, and challenges in the areas of trade, investment and industrial policy. In November 2004, the IMF is scheduled to convene the first ***Regional***

Auto Meeting for Central and East Europe. All these conferences were co-financed by the FES.

Information & Communications Technology (ICT) and the Electrical & Electronics (E&E) Industries

The ICT sector was the only one to grow in recent years albeit at a lower rate than before 2000. Most of the widely known ICT companies no longer manufacture the components for their products, and increasingly become assembly, distribution, and service operations. The components are made by so-called *Contract Manufacturers*, i.e. companies like *Solectron*, *Flextronics*, etc. This part of the industry now has a turnover of US\$ 100-120 billion per year. ICT manufacturing is now concentrated mainly in the Southern part of the US, the Maquiladoras in the northern part of Mexico, Eastern European states like Hungary, Romania and Poland, Malaysia, and of course China. Overall, the ICT workforce still has 40–50 percent manual workers.

A few years ago, the IMF decided to create a task force to develop IMF strategies for the ICT industry. In 2001 an initial meeting of the *ICT Taskforce* discussed a paper outlining the industry situation and some proposals for future activities. Subsequently, company specific meetings were considered, but could not be accomplished due to organisational difficulties. The initial seminar on “Organising Non-Manual Workers” (see *Organising the Unorganised*) devoted part of a day to the ICT sector. At a second meeting, in August 2004, there was an intensive discussion on developments in the industry. On certain points, the IMF was mandated to carry out more investigation and elaborate proposals for common activities and positions. In this connection, fact-finding missions to the US, India, Hungary and Russia were proposed. IMF-EMF cooperation was also discussed and should be strengthened in the opinion of the participants. A discussion with UNI (which is also active in the sector) was also proposed, because some IMF affiliates have non-manual members in ICT, which are affiliated with UNI.

Asian Electronic Forum. In the electrical and electronics industry, a seminar for the affiliates in East and Southeast-Asia was organised in cooperation with the IMF-JC and its member union *Denki Rengo*. The forum took place in Tokyo in June 2004. A delegation of the Chinese ACFTU just visiting Japan participated in the forum as observer. The unanimously accepted conclusion of the Forum emphasized the necessity of closer cooperation. It also called on the Japanese and Korean TNCs in this industry to start negotiations with the IMF for an IFA.

Mechanical Engineering

Since 1995, the *SKF World Union Committee* meets annually with management to discuss the situation of the company, company strategy, investment etc. Over the years the acceptance of the committee by the company has evolved. In the beginning, only the top manager responsible for communication took part, but now the CEO, division managers, and others who report in the meeting are present.

On the workers’ side, the situation has also improved. Participants respond to pre-meeting inquiries and prepare questions for the session with management. In the 2004 meeting in Pamplona, Spain, it was decided to further improve the exchange of information between the workers’ representatives. A form will be developed, which shall be completed before future meetings to facilitate discussions and to gather information on the situation in the different plants worldwide.

The question of integrating representatives from a majority SKF-owned plant in China will have to be dealt with. An increasing engagement in China is announced for the coming years.

After several rounds of discussion in the *World Union Committee*, negotiations for an IFA were successful. At the end of 2003, the management agreed to an ***SKF Code of Conduct***, which the chairman of the *World Union Committee* signed on behalf of the IMF. A year earlier, the company had announced a unilateral code, the provisions of which widely overlap with the IFA.

Unfortunately, there are some problems with implementation. Most importantly, the distribution of information about the IFA to workers, unions and management in operations around the world was not properly organised. In 2004, for example, the *United Steelworkers of America* (USWA), started an organising drive in an SKF plant in South Carolina which was opposed by the local management. An investigation by a joint union-management delegation from the headquarters was unable to present a clear picture of the situation in South Carolina. Although the police handcuffed an organiser of the USWA when he distributed leaflets in front of the plant, the management representatives in the investigating group stated that they could not find any violation of the SKF Code.

Shipbuilding

IMF activities in the shipbuilding were dormant after the Congress until June 2003, when an ad-hoc consultation meeting was held in Stockholm. The meeting discussed future activities in the sector, trade issues, problems with shipbreaking and possibilities for negotiating framework agreements in the industry.

A meeting of the ***IMF Shipbuilding Working Party*** was held in Hamburg, Germany in September 2004. Over 30 delegates from 18 countries participated and discussed issues such as the situation in the industry, the ongoing negotiations at the OECD for a worldwide agreement on shipbuilding, IFAs, and shipbreaking.

An ***Asian Shipbuilding Conference***, scheduled for May 2003, was postponed and held in Singapore April 2004 with delegates from Japan, Republic of Korea, Republic of China and Singapore. The meeting discussed the situation in the shipbuilding industry (in general and in the participating countries), employment, working time, as well as health and safety issues.

Steel and Non-Ferrous Metals

A rapid globalisation of the world steel industry appears to be gathering pace. The recent announcement that the Dutch based ISPAT and LNM, both owned by UK steel magnate Lakshmi Mittal, are to join with US-based *International Steel* to create the world's largest single producer is the latest example. The deal, worth a total \$17.8bn in shares and cash, will create a new company, *Mittal Steel* that will be based in Rotterdam. *Mittal* will have annual sales of \$30bn and an output of 57 million tonnes. The merger comes at a time when consumption rates of steel products have grown by 8% this year with a further growth of 4% predicted next year.

Much of this growth has been fuelled by rising demand in China, which in 2002 consumed 244 million tonnes of steel with significant growth in industrial sectors contributing to an ongoing increase. China produced more than 220 million tons of

crude steel making it the first country to exceed 200 million tons of crude steel in a year.

China and the United States are the world's largest importers, and although China accounts for more than 20% of the world's total production, it also consumes more than one fifth of the world's steel production. In 2002, Japan exported more than 35.2 million tons of steel, a gain for the sixth consecutive year making it the world's largest exporter.

The creation of *Mittal* follows the trend set with the creation of the Luxembourg Company, *Arcelor* through the merger (February 2002) of *Aceralia* (based in Spain), *Arbed* (based in Luxembourg), and *Usinor* (based in France). Prior to the formation of *Mittal*, *Arcelor* was the world's largest steel producing company.

Much of the IMF work that has taken place during this time was at the OECD, where negotiations between the main steel-producing countries about subsidies and discussions about restricting steel production to consumption rates took place. Although these talks have now been suspended until spring 2005, the OECD will hold a conference on January 12 - 13 to discuss international trade and steel after which the IMF will be able to publish more detail.

In addition the **IMF Steel Working Group** met in 2003, and a **World Aluminium Conference** was held in Montreal in October of the same year. In 2002, regional meetings took place in **Latin America: a Conference on the Aluminium Industry**, and an **Action Group for the Iron and Steel Industry**. Further details are in the regional report.

The international solidarity action carried out by IMF affiliates on behalf of the 365 USWA members locked out at *RMI Titanium*, Niles, Ohio, proved that collective action can make a difference. The lockout at RMI occurred after workers refused to accept a company proposal that amounted to \$3 million a year in concessions. After a thirteen month struggle, an agreement has finally been reached that will see the workers returning.

During this period, the IMF has also held discussions with affiliates about the establishment of *Alcor* and *Alcan* councils. As a result, the IMF will hold a council meeting in 2005 for both of these groups.

International Framework Agreements (IFAs)

The *Action Programme* adopted at the Sydney Congress in 2001 made negotiating, signing and implementing IFAs with TNCs one of the priority tasks for the IMF.

IFA's generally include the core labour standards of the ILO, a supplier clause, which shows the willingness of the company to influence supplier companies to accept these standards, and the basics for monitoring, or a system through which alleged violations of the agreement can be dealt with. These elements are fundamental for the IMF - without them an agreement will not be signed.

The first IFAs were signed more than a decade ago, but TNCs in the metal industry were not willing to negotiate them until 2002, when the first IFA was signed with the Italian company *Merloni*. In the same year, two big auto transnationals, *Volkswagen* and *DaimlerChrysler*, signed agreements as well. To date, the IMF has been involved in negotiating and signing ten agreements – the above mentioned, plus *Bosch*, *GEA*, *Leoni*, *Prym*, *Renault*, *Rheinmetall*, and *SKF*. There are ongoing discussions with still

other companies, and it is possible that additional agreements will be signed before the Congress in May 2005.

IG Metall in Germany heavily backed the IMF push for IFAs by starting an initiative vis-à-vis German companies. This initiative was successful, and in fact seven of the ten existing IFA's in the metal industry were concluded with German companies. An Italian, French, and Swedish company have each signed an agreement as well.

In addition to seeking negotiations with more companies, the IMF concentrates its efforts on the implementation and monitoring of existing agreements. The implementation process has different aspects: workforces and trade unions in the different locations of a TNC must be informed about the agreement, and they have to define and develop a role in the process of transforming the IFA principles into day-to-day company policy. Particularly important is using the agreement to ensure the respect of core labour standards and to organise unorganised parts of the workforce of the company or in its suppliers.

IMF Regional Offices and affiliates in the countries where the TNC is active have to play an important role in implementation. Most importantly, they have to make it work and report possible violations of the IFA principles to the IMF Secretariat. Consequently, the development of structures and procedures for dealing with alleged violations of the IFA is a crucial aspect of implementation. This must be done in cooperation with the IMF affiliates that are present in the TNC in its home country and with any existing worker representation bodies in plants and companies such as *works councils* in Germany, or *enterprise committees* in France (*comités d'entreprise*).

The implementation of the supplier clause is a crucial aspect as well. Procedures for ensuring respect of IFA provisions by suppliers have to be defined and adopted, particularly ways and means of handling conflicts when supplier companies are accused of violations. The supplier clause has already been used several times. One of the best-known cases is that of the Turkish company, *Ditas*, where violations of the freedom of association had taken place.

Another key task of the IMF is to convince affiliates to start initiatives such as *IG Metall's*, particular in countries where major TNCs have their home-base. It is clear that the realisation of this *Action Programme* goal must not be limited to European or even German companies. In this connection, the IMF already organised a seminar for Japanese unions - in cooperation with the *IMF Japan Council*. The IMF also participated in the seminars that *IG Metall* regularly organises for works councils to make them aware of IMF policy and to start the process of negotiations in additional German companies. Similar seminars or conferences have to be organised in other countries to spread the idea of core labour standards to more companies and regions.

For the IMF, IFAs are an excellent way to realise and guarantee basic worker rights, even in countries that have not ratified or implemented the fundamental ILO conventions in national law, or have only done so incompletely. Moreover, realising workers' rights throughout transnational companies is a key step to strengthen the social aspects in the globalisation process.

Regional Activities

The IMF regional structure first introduced in 1996 for Africa and Asia-Pacific is designed to promote IMF regional activities and cooperation. The establishment of a

Sub-Regional Committee for North Africa at the end of 2002 completed the IMF regional structure. The IMF regions and sub-regions are

- **Africa** with four sub-regions: Southern Africa, East Africa, West Africa and North Africa);
- **Latin America & Caribbean** with four sub-regions: Central America, Southern Cone, Andean countries and Caribbean;
- **Central and Eastern Europe** (CEE) with four sub-regions: CIS, Baltic States, Central Europe, and South-Eastern Europe;
- **Asia and the Pacific** with three sub-regions: East Asia, South Asia, and Southeast Asia & Pacific (created by merging the Southeast Asia and Pacific sub-regions).

The *Regional Conferences* take place every four years and Sub-Regional Committees meet every year. Coordinating Committees, made up of *Sub-Regional Committee* coordinators, also meet every year after the *Sub-Regional Committees* have met.

The following sections describe the activities for which Regional Offices have primary responsibility. In many cases, regional activities that fall under special headings such as *International Solidarity*, *Organising the Unorganising*, *Equal Rights*, etc. will be found under those headings. Activities carried out in the regions but organised by IMF Departments are described in the corresponding departmental reports.

Africa

Since the last Congress the staffing, scope of operation and co-ordination of the office have changed. Regional Representative, Ekkie Esau, retired in July 2004 and Stephen Nhlapo was appointed to replace him. The Office has a new, Portuguese-speaking assistant, Kapita Tuwizana, who comes from Angola.

The affiliates and countries are described in the sections devoted to each sub-region. The last *African Conference* (December 2003, Cape Town) concluded that the office in South Africa will be renamed, *Africa Office*, and should coordinate all African sub-regions except for North Africa, which will be co-ordinated by the Geneva office

Although the countries in the region are now free of the colonial yoke the external debt has placed a huge burden on their economies. They rely largely on funding from the Bretton Woods Institutions (BWI) and on foreign direct investment that is scarce because of some countries' problematic political situations. The economies are weak with unemployment in some countries exceeding 50%. Even in South Africa, the unemployment figure is in the region of 40%.

Privatisation and economic restructuring (due to BWI-required structural adjustment programmes) have been major causes of job losses, for example: 61,000 in Zambia, 100,000 in the South African the public services since 1994 and another 200,000 in the metal manufacturing sector (over the same period).

Huge job losses contribute to poverty situation throughout Africa, which is exacerbated by the HIV/AIDS pandemic that affects many millions in our region. According to the UNAIDS website, in 2001, over 28 million people in Africa were infected with the virus. There were 2.3 million deaths per year and an annual infection rate of 3.4 million.

Activities in the African Region

The last *African Conference* took place in Cape Town in 2004, and was attended by 54 delegates of whom 16 were women. Delegates shared experiences on challenges facing the labour movement in Africa and made proposals for overcoming some of them. Unlike the sub-regional meetings, the Conference still needs to develop concrete proposals for implementing the *IMF Action Programme*.

Co-ordinators Meetings allow the African members of the *IMF Executive* and sub-regional co-ordinators to meet. These meetings have been very fruitful because they assist both the region and head office in understanding the specific challenges in each sub-region and planning appropriate responses.

The *BHP Billiton Shop Stewards Council* is usually held yearly, but more frequently when the need arises. The meetings are focused on developing common strategies to deal with a company that tries to undermine unions and national laws. These meetings have been very successful in sharing experiences, dealing with management, and in building a strong culture of solidarity between *BHP Billiton* workers. In our view the IMF should move faster to pressure *BHP Billiton* to sign an IFA with the two GUFs active in the group.

The *Metal Box Shop Stewards Council* has delegates from seven countries and meets yearly to share ideas about the company and to develop common collective bargaining issues. The meeting has begun to identify conditions of employment that can be harmonised. The 2004 meeting was not held because it appeared that many delegates were not reporting to their national unions, and that this was creating tensions. This matter has now been resolved, and the meetings will proceed.

Implementation of IFAs: Seven of the companies that have signed IFAs operate in the region, especially in South Africa. In 2004, the Regional Office conducted a workshop on IFA implementation, which was attended by shop stewards from all the companies that have signed the IFA and their suppliers. The meeting developed a programme and specific steps to be taken before the next workshop, including identifying suppliers and contractors of the IFA signatory companies, and data collection on union membership and terms of employment.

Education and Training: As a result of *IMF Action Programme* the traditional activities, centred on basic trade union education that had failed to bring significant results, were changed. A new focus on improving leadership capacity within the affiliates was implemented, which includes: enabling them to rebuild and conduct their own basic trade union education programmes, acting in solidarity with other unions, merging smaller unions or (at least) engaging in joint activities, and encouraging the active participation of women members.

Concluding Comments on the Region

In spite of progress towards building strong and democratic unions in the region, many challenges remain.

- The HIV/AIDS pandemic, which is an element in all our activities.
- Lack of union resources particularly in the communications area. Only two affiliates have reliable access to the Internet, and only NUMSA has a website. Some do not have fax machines and even telephones are not working.

- Lack of young leadership: many unions do not take this challenge seriously.
- Poor communication channels between affiliates.
- Lack of productive investment in the continent; i.e. too many warehouses, and too little production.
- Very small unions and resistance to mergers.
- Low interest in joining unions; workers prefer saving their small incomes for necessities rather than pay union dues.

Southern Africa

In most of the countries the political situation is stable except for **Zimbabwe** where the Government insists on the land redistribution plan and on harassment of the political opposition. There is a threat of mass starvation if the situation is not improved. Currently the inflation rate is about 300% and unemployment is at about 70%. Labour movement leaders continue to be detained from time to time. **Swaziland** is still ruled by a monarchy, which suppresses all proposed labour law amendments, and harasses trade union leaders with arrest and imprisonment. **Angola**, where civil war raged since independence in 1975, is now peaceful, stable, and on the path to recovery.

Since the last Congress, three *Sub-Regional Meetings* took place. The sub-region is fairly well developed and discussions focus on implementing the *IMF Action Programme*. Since 2002, each affiliate or country council has developed clear implementation programmes. During meetings affiliates report progress made during the past year, and recognize that building strong and viable metal unions is a collective responsibility. The sub-region has identified three key priorities for the future:

- Building strong and viable unions through mergers, or working with other GUFs to build strong general unions where sectoral unions are not possible.
- Improving communication between IMF affiliates in the region and sharing resources
- Strengthening union structures, especially on the shop floor and for women.

Women's participation (not only attendance) has improved dramatically. In all meetings, the women leadership meets to exchange experiences and views on the challenges facing women. At the 2004 sub-regional, there were 10 women delegates out of 30.

A **project** involving affiliates in **Mozambique, Namibia, Zimbabwe**, and potential affiliates in **Swaziland** was carried out in 2000-2002, with assistance from SASK, the Finnish metalworkers' union and the Finnish union of salaried employees. The objective was to consolidate the unions at national level and seeking mergers where possible.

South-South Training Workshops for women workers, involving two Portuguese-speaking countries in Africa (Angola and Mozambique) and educators from our Brazilian affiliate CNM were carried out in 2002-2003 with assistance from the FES and CAW, Canada. The workshops focused on women rights, family law, increasing women's participation in their unions, collective bargaining and on building solidarity and education co-operation among the IMF Portuguese speaking affiliates.

Angola: In line with our new approach to education, we are concentrating on enabling the leadership to run its own activities. We trained 20 union educators for the union and some have begun conducting workshops in their plants and branches.

Mauritius: The trade union situation is very complex. In a country of less than two million, there are more than 200 registered unions affiliated to about 25 national centres. The IMF's attempts at assisting mergers failed due to lack of cooperation of certain unions. Unless the unions' motivation in this respect improves, they will be unable to resist the current attacks on the labour movement. The *Sub-Regional Meeting* has again developed a programme for the IMF affiliates to relaunch discussion about forming one union.

Mozambique: Most of the activities in Mozambique were based on joint programmes between NUMSA and SINTIME around *Billiton*. We have assisted the union in dealing with the re-instatement of 40 dismissed workers, whose case was won in the labour court. However, the company has appealed against the court ruling.

Namibia: Most recently the Office assisted the union in organising, which resulted in a membership increase of 1,500 in one week. The size of Namibia, and the lack of resources of the union mean that it cannot service members properly.

Swaziland: Although the IMF had no affiliates in Swaziland, five (relatively small and weak) unions merged with the assistance of the IMF, SASK, NUMSA and SFTU. NUMSA released its international officer to assist full time for two months. The merger forming the *Swaziland Amalgamated Trade Union* was finalised in April 2003 and the new union has applied for affiliation in the IMF.

Zambia: Between 2002 and 2004, the IMF carried out training and union-building activities in Zambia with the assistance of Swedish affiliates. In December 2003, the *National Union of Building, Engineering and General Workers* (NUBEGW), affiliated to the IMF. In October 2004, an education programme for 2005-2006 to train union educators was drawn up jointly by the regional and Geneva offices and NUBEGW.

Zimbabwe: The governments campaign against the ZCTU federation continues, and a new government-sponsored federation, ZFTU, was formed just to recruit workers who support Zanu-PF. This federation advises government, companies, and institutions to dismiss all workers who refuse to join one of its affiliates. There were many IMF activities in Zimbabwe; primarily to assist unions in merging, including workshops for executive members, general meetings with members, and election of new branch leaders. At a June 2004 evaluation meeting, we found that the merger was blocked because some union leaders had abandoned the process. The biggest union, NEWU, has now applied for IMF affiliation on its own. Twenty delegates from all provinces attended a workshop for women workers, which dealt with leadership and lobbying skills, and collective bargaining.

East Africa

The five IMF affiliates in this sub-region have formed a *Coordinating Committee* for activities, which consists of the five General Secretaries and meets twice a year at the unions' expense.

In 2004, the *Sub-Regional Meeting* and a strategy workshop both identified organising as the priority, because union membership is low (especially in Uganda

and Kenya), whereas the potential is high. Mergers in the sub-region should be encouraged because of the small size of unions. Although women's attendance is very good, participation is still very poor. We are developing capacity building workshops for participants.

Kenya: There is only one national centre, COTU(K), to which both IMF affiliates belong. The planned 2003 follow-up of a merger workshop held in 2001 was cancelled pending the national centre's decision about the future of unions in the country.

Tanzania: The IMF affiliate TUICO, which belongs to the unique national centre is one of the stronger unions in East Africa and has achieved some level of self-reliance. The IMF in partnership with *Svenska Metal*, LO-TCO and NUMSA conducted four activities with the union designed to build the union's capacity to produce its own educational material. A set of educational materials on collective bargaining, labour laws, occupational health and safety, and women rights was produced. They were used in a pilot project with forty shop stewards and will be ready for general use in 2005.

West Africa

An **educational seminar** (2002) attended by 70 participants from the *Nigerian Labour Congress*, as well as some delegates from the Ghana TUC and COSATU provided an opportunity to re-establish links with the Nigerian metalworkers. As a result, they agreed to take part in future sub-regional activities. Now that a French-speaker is on staff, preparations for a sub-regional meeting in 2005 and more activities have begun.

Nigeria: Currently, the IMF has no affiliates, but five unions have applied. Of the two national centres (blue-collar workers and staff members), the blue-collar workers union with 26,000 members and a potential of more than 100,000 is the biggest. We are also working with the steel union to assist them in developing a recruitment campaign and in capacity building for shop stewards.

North Africa

Two **Sub-Regional Meetings** attended by affiliates from Algeria, Morocco, Tunisia and Egypt took place in Tunis (December 2002) and Barcelona (December 2003). In Barcelona, some European unions also attended. The economic, social and political problems of the region were discussed, including

- high unemployment levels, especially among young people;
- privatisation is almost completed in Egypt (with big job losses) and still in process in Algeria;
- inflow of outsourced production from Europe in the electronic and auto supplier sectors due to low labour costs in the region; some TNEs have their own facilities (Opel, GE, Renault) and others sub-contract to small or medium sized firms;
- organising in small and medium enterprises; direct links with European unions; pressure on multinationals for respect of international standards; importance of IFAs;

- low levels of trade and cooperation between the states in the region due to political problems (e.g. Algeria-Morocco conflict over Sahara); economic links are mainly with Europe;
- high level of women employed in the electronic and wire harness sector (more 50%); lack of democratic rights and insufficient respect for human rights;
- civil war in Algeria and the consequences for the area;
- mass migration of young workers to Europe (France, Italy, and Spain);
- strong social activities by Islamic associations; founding of Islamic union in Morocco; tensions in some countries with Islamic fundamentalist groups;
- diffuse feelings of frustration and disappointment with Western policies in the area.

The meeting was very productive and gave the opportunity to plan activities for 2003 on gender, IFAs, and cooperation with European unions.

Asia and the Pacific

The **Regional Coordinating Committee** coordinates the activities throughout the region, and makes recommendations to the *Regional Conference* and other decision-making bodies of the IMF.

Apart from regular items (reports from sub-regional meetings; reports, discussion, and evaluation of regional activities, etc.), issues such as China, women's representation, and atypical workers have been discussed. Concerning China, the 2003 meeting prepared a proposal for the Executive Committee based on a survey of issues such as TNC investments in China, implications for employment, and relations with official Chinese trade unions.

East Asia

The three *East Asia Sub-Regional Committee* meetings (2002, 2003, and 2004) focused on key issues of the *Action Programme*. In addition, special issues such as women's activities and participation (see *Equal Rights*), atypical workers, and China were on the agenda.

- As **China** has become a global player with particularly strong impact on the economies in the sub-region an exchange of the experiences of affiliates with the official Chinese trade unions is increasingly important. Research on China has been done, and the *Coordinating Committee* requested the *IMF Executive* to revisit the issue.
- **Women:** As a result of a renewed IMF emphasis on the participation of women and equality issues, the number of women participants to meetings has increased dramatically, and equality issues are on the agenda. Women's pre-meetings have also been organised.
- **Atypical workers:** Organising these workers has emerged as an important challenge in the sub-region. Further work will be done in the future.

Trade unions at National Level

Hong Kong SAR: Historical development and political complexity have hindered the development of a unified labour movement in Hong Kong. To enhance cooperation between the two IMF affiliates (CMIU and HKTUC-MCC) a joint IMF-sponsored seminar was organised in December 2002. Three issues were on the agenda: better understanding of the labour movement at home and abroad, improved cooperation between the two affiliates, and preparation for the formation of an IMF Council. Although the seminar provided an opportunity for the leadership of the two unions to sit together and discuss the issues, no concrete plan was worked out. A joint programme for 2003 to promote the right to bargain collectively was organised, but the HKTUC-MCC failed to attend the event.

Taiwan, R.O.C.: Due to outsourcing to mainland China, the IMF-ROCC lost more than half of its membership in the 1990's, without any significant response by this organisation. Consequently, the revitalization of the IMF-ROCC became urgent and a number of IMF-funded meetings were organised for that purpose. The IMF-ROCC affiliates recognized the need for restructuring and strengthening the organisation, which is now planning to take steps towards restructuring, including the changes in their constitution.

Korea, Republic of: To understand recent global trade union trends, especially at TNCs, the IMF organised a seminar in December 2002, which was attended by 150 delegates from the two IMF affiliates. Key conclusions were to create a database on TNCs operating in Korea, and to share information at national and international levels. In addition, the IMF assisted the FKMTU in organising a Health and Safety seminar, because this issue is one of the highest priorities for Korean unions. The KMWF received IMF assistance with an education course on industrial relations in the Korean auto industry.

In 2003, due to differing priorities, it was not possible for two IMF affiliates to agree on a joint programme. The IMF therefore assisted them separately, helping the FKMTU with their efforts to merge with other industrial unions in the manufacturing sector, and the KMWF with their research project on atypical workers (which are on the increase).

Southeast Asia and Pacific

The Regional Office was initially established to serve the countries in Southeast Asia (Thailand, Malaysia, Singapore, Indonesia and the Philippines) where the IMF had traditionally operated. However, in 2001, following discussions between the Southeast Asian and Pacific sub-region affiliates, the sub-regions were merged, adding Australia, New Zealand, New Caledonia and Fiji, and forming the IMF Southeast Asia & Pacific sub-region.

Trade unions in the sub-region are still suffering the after-effects of the Asian financial and economic crisis, which struck in 1996. During the crisis, millions of workers lost jobs or became underemployed, wages were cut, poverty escalated, and trade union membership shrank. Eight years later, and in spite of renewed economic growth workers and unions are far from a full recovery from this setback. The workers are not receiving their fair share of the growth. On the contrary, it has been reported that wage increases are rather minimal, cost of living is escalating, consumer spending and purchasing power are shrinking, un- and underemployment are again increasing, and poverty continues to grow.

During regional meetings, affiliates report that companies are shifting production facilities to low labour cost countries like China, Vietnam and Cambodia. Outsourcing and contract manufacturing are on the rise. Companies are turning fulltime permanent jobs into contract, casual and temporary work. Seniority based wage systems are being abandoned in favour of systems linked to performance, productivity, and profit.

Organising workers has become even more difficult, not only due to employer resistance but also because certain governments collaborate with employers to deny workers their right to join a union. To attract investment, governments are modifying labour laws to further curtail trade union and workers right. Fewer members and fewer rights undermined the trade unions collective bargaining position. Consequently, they struggle to merely sustain hard won benefits, leave alone improve the conditions of employment for their members.

Sub-Regional Meetings: The 8th Sub-Regional Committee was held in March 2002 in Bangkok. Preceding this meeting a one-day women's pre-meeting was held, thus enabling twelve women delegates to participate in the *Sub-Regional Committee*. Observers from the *Vietnam National Union of Industrial Workers* were also present. The meeting resolved to build stronger, independent national unions, endorsed the recommendations from the women's pre-meeting, and resolved to encourage women's participation in mainstream trade union work.

The **9th Sub-Regional Committee** was held in September 2003 in Singapore. A report from the *APREC Coordinating Committee* highlighted the challenges posed by China's emergence as an economic power. The IMF's survey of affiliates on China was discussed, and it was concluded that the IMF should consider engaging with the unions in China and that this matter be further discussed at the next APREC Coordinators meeting. The *IMF Executive's* proposal to increase its size by 6 seats reserved for women was also discussed.

The **10th Sub-Regional Committee** took place in March 2004 in Jakarta. As in 2002, a women's pre-meeting was held a day earlier to enable several women delegates to attend the *Sub-Regional Committee*. Aside from the affiliates regular reports, the meeting focused on major industrial relations problems, women's participation in union leadership, ratification of core ILO Conventions, out-sourcing problems, contract manufacturing, and problems of contract, temporary and casual employment.. A report on the survey on union status in the region was presented, and a briefing on IFAs was given to enable affiliates to understand their significance. For the next meeting it was planned to discuss how to implement and monitor IFAs so as to strengthen union building and workers' rights. Terms of reference for the formation of an *Asia Pacific Women's Committee* were adopted; such a committee will be the basis for women's participation in developing trade unions in the sub-region.

The **IMF-Singapore Council** (IMF-SC) is one of the most active country councils in the region. The six IMF affiliates in Singapore work well within this coordinating council. Since 2001, the Council has held annual conventions of its affiliates with IMF participation. The IMF-SC has played host to many IMF meetings in the region, and contributes significantly to international solidarity.

South Asia

The **7th Sub-regional Committee** was held in Kathmandu, Nepal, in April 2002, followed by a *Workshop on Uniting Metalworkers' Organisations*. In addition to follow-up

to previous meetings, the workshop identified obstacles to the unity of metalworkers and steps to overcome these. Some activities were proposed, such as formation of joint committees, organising joint programmes and actions, and wherever possible merger of unions at plant level.

The **8th Sub-Regional Committee** held in Dhaka, Bangladesh, in April 2003, followed up on the prior year's meeting and workshop. It found that work has started but that progress was very slow. Consequently, it was decided that efforts had to be more focused in coming years.

Concerning relations with Chinese trade unions the following decisions were made:

1. It was found that no TNCs headquartered in South Asian countries in the metal and engineering industries had made investment in China.
2. The affiliates have little knowledge of the situation of trade unions in China.
3. Most of the delegates had visited China on the invitation of the ACFTU during May Day celebrations on behalf of their national centres (i.e. not as metalworkers).
4. There was a consensus that the flood of Chinese goods into the sub-region severely impacts local industries, which makes the development of close relations with Chinese trade unions imperative.
5. It was unanimously decided that the IMF should work closely with the ICFTU to achieve fast results.

A major responsibility for the Office was the coordination of IMF participation in the *4th World Social Forum* held in January 2004, in Mumbai. The work of the local IMF affiliates was commendable. This participation has encouraged our affiliates to enhance interaction with other Global Union Federations and like-minded NGOs. Further details on the Mumbai WSF will be found in Sec 3.3, *A Social Dimension to Economic Globalisation*.

The **9th Sub-Regional Committee** was held in Mumbai in early January of 2004 prior to *World Social Forum* to give the affiliates in the sub-region an opportunity to participate in the WSF. The main focus of the sub-regional meeting was improving the participation of the women at the national and sub-regional level. Deadlines for collecting data on female membership and the formation of *Women's Committees* at national and sub-regional level were set. Progress was noted in so far as many of the countries now have *Women's Committees* at federation level, and we are confident that a *Sub-Regional Women's Committee* will be formed by end of 2004. Additional topics were: the impact of regional trade agreements and how trade unions can influence them, and our strategy and participation schedule for the WSF.

Interaction with international organisations (or their regional offices), such as ICFTU, PSI, ITF, FES, ACILS, AMRC, IFBWW has improved, and there are more frequent exchanges of information and ideas in various fields.

Country Councils: During this Congress period four *IMF India Councils* were held. Their main focus was on improving solidarity, organising the unorganised and strengthening the federations. As already reported to the *Central Committee* the Council has started a separate fund for activities, and has organised effectively to protest against the Apex Court judgement on the right to strike. An *IMF India Women's Committee* has been established, and its first meeting is expected to take place by the end of 2004.

The IMF has two affiliates each in Bangladesh and Sri Lanka, but no country councils. The Office is encouraging joint meetings of the affiliates on the national level, with some success.

The *IMF-Pakistan Council*, which was formed in 2000 and consists of the three Pakistani affiliates, did not function as expected. Repeated attempts to revive this council were met with failure.

Trade unions at National Level: During this period conferences of our affiliates namely *Indian National Mineworkers' Federation*, *Nepal Factory Labour Congress*, *Steel, Metal & Engineering Workers' Federation of India*, and *Indian National Metalworkers' Federation* were held, and it should be noted that in almost all conferences the participation of women has increased and decisions to form *Women's Committees* were taken. In all these conferences, we made presentations on the priorities of the *Action Programme*. It was encouraging to see that the *Action Programme* is widely disseminated and discussed among the rank and file.

In India, in 2002-2003, the Office conducted two workshops, in which forty-six members and officers from affiliates operating in TNCs participated. The main objective was to impart knowledge on core labour standards and IFAs. All the participants showed keen interest and discussed the IMF's IFAs with four TNCs. In 2004 to date, the regional office have conducted workshops on core labour standards in Nepal and Sri Lanka.

Training and Education: During this Congress period we have conducted Trainers' Training programmes in India, Bangladesh and Sri Lanka. Forty-six participants, including four women were trained to take up the responsibilities of conducting the educational programmes of their unions or federations.

Education materials were also prepared and published (some in different languages):

1. *Handbook on Organising the Unorganised & Solidarity.*
2. *Handbook on Organising Contract & Casual Workers.*
3. Integrating women workers in mainstream trade union activities.
4. *Educators Handbook* based on the specific needs of affiliates.
5. *Handbook on Core Labour Standards and Framework Agreements.*
6. *Handbook on Collective Bargaining.*

Central and Eastern Europe (CEE)

At the 2001 Congress in Sydney, the *IMF Executive* was enlarged to include a representative from this region. Alexander Bukhvostau, President, AAM, Belarus was elected to the position.

Sub-Regional Meetings were held in 2002, but in 2003 it was decided to have a regional conference for all the affiliates in Central and Eastern Europe, which was scheduled to take place in Kiev in December 2004, but had to be postponed due to the political turmoil surrounding the Ukrainian presidential election.

Central Europe

A *1st Sub-Regional Meeting* for Central Europe was held in Budapest in September 2002. The five unions in the *Visegrad Group* have similar economic and social situations and confront similar problems: transition to the market economy, entering the EU, intensive trade with the rest of Europe, foreign investments in some sectors (auto, electronics), privatisation with the consequent downsizing and reduction of employment (especially in the steel sector). The Group was founded some years ago as a coordinating tool for unions in Central Europe. It meets regularly twice a year, and the information exchange and cooperation is quite intensive and continuous.

There is a risk of overlapping and lack of synergy between IMF and EMF activities in this sub-region. The IMF will not get involved in EU issues such as enlargement issues but concern itself with the global challenges facing these unions.

TNCs are prominent in Central Europe (more than 150 just in the Czech metal sector) and many have EWCs. Good cooperation between the IMF and EWCs is essential for the implementation of framework agreements.

South-Eastern Europe

A *Sub-Regional Meeting* was held in Dubrovnik in April 2002. The economic situation in the entire region continues to be very difficult: high unemployment, downsizing due to privatisations, too little investment, outdated technologies, weak purchasing power, huge informal sectors, and corruption. Two transition processes - to a market economy, and to a new institutional structure (due to the collapse of Yugoslavia) - are taking place simultaneously. Many governments reduce welfare provisions and labour rights in line with the *Monetary Fund's* recommendations. The consequences of wars add more social and political problems.

In an earlier conference in Skopje (April 2000), this background was taken into account in the establishment of guidelines for IMF regional activities. In a situation marked by wars and ethnic conflicts, the unions must be in the forefront in reconstructing cooperative relationships. This requires a rejection of nationalism, the respect of human rights, and the condemnation of xenophobic and vengeful attitudes.

Positive results have been achieved. Training activities supported by IMF promoted cooperation. All the courses financed included at least three partners. Other western unions have also adopted this criterion for their activities. In addition, there have been positive results in exchanging information, changing union structures, and international contacts. But problems remain - a very difficult financial situation and lack of cooperation with some Confederation (Bosnia, Republic Srpska, Podkrepa).

Commonwealth of Independent States (CIS) and the Baltic States

The *IMF Project Office for the CIS* (POCIS) covers two sub-regions, the CIS and the Baltic States. At the start of 2001, there were 12 trade unions affiliated to the IMF's sub-regions. Due to subsequent affiliations this number grew to nineteen by 2004, including a first affiliation from Central Asia (Kyrgyzstan).

Delegates from IMF affiliates in Russia, Ukraine and Moldova took part in the *International Forum on Freedom of Association* organised by the Moscow offices of GUFs, ICFTU, ILO, and the *AFL-CIO Solidarity Centre*, which took place in Moscow in 2001.

Five IMF affiliates took part in the 2002 Moscow *Seminar on Methods of Training Trade Union Activists*, which was planned and prepared in cooperation with the AFL-CIO Solidarity Centre. The *International Conference Trade Union Rights are Fundamental Human Rights* held in Belarus (November 2003) was a joint GUFs initiative to express their solidarity with the democratic and independent trade unions of Belarus in their struggle for respect and rights.

In 2004, in the context of the ICFTU's *Project on Trade Union Rights* the office held a seminar on this issue (with ICFTU financial support) for five metalworkers' unions in Georgia with two trainers trained earlier under an IMF project for trade union lawyers. Representatives of affiliates from Belarus, Ukraine and Russia attended the final conference of the Project (Moscow, 2004). Also in 2004, under the auspices of the Moscow ILO Office, the Office organised a *Workshop on Social Partnership for Countries in Transition* in Kyrgyzstan, which was attended by metalworker union leaders, employers and representatives of government officials.

Representatives of local unions at the SKF and Merloni enterprises in Ukraine and in Russia respectively attend international meetings, including the *SKF World Union Committee*.

The office will continue to work on expanding the IMF in Central Asia and the Caucasus. Relationships with metalworkers' unions in Kazakhstan and Georgia have already been established, and they are included in sub-regional activities. In Moldova, where there are four metalworkers' unions, the POCIS works with the current affiliates to build closer relations and to create one metalworkers' union.

These two sub-regions are increasingly drawn into the globalisation process, with numerous TNCs setting up operations. Consequently, the CIS and Baltic States require special and continuing attention from the IMF.

Country Councils

Councils were established in three countries, Belarus, Ukraine and Russia, where there were several IMF affiliates. However, the ***Belarus Council*** which included two IMF affiliates, AAM and REI, ceased operation in December 2003 after part of the AAM members, led by Alexander Bukhvostau, seceded and joined the REI, which then changed its name to REPAM (more on Belarus below). The ***Ukrainian Council*** has operated very effectively since its establishment in 2001. Subsequently, four new IMF affiliates joined this Council. The Council holds consultations and discussions on a regular basis, establishes priorities, and identifies current needs. The ***Russian Council***, established by five unions in 2002, was a pro forma structure for a while. In 2003, it became more active with regular meetings, and consultations. The office believes that this Council will grow stronger.

Unions at National Level

Currently there are two educational projects in **Russia** and three in the **Ukraine** supported in part by IMF affiliates (*IG Metall*, FO, FTMH, *Felesforbundet*). Another Russian project (funded by the *FNV Mondiaal/Bondgenoten* and assisted by *Danske*

Metal) started in 2004. It aims to strengthen the Shipbuilding Workers' by capacity-building of trade union officials, and increasing membership, particularly youth.

In 2003, the pressure by the Lukashenko regime upon independent unions in **Belarus** escalated. Finally, as a result of an order from Lukashenko and the collaboration of the *Federation of Trade Unions of Belarus*, Alexander Bukhvostau was removed from his position as AAM President during an extraordinary congress of the union in December 2003. Bukhvostau and his adherents left the Congress and established an independent AAM union, which was refused registration by the Justice Ministry. This means that the organisation is not legitimate, and cannot legally sign collective agreements or represent its members. To resolve this situation, the IMF's second Belarus affiliate, REI convened an extraordinary congress in February 2004, took in the independent AAM union, and changed the REI's rules and name (to *Radio, Electronics, Automobile, Metal and other Workers' Union of Belarus, REPAM*). REPAM was formally registered in April 2004, and at the statutory congress the following June, Alexandre Bukhvostau and Gennady Fedynich were elected as co-chairmen. In August, the Minister of Justice revoked the registration without explanation. REPAM appealed the decision to the Supreme Court where it is still under consideration. In the meantime, many REPAM members were dismissed, but the union continues its fight with the support of the ILO and a solidarity campaign launched by the IMF.

Latin America and the Caribbean (LACRO)

In October 2002, in Cordoba, Argentina, thirty-two trade unions participated in an *Extraordinary Regional Conference*. The conclusions emphasized reorganising trade unions to face the challenges of economic globalisation, such as: organising the unorganised, especially in EPZs, small and medium enterprises, and contract labour; incorporating women in union structures; discussing an alternative economic program. Up to mid-2004, the following *Sub-Regional Committees* had met: Central America, Southern Cone, Andean Pact countries, Caribbean Countries.

Among the main accomplishments were the increased participation of women, which rose from 11% in 2002, to 40% in 2003, only to decline to 30% in 2004.

SUBREGION	2002			2003			2004		
	Delegates	Women	%	Delegates	Women	%	Delegates	Women	%
Southern Cone	16	2	13	18	6	33	20	7	35
Andean Pact	11	0	0	19	10	53	15	2	13
Central America	18	1	6	17	6	35	21	7	33
Caribbean	19	4	21	13	5	38	14	5	36
<i>TOTAL</i>	64	7	11	67	27	40	70	21	30

The *Regional Coordinating Committee* prepared for the *Regional Conferences*, and evaluated the follow-up to decisions of the *Extraordinary Regional Conference*.

In 2002 (Bolivia) and 2003 (Brazil), meetings were held with GUFs, some donors, the ORIT, and the ILO to exchange information on future work and the *IMF Action Programme*. The Regional Office invited the other organisations to become active on the *Free Trade Agreement of the Americas* (FTAA), and eradication of child labour. We

shared experiences about the IFAs and core labour standards, and also discussed an alternative economic programme. Additionally, it was agreed to hold an international meeting in November 2004 in Colombia due to problems the trade union movement faces there.

In **Peru**, by invitation of the Minister of Labour, a conference was organised for legal professionals, experts in industrial relations and the ILO to discuss the labour code and particularly strikes, collective bargaining and union recognition.

Training and education: In 2002, in Argentina, a meeting of previously trained members of the regional *Instructors and Trainers Network* was held. It allowed resources to be shared and the course materials to be standardized. The *Action Programme* was included as the fundamental instrument in the themes to be presented.

In 2003, in Santiago de Chile, an international workshop was held on *Training in Project Planning Procedures* with the cooperation of representatives from the following organisations: EI, IFBWW, ISP, ITF, UNI Americas, and FNV.

Industrial Sector Activities

Two **Regional Automotive Industry Conferences** were held in Sao Paulo (2002, 2003) as described in the report on automotive activities. In 2002, the first **Regional Conference for the Aluminium Industry** was held, and the *Regional Action Group for the Iron and Steel Industry* was formed. During the primary metals meetings the respective industry situation was analysed and *Health and Safety* emerged as a fundamental point. In addition, communication networks were set up; the FTAA was discussed, and commitments were made with respect to the *IMF Action Programme*.

From 2000-2004, there was a **Project in Argentina, Chile and Peru** (funded by *FNV Bondgenoten* and *FNV Mondiaal*) focused on the **mining of copper, gold and silver**. The final evaluation in 2004 showed that the objectives (assistance in collective bargaining, OHS and organising) were largely achieved. Other indicators of progress are increases in union membership, greater interaction and solidarity between the unions and constructive thematic sub-regional meetings. A planning meeting for a new project in the mining sector, but with extended participation will be held in Mexico in November 2004.

In the **Andean Sub-Region** (Venezuela, Colombia, Ecuador and Peru) there was a similar **project in the automotive sector** supported by the Swedish Metalworkers union and the CAW, Canada. In Peru, activities concentrated on organising 5,000 unorganised workers in the CETICOS EPZ bordering Chile, which led to the creation of a new union affiliated to the national federation. In Colombia, the project resulted in the creation of a *Colombian Country Council* in 2001. In Venezuela and Ecuador the political context hampered our affiliates' capacity to carry out project activities, but information about IMF policy, new production schemes, FTAA, trade union structures and IFAs was successfully disseminated.

In 2003, in **Mexico**, meetings were held for the **automotive industry** to develop strategies for countering the problems in this sector, and to work towards creating a single national union in the industry. In November, the *Leoni* plant in Hermosillo, Mexico, was visited to inform workers about the *Leoni* IFA, and to make monitoring arrangements. A female executive from the company's board was present at the meeting.

In March 2004, meetings were held with members of the former *Auto Mercantil*, a *DaimlerChrysler* supplier. Because the supplier violated the IFA, *DaimlerChrysler* decided to terminate the contract, leaving more than a hundred workers without jobs. *Auto Mercantil* changed its name to *Auto Start* and continued working for *DaimlerChrysler*. After further IMF interventions the former *Auto Mercantil* workers were re-hired (except for the leaders). A report of this violation to the ILO is in preparation and the adherence of *Auto Start* to the IFA continues to be monitored.

The regional office also carried out additional activities in the areas of solidarity, and equal rights which are covered under the sections dealing with these topics.

Country Councils and Unions at National Level

In 2002, Councils were created in **Mexico, Argentina, Chile, and Colombia**. Trade union unity is increasingly discussed throughout the region, including the possibility that in the near future metal unions in Argentina and Colombia will merge to form a single national union; and in the longer term such mergers will also take place in Mexico and Chile. The formation of *Country Councils* in Brazil and throughout the entire Caribbean is under discussion. The Mexico Council participates in activities to increase IMF affiliations, such as that of the *National Mining and Metal Union*, which joined in 2003.

In **Peru**, a new three-year project supported by the Finnish Metalworkers and SASK and involving the IMF affiliate FETIMAP started in 2003. The aim is to strengthen organising in the heavy mining sector in Peru and to train the union leadership in OHS and environmental problems. The issue of child labour is also addressed. The majority of miners are subcontracted without any legal protection or representation. The IMF affiliate is revising its statutes in order to include these workers. The project has encouraged miners from non-affiliated unions, and un-organised work sites to participate in joint activities with the IMF affiliate, striving towards unity of action of the mining unions.

Labour law reform in Mexico is needed because Mexico widely violates the ILO core labour standards and consequently IFAs as well. Most critical are the so-called *protection agreements* in which company management and a union agree on unionisation without the consent of the workforce. A second problem is a clause in the labour law, which denies the right to unionise to a large group of white-collar *confidential employees (empleados de confianza)*. In cooperation with the FES, a seminar was organised to discuss these problems and the possible impact of IFAs on Mexican labour relations. The overwhelming majority of participants agreed on the need for labour law reform, but the question of how to organise this reform under the current conservative government remains open.

IMF affiliates in **Uruguay and Chile** worked in 2002-2003 towards self-sufficiency in membership education, collective bargaining, and defending their members' rights, especially in TNCs.

In 2004, CNM/CUT of **Brazil** conducted seminars on *Collective Bargaining and Outsourcing*, and *Building a National Metal Union*. One hundred union leaders discussed issues such as the national and international economic situation, the economic and social policy of government (now run by the Partido dos Trabalhadores), proposal for union reform that will be submitted to Congress, elimination of the union tax, implementation of new union structures, protest days, a national contract for metalworkers, continuation and implementation of enterprise based committees.

Trade Unions at National Level

The IMF's activities with trade unions at the national level is carried out through the departments of the Secretariat and through the Regional Offices. Descriptions of these activities will be found primarily under the headings *IMF World Councils*, *Regional Activities*, and under all headings containing regional or industrial sector sub-headings.

Resources and Funding

A meeting for solidarity support organisations and affiliates involved with IMF projects was held in Geneva on May 14, 2004. Fourteen delegates from IMF affiliates and donor agencies attended the meeting together with staff from IMF head and regional offices. The IMF presented its global and regional priorities and the donor agencies explained their ways of working. The scope and modalities for co-operation were subsequently discussed.

Training and Education

A new form of training, the *IMF Summer School*, was initiated in 2001 and has been held annually since then. The goal of the School is to train young leaders from IMF affiliates in international trade union issues and also train new IMF staff. All Schools were arranged in co-operation with *Université Ouvrière de Genève* (UOG).

Twenty-two participants, seventeen men and five women, from fifteen countries attended the *1st Summer School*. Three of the participants were IMF employees. The School was mainly held at UOG; two days were spent at the IMF offices, two days at the ILO, and other excursions also took place. The languages were English and Spanish. This session was highly successful in achieving its objectives. The number of participants was optimal, and their average age was just over forty years.

The *2nd Summer School* was also held in Switzerland: the first week in Chexbres (Vaud) and the second week in Geneva. Twenty-one participants including eight women (38%) from fifteen countries attended. Three of the participants were IMF employees. The average age was just above forty years. Languages in the school were English and French. The School was highly successful in achieving its objectives. The number of participants, was optimal and the women's participation very good for IMF events. The participants' evaluations were very positive and some recommendations were made: fewer topics but treated more profoundly; more work in groups, and better prepared ILO visits.

The *3rd Summer School* was held in Nyon, 20 km from Geneva, where UNI facilities were used. Twenty-one participants from fifteen countries attended the school, among them two IMF employees. Ten of the participants (48%) were women, and the average age was thirty eight years. The languages were English and Russian. The participants evaluations were again very positive. Nyon and UNI were a good choice for the venue.

The *4th Summer School* was again held in Nyon. Twenty-three participants from 16 countries attended the school, including two IMF employees. There were seven women (30%), and the average age was thirty-six years. The languages were English and Japanese. This time some of the participants had problems understanding English, and also their level of knowledge varied quite a lot.

The *Summer Schools* have become a tradition. The participants communicating with each other after the School and contacts made at the School have resulted in the IMF's getting invited to an affiliated union's workshop, articles on the IMF, participants being selected for the *IMF Central Committee*, etc.

An *IMF Educators' Meeting* was held in March 2003 in Geneva. Forty participants from twenty-four countries attended, to be briefed on ACTRAV activities at the ILO, and to discuss a presentation of IMF educational activities. Two panels discussions then took place: *Educating and Organising*, and *Changing Methods in Union Education*. David Clement presented a draft *Educators' Handbook* for discussion. The workshop was a success, but needs follow-up activities. One suggestion - that a special section on education be put on the IMF website - was implemented in October 2004. The final version of the *Educators' Handbook* was published in September 2004.

The IMF participates actively at the international level. It attends the meetings of the GUFs' education officers, and has contributed to setting up the *ILO Masters Programme on Labour Policies and Globalisation*, which held its first course in autumn 2004 in Germany. The IMF also participated in the Congress of the *International Federation of Workers' Educational Associations* in Portugal (2003).

Information Network & IMF Communications System

Communications Department Activities

Since the last Congress, the IMF has continued publishing its magazine *Metal World* (in three languages with a print run of 6,500). The magazine, which provides news, in-depth analysis and features, is an important information channel for the IMF and a vital complement to our online communications. For many affiliates, print is a necessity, because they have no Internet access. In 2003, a sub-standard distribution arrangement was greatly improved and resulted in a decrease in the average distribution time from two months to two weeks.

In addition to *Metal World*, the Department has produced or assisted in producing other print material, including a leaflet on IFAs, an *IMF Auto Report* and an *IMF Educators' Manual*.

A project to develop an IMF profile was initiated in 2002. The profile gives a uniform appearance for IMF publications and stationery - the same typeset, logo, colours, etc - to make them identifiably IMF material. The programme has been implemented for publications and is well on its way for IMF stationery.

The department played the lead role in organising a very successful *Global Day of Action for Korea* to support jailed trade union officials. Details of this activity will be found under the heading, *International Solidarity*.

The IMF website - www.imfmetal.org - increased its number of visitors by at least 150% to about 5,000 a week during the congress period. It is continuously developed and improved to keep affiliates and other stakeholders informed on IMF activities and trade union developments. Special sections on IFAs (in four languages) and on *Union Women* were added in 2002.

In the last two years, great efforts have been made to improve the capacity of the website to handle multiple languages. In connection with the *Day of Action*, the IMF

was able to present information in Korean. A Russian-language website was launched in December 2002. In 2003, content was added in all official IMF languages. Since December 2003, there is a regularly updated news section in French, in addition to the English, Spanish, and Russian news service.

News published on the website is the basis of *IMF News Briefs*, a regular newsletter. It has approximately 700 subscribers, and in 2003 more than 25 issues (in English and Spanish) were distributed via e-mail and fax.

In 2003, the *International Federation of Building and Wood Workers* joined the IMF web platform. Concretely, this means that the two GUFs can share future development costs, and also pool other resources. This kind of cooperation is something most trade unions and GUFs talk about, but few practice.

According to the *IMF Action Programme* for 2002-2005, the IMF "will launch a programme to assist its affiliates to upgrade to Internet communications". Due to budget restraints, and the fact that – increasingly - many affiliates have started to use e-mail and the Internet, such a programme has not been launched.

In addition to the work of the Department described above, other IMF departments and offices make major contributions in this area. Dealing with *requests for information* is a central and almost daily task of the IMF. Requests, usually urgent, cover a wide variety of issues, including wages, working time, training, industrial relation systems, pension schemes, social security provisions, trade, etc. Ad hoc research is not systematically tracked, and requires significant resources in spite of the new information and communications technologies. These activities overlap with the solidarity work of the IMF described under the heading, *Solidarity and Organising*.

Other Departments and Regions

The IMF Survey *Purchasing Power of Working Time – An international Comparison* was published twice during the period under review (September 2002 and 2004) in English, Spanish, French, German and Russian. The number of countries covered is increasing and over seventy were included in the last survey. The report is also available on the IMF website.

Publication of *IMF Auto Report 2004* in connection with the *World Auto Council* provides the membership with a broad range of information on challenges and strategies in this key metalworking sector, including developments in China's booming industry. Updated data covers trends on a global, regional and country basis, as well as by company.

The *IMF South Asia Office* continues the publication of the monthly *Media Reflections* and *Briefs* (bi-monthly), which bring practical information to affiliates. The results are highly encouraging; many national centres use these materials in their publications. Moreover, the *IMF Action Programme 2002-2005* has been translated into seven regional languages. At the urging of the Office many affiliates now use e-mail to exchange information, which has brought immense benefits.

In the *Latin American and Caribbean Region*, a Spanish-language version of *Metal World*, as published in Geneva, was distributed in 2002 and 2003. In 2004, an eight-page printed newsletter, *Metal Mundo*, took its place. Circulation for all these publications stood at 1,000. Starting in 2004, all regional meetings had use of the IMF Internet site as an agenda point and included a demonstration. After six months, there has

been a 5% increase in visits to the site; time spent surfing the Web has risen by 15 %. E-mail *IMF News Briefs* subscriptions in the Region have increased by 50%.

As use of the Russian language is widespread in the *CIS and Baltic States* the IMF Project Office provides IMF materials and documents in Russian. Since 2002, *Metal World* is published in Russian as well. The Office assists maintenance of Russian-language web-based services by furnishing news and translations.

Solidarity and Organising

Collective Bargaining

Collective bargaining is a central task of the IMF's affiliates. With few exceptions, it is carried out at the national level. The IMF supports the collective bargaining efforts of its affiliates through its Departments and Regional Offices. Over the period in review, numerous requests for information related to collective bargaining were answered, and collective bargaining training is an important aspect of the IMF's educational programme. Much of this work is carried out through regional and sub-regional activities and often forms part of more general union-building programs.

Latin America and the Caribbean

In May 2003, five-hundred copies of a *Manual on New Production Models and Collective Bargaining* were produced, as a result of two conferences on this topic (Uruguay, 2000; Costa Rica, 2001). The Manual, which covers topics such as laws, Health and Safety, employment, training, and industrial relations is a good discussion and training tool for collective bargaining.

South Asia

The Office assists affiliates in collective bargaining with technical support and information such as Consumer Price Index data, and the situation of various industries (steel, auto etc.). Requests for assistance are increasing. A workshop entitled *Changing Trends in Collective Bargaining in TNCs* was conducted. In the workshop, a comparison between old and recent agreements was made, to identify the emerging approaches of employers and appropriate trade union responses.

International Solidarity

The IMF's solidarity activities have many facets. The constantly updated IMF Internet site (www.imfmetal.org) makes news on metalworkers' struggles available on a constant basis and serves as an effective instrument for soliciting solidarity support. In addition, during 2002-2005, the IMF carried out several major solidarity efforts, including a *Global Day of Action for Korea* in support of imprisoned trade union leaders, a campaign in support of *PT Honda* workers in Indonesia, and continuing support for Belarus unions that resist the Lukashenko regime. Special web-sites were created for the Korea and Honda campaigns. Details on the *PT Honda* and Belarus struggles will be found in sub-regional reports of Southeast Asia and CEE.

During the IMF's *Global Day of Action for Korea* campaign, in January and June 2002, the IMF Communications department developed its campaigning expertise, - getting news of the campaign into the world's media, liaising with reporters and thus

promoting the issue. It also played a critical role in providing news to media officers of affiliates. More than thirty media outlets around the world reported about the *Day of Action*. All in all, IMF affiliates in sixty-five countries took part in solidarity actions on the two dates. Affiliates stressed that the IMF website and *News Briefs* allowed them to anticipate what would happen elsewhere in the world. The release of several imprisoned trade unionists was to no small degree due to pressures generated by the IMF's global campaign. More information can be found in the regional reports on solidarity activities.

The IMF also joins other international union organisations and their allies in global efforts. The campaign against Burma's violation of fundamental workers' rights and to *Make James Hardie Pay!* are excellent examples. In the latter, the IMF and its affiliated unions in Australia and the Netherlands, along with other trade unions and asbestos sufferers' support groups from around the world, are fighting to ensure *James Hardie* provides for the compensation of its victims. The Burma campaign is a global effort to pressure TNCs to shut down their operations in Burma; the IMF systematically contacts its affiliates in the home-countries of these TNCs for this purpose.

In addition to such campaigning, a significant part of the Secretariat's daily work is devoted to assisting metalworkers and their unions by providing information for organising and collective bargaining, as well as protesting and soliciting solidarity support when enterprises or governments violate core labour rights. The General Secretary frequently writes to heads of governments and enterprises to protest their organisations' behaviour or to urge constructive solutions. IMF protests included Korea's imprisonment of trade union leaders, Israel's bombardment of a Palestinian union federations' offices, Ghana's persecution of trade unions, and Zimbabwe's detention of a trade union delegation. The IMF has also initiated ILO complaints against Korea, and most recently succeeded in its joint complaint with the ICFTU against violations of the freedom of association in China.

Another country that must be highlighted for violations of core labour rights is *Turkey*. During the period under review, the IMF has issued more calls for solidarity with Turkish unions than for any other country, and all of them are the result of violations of core labour rights at domestic companies or by government (e.g. in militarising shipyards and derecognising existing unions). Companies in Brazil and Serbia are also frequent targets, but whereas in Serbia the violators are domestic companies, in Brazil the IMF's protests are directed exclusively at TNCs including *Acelor*, *Ford*, *General Motors*, *Honda*, *Mable*, and *Molex*. It is worth noting that *Ford* also drew attention for workers rights violations at its Thai *Auto Alliance* operations and *Honda* for mass firings of legal strikers at *PT Honda* in Indonesia.

The IMF also supports its affiliates' in collective bargaining and in conflicts that arise as a result. In this area, unions in developed countries are well represented: *IG Metall* at *DaimlerChrysler* in Germany, US Steelworkers at RMI (USA) and ALCOA (Canada), Australian Metalworkers (AMWU) at *Dayson* (a *Trane* subsidiary), *Joy Global*, and IUE-CWA at *General Electric* and *Valeo*. A second group consists of transition countries where the problems are frequently linked to privatisation. The list includes Bulgaria, Romania, and Serbia; the problems are mostly at domestic companies, but in some cases TNCs such as *Electrolux* (Romania), ISPAT (Czech Republic) and *US Steel* (Serbia) are involved. Finally, *BHP Billiton* has drawn the IMF's attention several times for its actions in Southern Africa and Colombia.

Latin America and Caribbean

In January 2002, the *Global Day of Action for Korea* was supported by protests at the gates of South Korean embassies and by the delivery of protest statements. The campaign stirred a rebirth of the solidarity movement in Latin America. In March 2002, the IMF Secretary General visited metal unions in Venezuela. In April 2002, an IMF Mission including representatives from Canada, USA, and Spain, met with IMF affiliates as well as business and trade union leaders in Argentina to highlight international concern about the social and economic crisis afflicting the country. Additional solidarity support was given to unions in *General Motors S.A.* Chile, ALCOA workers, the Teachers Unions in Colombia; laid-off workers from the *Molex* company in Brazil, workers fired from *Motos Honda* and other companies in Manaus (Brazil), mineworkers and workers in CODELCO-FTC in Chile.

Southeast Asia and Pacific

Indonesia: In March 2002, 560 workers from *PT Honda Prospect Motors*, members of IMF affiliate the SPMI, went on a legal strike after wage negotiations ended in a dead-lock. The company dismissed 208 workers instantly and an additional 160 workers in June of that year. This company showed complete disregard for workers rights and respect for local laws.

The IMF did everything possible to assist the dismissed workers. It met the company management together with the SPMI officers on several occasions to amicably settle this dispute and to seek the reinstatement of the dismissed workers. After all peaceful efforts failed, the IMF launched a campaign against *PT Honda*.

Despite all initiatives on the part of the IMF and SPMI the local management remained intransigent. After four months of lockout and the resulting hardships, the workers felt compelled to accept the meagre compensation from the company and end their fight.

Thailand: Timely and constructive intervention by the IMF in a industrial dispute at the Ford-Mazda subsidiary, *Auto Alliance (Thailand)*, in May 2002, resulted in the reinstatement of four leaders of the plant union, an affiliate of the *Thai Autoworkers Federation* (TAW). The unionists were dismissed because of union organising activities. After a series of meetings between the IMF, the *Confederation of Thai Electrical & Electronics, Automobile and Metalworkers Union* (TEAM, to which TAW is affiliated) and management, the company unconditionally agreed to reinstate the four dismissed unionists and also ceased resisting the formation of a union. IMF affiliates, especially the US Autoworkers (UAW), played an important role in seeking the successful settlement of this dispute. The *AFL-CIO Centre for International Solidarity* directly assisted the union and the workers throughout.

South Asia

During the *Day of Action for Korea*, the region organised two protest actions for all affiliates. Most of the leaders met the Korean Ambassadors and handed-over protest letters from their respective federations. In addition, solidarity messages were sent.

An exchange of fraternal delegates between affiliates in India and Nepal took place in 2002. It helped improve mutual understanding and solidarity.

Commonwealth of Independent States and Baltic States

IMF affiliates from CIS and the Baltic States were highly active in the *Day of Action for Korea* in January 2003, primarily by sending protest letters (Belarus, Baltic States, Ukraine) and picketing the South Korean Embassy (Russia). Since 2002, the Office has been engaged in organising solidarity support for the two affiliates in *Belarus* (AAM and REI), which came under increasing pressure from the Lukashenko regime (see the report on Belarus under the heading, *Regional Activities*).

Organising the Unorganised

As is the case for collective bargaining, organising is carried out on the national level and consequently the IMF's Regional Offices do the major portion of organising-related work. IMF Departments also make important contributions in this area.

Non-Manual Workers

Significant changes are taking place in the employment structure worldwide. As manufacturing becomes more technology intensive, many traditional metal jobs are eliminated, while there is jobs growth above the shop floor. These changes are also related to the rapid expansion of the ICT sector that will continue in the foreseeable future. This means that globally non-manual workers will account for an ever-increasing share of the labour force. On the other hand, non-manual workers are generally less unionised than their manual counterparts and consequently there is a growing gap between employment and union membership. As a result, strengthening the presence of the IMF and its affiliates in non-manual occupations is critical for the future of trade unionism and requires appropriate action.

The IMF conducted several *Seminars on Organising Non-Manual Workers*. The first took place in October 2002 in Eastbourne, England and gathered some fifty participants from North America, Europe and Asia. Presentations highlighted the difficulties of recruiting in white-collar occupations, which generally lack the union traditions found in manufacturing. Quite often, non-manual workers do not see unions as relevant to their needs and prefer to negotiate individually, believing they can get a better deal. On the other hand, they increasingly find that they are no less vulnerable to corporate restructuring, downsizing and outsourcing than manual workers, and look for protection as a result. Seminar discussions focused on new tools and strategies for recruiting in this expanding segment of the workforce with a special emphasis on organising in the IT sector.

A follow-up seminar took place in Geneva in November 2003 to broaden the discussion and seek ways to better reflect the structural changes in IMF activities and policy. Working time, work/life balance, and equality issues were high on the agenda, as were training and career development. Special attention was also paid to the need to design communications methods and strategies for recruitment and retention of members. Services to members, ranging from legal advice to the availability of help lines and call centres were also discussed. The exchange of experiences has proved valuable in organising and networking. Reports on these seminars (in English, German, and French) were produced and sent to affiliates. They are also available on the IMF website

At the regional level, a first seminar was held in Brazil in September 2004. Representatives from Europe and the USA also attended and shared their experience

on organising and servicing non-manual workers. Although the issue was new for the region, the seminar met with a good response from affiliates who committed themselves to prepare a work plan targeting this category of workers. Similar activities are scheduled for other regions as well.

The issue of non-manual workers was also high on the agenda of the *Executive Committee* meeting in May 2004 and Committee members expressed their strong support and appreciation for the work done by the IMF. It culminated in the adoption of a policy paper that recommends the strengthening of activities in all regions and the allocation of adequate resources.

Latin America and Caribbean

In 2002, a five-year *organising project* for **Central America** was completed. The project had uneven results. In the *Dominican Republic*, FENATRAMIM amended its structures to include workers from the informal sector, and approximately 2,000 new members were recruited over five years. Special emphasis was placed on organising female metalworkers in EPZ areas. In *Panama*, FENATRAMET recruited some 1500 new members and has a team of 6 trainers. In both countries affiliates have started to reserve funds to implement their own education workshops. In *Guatemala* no project activities were held during 2001 and 2002 due to severe labour disputes and the closing down of many major companies. During 2001 project activities in *Honduras* focused on strengthening the internal capacity of the unions in FETRAMIMH, which was followed in 2002 with a focus on enterprise bargaining. An external evaluation was held in 2003 and has produced recommendations to develop a long-term strategy for the region.

In September 2002, a regional *Seminar on Unionising Workers in the Electronics Industry* was held, and 25 women took part. Global growth and development of the industry was examined; and obstacles facing women at the workplace and in trade unions were analysed.

In September 2003, in Manaus, Brazil, the first *Regional Conference on Export Processing Zones* was held. Its objective was to plan organising activities. Data on the main EPZs in the region was gathered, and a project to boost organising with the assistance of local unions is being formulated. In addition, an externally funded project for the *Maquiladora* industry along the Mexico-USA border is under development.

The Office has also held a *Seminar on Organising Workers in Small and Medium-Sized Companies* in Buenos Aires, Argentina, which considered the effects of outsourcing, the (increasingly) informal economy and the potential of worker-run cooperatives. Action plans and union commitment were also discussed.

A *pilot organising project* supported by SASK, the Finnish unions for metalworkers and salaried employees began in **Mexico** in 2004. A study of the metal industry commissioned by the IMF showed a huge potential for organising. A mission involving the IMF and the Finnish metalworkers (2003) resulted in drawing up the project. The primary objectives are to create and consolidate core groups of unions and organisations to organise in targeted industries and TNCs in the maquiladoras. Additional objectives are to identify metal companies with a large female workforces and those covered by IFAs with the IMF, as well as training organising teams to be able to monitor IFA compliance. An evaluation and planning mission will take place

in November 2004 to assess the feasibility of developing a medium- to long term organising project in Mexico.

Southeast Asia and Pacific

In the period under review, a new metal union was organised in the Philippines - the *Philippines Metalworkers' Alliance* (PMA). The Office initiated the formation of this union after efforts to persuade the *IMF-Philippines Council* to restructure and organise workers in the metal sector failed.

This new union, formed in November 2003, is made up of independent, enterprise based unions in the automobile, electrical & electronics, and metal industries that were not affiliated to any of the existing national centres. Initial membership of the PMA was 11,000, but there is a good potential for organising more workers. A planning meeting took place in March 2004 and there will be a pilot project in 2005, focusing on organising/union-building, and strengthening of trade union structures. In the meantime PMA officers have participated in IMF meetings to enable them to understand the role of global unions.

In September 2004, the Regional Office, SASK and the Finnish Metalworkers' undertook a project-planning mission to the Philippines to assess the feasibility of an organising project for the metalworking sector.

Thailand: Since 2002, the IMF has assisted the TEAM in several union-building activities. Through the sponsorship of SASK, and Finnish metal and engineers' unions, the IMF runs a three-year pilot project for the strengthening of TEAM. This project includes workshops on organising, collective bargaining, labour laws and trade union rights, trainer training, union structure and administration, and political lobbying. Up to late 2004, about 400 participants from the three federations affiliated to TEAM have participated. As a result, TEAM's membership has risen from 30,000 in 2001 to more than 40,000 in 2004. This is a significant improvement for TEAM, and makes it one of the largest unions in Thailand, where there are about 280,000 unionised workers, which represents less than 3% of the total workforce.

However, further efforts must be made to strengthen the structure, improve union administration, and dues collection. Another problem that must be dealt with is the rapid turnover of union leadership at all levels. If left unchecked, this problem will impede the growth of TEAM.

In 2004, the IMF conducted two workshops in Batam, **Indonesia**, for the SPMI, to promote organising on the island (near Singapore), where many well known TNCs have set up production facilities for the export market and employ thousands of (predominantly women) workers. As a result of this initiative, and with financial support from ACILS, the SPMI has set up a branch office in Batam that serves about 6,000 members. There is a huge potential for organising, and the SPMI is confident that its membership (currently at 100,000) will increase.

In 2003, the IMF initiated work with the *Vietnam National Union of Industrial Workers* (VNUIW). Several well known TNCs have established manufacturing and business bases in Vietnam. In 2002, the Office visited Vietnam and reported on the trade union, political and economic situation. Subsequently, contacts with the VNUIW were maintained and their representatives are frequently invited to IMF meetings in the region. The VNUIW, as unions elsewhere, is confronted with problems due to the negative effects of globalisation and a rapidly changing industrial

and economic environment. To help deal with some of these problems, the VNUIW sought IMF assistance, and in 2003 two workshops on the *Action Programme* and the effects of globalisation were conducted. There were a total of 58 participants to the workshops held in Hanoi and Ho Chi Minh City. The union is keenly interested in the *Action Programme*, and two more workshops are planned for later in 2004.

South Asia

In 2002, the Office conducted five workshops on the *Action Programme* focus on *Organising the Unorganised*. In total there were 109 participants, including 7 women.

In 2003, the Office conducted three workshops (one each in India, Bangladesh, and Sri Lanka) entitled *Organising Private Sector Workers*, which were attended by a total of 73 plant level workers. The workshops were timely because governments in the sub-region are keen on privatising their public sector.

About 98 percent of the workers engaged in shipbreaking in India are migrant workers without any legal protection. They are not covered by any collective bargaining statute and consequently lack not only Health and Safety protections, but even the most elemental services such as safe drinking water, housing, sanitation and medical attention. The pilot *Project on Organising Metalworkers in the Shipbreaking Industry* in 2003-2004, supported by *FNV Mondiaal/Bondgenoten*, provided access to these services for workers in Mumbai. The project seeks cooperation from NGOs, government and port officials, and social activists. A survey on wages, working conditions, and the welfare of workers was completed. Liaison with government agencies to implement basic/minimum labour legislation has begun, and interaction with union organisers has produced encouraging results. By end of 2004, a full-fledged organising drive will start. A new project plan for 2004-2007 has been approved by *FNV Mondiaal/Bondgenoten*, and will extend activities to the Alang and Sosiya shipyards. This project may well become the first successful attempt at organising shipbreaking workers.

With help from LO/FTF, the IMF has launched the *India Organising Project* for metalworkers in five Indian states. The project objectives are: increasing membership, capacity building, organisational sustainability, and educating member organisations and their activists. The pilot phase ended in June 2003 and succeeded in providing infrastructures, training organisers, and identifying organising targets. In addition, a comprehensive survey report was prepared. Early in 2003, comprehensive *Strategic Planning Workshops* were carried out in each of the participating regions, and activity plans extending to 2007 were prepared. Between July 2003 and September 2004 the membership in the target states increased by 25,299. Significant growth in the capacity of participating organisations is visible, and interaction with base level workers has been improved, as well as collective bargaining, education, etc.

Commonwealth of Independent States and Baltic States

One of the main tasks of the Office is to assist affiliates to keep and increase their membership, which is also the goal of an ongoing three-year *IMF Project in the Baltic States*. The Project aims at improving organising capacities of trade unionists with particularly emphasis on small and medium enterprises.

A Social Dimension to Economic Globalisation

The IMF has been very active in promoting alternative directions for the globalisation process. These activities include working with the ICFTU, TUAC and the other GUFs, participating in the WSF, as well as discussion and development of a programme and strategies for an alternative globalisation (e.g. at the Cape Town, Central Committee).

In seeking a social dimension to globalisation, the IMF has worked to establish dialogue and strengthen cooperation with organisations that share the trade unions' concerns about the negative impact of globalisation and form part of a growing worldwide movement. In this attempt to build wider alliances around workers' struggles, the IMF strives to act together with other international trade union bodies, particularly with other GUFs. It has also engaged the global labour movement in a debate on how to best interact with other progressive organisations and establish alliances around specific common objectives. Concrete examples of these efforts are cited elsewhere in this report. Here the focus is on IMF initiatives with respect to the *World Social Forum*.

The WSF originally was a response to the "other" forum – the Davos *World Economic Forum* - with the aim of bringing together organisations representing various segments of civil society and creating a counterweight to the economic power that is in the hands of a few. Over the years, it has developed into a worldwide movement that is diversified according to different regional experiences.

The IMF and its affiliates have a growing presence at the WSF, and this participation is becoming more organised and increasingly focused around metalworkers' priorities. Sustainable development, economic alternatives, and quality employment are the key issues around which the IMF has developed its participation in the WSF. Metalworker delegates have also contributed to activities of other trade union and non-governmental organisations.

Since the first meeting in 2001, the IMF has sought opportunities to promote and contribute to the debate with other GUFs and the ICFTU, searching for effective strategies to make trade union demands an integral part of the struggle for "another", more equitable world. The presence of international trade union organisations has grown at each successive Forum, but their visibility and impact have remained marginal, when in fact they should play a leading role. At the same time, the Secretariat has promoted a debate among IMF affiliates about interaction with other social actors, which requires careful consideration of potential partners and genuine commitment to constructive dialogue. IMF affiliates have become increasingly active in exchanges and cooperation with NGOs and social movements, particularly in the context of *Regional Social Forums* and at the WSF meetings in Brazil and in India.

Seeing the WSF as an opportunity to open up the debate about globalisation from a social perspective, IMF delegations have brought metalworkers' views and priorities to the general debate. At the 3rd WSF in Porto Alegre, in 2003, the IMF delegation seized all opportunities to promote its priorities: pursuing an alternative economic programme, and promoting fundamental labour rights through IFAs. Before the WSF, a two-day preparatory trade union forum was organised by the ICFTU, which brought together around 500 trade unionists. IMF representatives - echoed by other participants - pointed out the risk of trade unionists repeating themselves, asked for more substance, and urged the trade union movement to start working concretely

towards a radical reform of the international finance and trade system. The IMF also proposed that work begin to make trade union initiatives an integral and permanent part of the WSF, that, under ICF TU leadership, strategies and activities be developed for building effective alliances with other civil society movements, and that a programme of alternatives to neo-liberal globalisation be defined.

The IMF criticism of the inadequate presence and contribution of the international trade union movement resulted in subsequent debates with other GUFs and the ICFTU. These produced a very limited outcome in terms of programmes for the 4th WSF in Mumbai. However, one significant result of the concerted initiative of the IMF and some other GUFs was the holding - for the first time - of a workers' march and public rally at a WSF meeting. It was a massive mobilisation of union members that brought together thousands of workers, many of them metalworkers, from India and the neighbouring countries. A significant problem remains however, there was too little interaction between the international trade union movement and the civil society groups among whom trade unions should be able to find allies.

An impressive number of organisations and people – more than 130,000 – gathered for the 4th WSF in Mumbai. The agenda of the Forum had gotten richer, including many themes relevant to metalworkers. The main goals of the IMF participation were to disseminate information on the struggles of metalworkers, to make their concerns a bigger part of the wider debate among social movements, to present concrete IMF proposals for alternative economic policies to potential allies, and to develop a dialogue with organisations, which share our fundamental values and to enlist their support for our goals. As part of the Mumbai WSF programme, the IMF organised a seminar on *Jobs for Sustainable Development* which drew about 250 delegates, and focused on an employment generation strategy as a fundamental goal of trade unions in developed and developing countries. The workshop format generated a lively debate between trade union and NGO participants from many countries in Asia, Africa, Europe, North and South America. The IMF delegation, which included representatives from all regions and more than thirty affiliates, took part in many WSF activities. Building on the experience of the 4th WSF, the IMF and like-minded GUFs, have developed an exchange of information and cooperation with certain NGOs (from North and South), which are particularly active in the areas of trade, human rights and sustainable development.

In addition to alliance building and WSF participation, the IMF promotes globalisation alternatives in its work with affiliates and through its regional activities. For example, the IMF participated in two summer schools organised by one of its Spanish affiliates (CC.OO), which took place in Spain in July 2002. The first one near Saragossa aimed at increasing public awareness of the importance of ensuring labour rights globally. The IMF contribution focussed on international trade union action and *World Company Councils*. The second, in Bilbao, dealt with international trade unionism in the process of globalisation, with a special emphasis on IFAs. In Latin America, discussions about an alternative to the current economic model are held at all *Sub-Regional Committees* and several regional meetings.

Equal Rights

The *Action Programme* objectives under the heading of Equal Rights can be summarised as:

- give organising women workers priority in organising campaigns to improve levels of women's unionisation
- encourage women active participation at all levels of union organisation and improve their level of participation in the IMF

Noting the *Action Programme* statement that "The plight of women rightly deserves special emphasis", the priority of the *IMF Equal Rights Department* has been to increase the representation and participation of women in all IMF structures and activities. The poor state of women's representation in the IMF and affiliated unions is a significant obstacle to developing sustainable programmes to improve conditions for women workers, and is therefore being given highest priority.

The Status of Women's Participation in the IMF

Prior to the Sydney Congress, there had been a hiatus in activities due to the vacancy at the head of the Department. One of the first tasks in this Congress period, therefore, was to audit the status of women's representation in the IMF and its affiliated unions. In July 2002, the IMF conducted a survey of affiliated unions to determine the level of women's representation on their executive bodies as compared with women's representation in the membership and their employment in the relevant industry. Seventy-five affiliates responded - an excellent response rate that allowed well-supported conclusions to be drawn.

The survey revealed an under-representation of women in leadership positions. It also showed dramatic regional differences in the level of women's representation, and large differences between affiliates within the same region. In North America, women are strongly present in union membership, but are not elected to high union offices at the same rate. Women's representation at senior union levels is fairly representative of their presence in the industry in Europe and CEE, but in Asia they are not at all well represented, either as union members or in leadership positions. Even where women are elected to the executive committees of their unions, they do not occupy the most senior positions in the union - President and General Secretary.

There is a clear link between women's level of representation in their unions and the extent of participation in the IMF. Low representation in senior leadership positions in affiliates translates directly into low representation in IMF structures.

A review of women's participation in IMF structures found that:

- There has never been a woman on the *IMF Executive*
- Women made up 11-12% of the delegates at the Sydney Congress, which was no improvement on the San Francisco Congress four years earlier
- Women's participation at sub-regional meetings averaged 10% with many meetings including only one woman or no women at all; and
- Other IMF meetings (mainly sectoral) averaged 3% women's participation.

Developing a Strategy

In October 2002, an *Advisory Meeting on Women's Representation* was held to discuss the barriers to women's representation in the IMF and to formulate strategies to overcome them. The meeting made a series of recommendations to the *IMF Executive*, all of which were subsequently endorsed, including:

- Reinstatement of the *IMF Women's Committee* to meet in conjunction with the Executive
- Formation of *Women's Committees* at the (sub-)regional level
- A *Women's Conference*, to be held in conjunction with the *IMF Congress*
- A goal of 20% representation of women for the *Central Committee* and the Congress.

The *Executive Committee* also endorsed additional measures, including: using women as speakers and to introduce other speakers at the Congress and *Central Committee*; women's participation in all *IMF World Councils*, projects and activities taking into account their representation in the relevant sectors; continuous monitoring and reporting on women's representation in all IMF activities; applying the gender equity principle to IMF delegations to other bodies; discussing women's representation at all IMF meetings; encouraging affiliates to include representation of women in their reports to IMF meetings.

Progress to Date

The *IMF Women's Committee* has been reinstated and had its first meeting in October 2003 with delegates from all IMF regions. So far the committee has concentrated on implementing the *Executive Committee* decisions concerning women. The *1st IMF Women's Conference* will be held on 21 May 2005 in conjunction with the Congress.

At the *Central Committee* in Cape Town (2003), a women's caucus was held. Women's participation at the *Central Committee* reached 18%, not quite achieving the 20% target set by the *Executive*, but significantly higher than the 11-12% of the 2001 Congress, and double the 9% of the preceding *Central Committee*. However, the overall figures mask the fact that the improvement is attributable to a handful of affiliates while the majority have yet to make the necessary changes.

The annual *IMF Summer School* has been a particularly successful means of including women in IMF activities. The number of women attending increased from 5 out of 22 participants in 2001 (23%) to 8 out of 21 in 2002 (38%) and 10 out of 21 in 2003 (47%). Unfortunately, in 2004 the number dropped to 7 out of 23, but this still is a 30% participation rate - significantly higher than in other IMF meetings.

Much work remains to be done to improve the level of women's representation in IMF industrial meetings, in which women's participation averaged only 8% in 2003 and 2004. The greatest concentration of women members is in the electrical and electronics sector, yet hardly any women take part in this sector's meetings. Only the department for non-manual workers has a reasonable level of women's participation. Far too many IMF meetings have no women participants at all. The *Executive Committee* decisions on women are a long way from being implemented at the industrial department level.

The Way Forward

IMF affiliates need to make genuine commitments to changing their representation at the international level. At the same time, major changes within national unions are needed to make them truly representative of their women members. Time alone will not remove the barriers to women's participation.

Significant changes to IMF structures have been made since the last *Congress* to facilitate greater participation by women. The reinstated *Women's Committee* creates a forum for monitoring women's representation, and where any needed further recommendations can be made. Undoubtedly, equitable representation of women in the IMF and in affiliates has gained a higher profile, and structures have been created that should lead to the development of sustainable programmes to improve conditions for women workers in the next Congress period.

Regional Equal Rights Activities

An immediate objective of the Department has been to improve the level of women's participation in IMF regional structures. To this end, a strategy was developed to hold a women's pre-meeting the day prior to selected sub-regional meetings. Additional funds were made available to enable women, who would not otherwise attend the meetings, to do so. In addition to directly increasing women's participation in sub-regional meetings, the aims of the pre-meetings included discussion of the implications of the IMF *Action Programme* for women, women's participation in the IMF, affiliate reports on women's activities, and making recommendations on related matters for discussion and action of the sub-region.

Women's pre-meetings have been held in Southern Africa, East Asia, South East Asia and Pacific, and the CIS and Baltic sub-regions. In Latin America, a *Regional Working Group on Equal Opportunities for Women* was ultimately established. The group consists mainly of women, but also has male members. In South Asia, a series of country-level women's meetings are designed to lead to the formation of a *Sub-Regional Women's Committee*. In North America, a regional women's meeting has been held, and in Europe stronger ties are being developed between the IMF and the *EMF Women's Committee*.

The pre-meeting strategy was successful in achieving better participation by women in sub-regional meetings and in ensuring that issues of importance to women were discussed. However, it is uncertain whether this increased participation is sustainable without greater commitment by affiliates. For example, in South East Asia 17 women attended the sub-regional meeting when the IMF provided funds for a women's pre-meeting in 2002. However, the following year, only 3 women attended. On the other hand, in Latin America women's participation in sub-regional meetings increased dramatically from an average of 11% female participants in 2002 to an average of 40% in 2003 with no special measures taken, other than encouragement.

More details can be found in the following reports from the regions. In addition to these regional reports, numerous references to activities to promote women's participation will be found under the heading *Regional Activities*.

Latin America and the Caribbean

In 2002, an *Action Group for Women in Latin America and the Caribbean* was created. It drafted a proposal for steps to include women in union structures. The proposal was

discussed at the *Extraordinary Regional Conference* in October 2002, and won support. The condition and perspectives of women in the region were analysed. A CD (in English, Portuguese and Spanish) on *Eradicating Child Labour* was also produced. It contains the progress achieved by the IMF as well as all official documentation from international bodies, such as the ILO. In 2003, the *Action Group for Women* became the *Regional Women's Committee* comprising both men and women (mixed). Concrete strategies and actions were planned to incorporate women within union structures in the region. There is a commitment to hold a *Regional Training Seminar for Women in the Metal Industry* in 2004 in Sao Paulo. In March 2004 (after the *Sub-Regional Committee of Central America*), eight female members from six countries in Central America, Mexico and the Dominican Republic participated in a *Workshop on Equal Remuneration* organised by the *Public Service International* in San José, Costa Rica. Among other matters the workshop discussed the IFAs signed by the IMF and a clause on equality in remuneration for women.

Southeast Asia and Pacific

In 2003, the IMF conducted five *Women's Needs Analysis Workshops* for the SPMI. This project was financed by LO-TCO Council and supported by SIF and by *Svenska Metall*. As a result of the successes (described below) a new application has been presented to the Swedish affiliates to continue the project until the end of 2006.

The 2003 project gave a complete overview of the situation of women in the SPMI membership. About 30% of the SPMI membership is made up of women workers, but they are poorly represented in the organisational structure and lack knowledge of trade unionism. There were also elements of bias against women's participation in trade union work, mainly due to cultural, religious, and family restrictions.

The workshops paved the way for women's participation in trade union work. For 2004, the project was extended to cover seven activities to further develop the role of women in the SPMI. Two activities were on gender sensitising; participants included both men and women. Other topics were designed to train women in trade union rights, skills and knowledge. From 2003 to the present about 200 women SPMI members have been trained. As a result of the training *SPMI Women's Bureaus* have been established at all levels of the organisation. There are strong indications that women will be elected to the *SPMI Executive* at the next *SPMI Congress*.

South Asia

In 2002-04, in all the countries of the region, educational programmes exclusively for women were conducted under the title of *Workshop on Women and Trade Unions*. The objective was to strengthen women membership, integrate them in trade union activities, and to give women members the confidence to take responsibilities in their respective unions. *Country Councils* and *Sub-Regional Committees* paid special attention to women's issues, decided actions, and set deadlines. The projects included data collection on women's membership, formation of *Women's Committees* particularly in affiliates with substantial female membership. The *Sub-Regional Women Committee* will be active by the end of this year

Commonwealth of Independent States and Baltic States

In 2003, for the first time in the sub-regions, an *IMF Women's Meeting* took place in Moscow (before the joint *Sub-Regional Meeting for CIS and Baltic States*) and included women from all affiliates. The delegates identified tasks and strategies to increase

women's participation in leadership positions in affiliates and the IMF, elaborated and finalized recommendations, and elected the coordinators for CIS and Baltic States. It was noted that the level of unionisation of women workers in these sub-regions is very high and that they actively participate in union organisations. But women's representation in the unions' structures is limited - they are rarely elected to high-level positions, except in the Baltic States, where this trend probably comes from their national cultures. Plans to set up a *Women's Network* and *Women's Committees* in the affiliates were drawn up and will be launched in 2005.

Trade to Benefit the World's People

Together with other international unions, the IMF has been very vocal about the harmful effects of deregulated trade on sustainable development and workers' livelihoods, and has unflinchingly called for a reform of the WTO. However, the central union demand for inclusion of core labour standards in trade agreements has not made progress. Many member governments continue their categorical opposition to bringing the issue into the WTO, while most others, in practice, pay very little attention to trade union demands.

The IMF has been increasingly involved in the elaboration and promotion of a common strategy of the GUFs, the ICFTU and TUAC; this experience, however, has raised serious doubts about the effectiveness of international trade union actions. At the *Central Committee* meeting in December 2003, a debate among IMF affiliates was launched on this issue; it continues in the *Ad Hoc Working Party on Trade, Finance, and Development Policies*, which was established in 2004 to develop common positions and formulate strategies for effectively mobilising the IMF membership at national and international level. At the time of writing, no information can be given on any results of the *Working Party*, which is to meet in November 2004.

During this Congress period, closer cooperation on trade liberalisation issues has been established with certain GUFs, particularly PSI and IUF. Frequent exchanges and co-ordinated action have developed in preparation for *WTO Ministerial Meetings* and for consultations with government representatives and WTO functionaries. Joint initiatives have been taken, often in fruitful cooperation with like-minded NGOs that are active on trade-related issues.

Such cooperation with GUFs, however, has not sufficiently strengthened the hand of the international trade union movement and, in particular, the effectiveness of ICFTU lobbying of WTO member countries. This was clearly shown at the *WTO Ministerial* conference at Cancún. The IMF representative participated actively in lobbying government delegations, and was invited to contribute to many public events organised by NGOs and social movements. But, in spite of a huge trade union delegation, an ICFTU campaign on EPZs to promote the core labour standards at the WTO in the run-up to Cancún, and of a great investment of resources in the Cancún meeting the evaluation of the visibility and the impact of trade unions can only be negative. An ICFTU event held at Cancun on the eve of the Conference saw the participation of some of the main players; however, echoes in the media were quite unsatisfactory, and trade union proposals had no impact on the negotiators. Despite the potential for mobilisation presented by several social movements and NGOs (many of whom could and should be allies of trade unions), the labour movement was unable to effectively mobilise its huge membership internationally.

Since the failure of the WTO meeting, the IMF's constructive criticism of the trade union strategy has been voiced at several trade union meetings, particularly those of the *Committee on Trade and International Labour Standards* (TILS). It was also raised with the ICFTU and other GUFs to make our common strategy for respect of labour rights in trade through multilateral, democratically agreed rules more effective. Unfortunately, the review process has not yet produced a newer and better strategy. Moreover, wider alliances with social movements that work towards the same objectives and share the fundamental principles of democratic trade unions have not been built. On both issues, effectiveness of our strategy and visibility in the wider social movement, the IMF has multiplied its efforts and diversified its action on several fronts in coordination and close cooperation with GUFs that share our concerns.

The IMF has also increased its commitment to international trade union activity around trade and investment issues at the OECD in close cooperation with TUAC. An IMF representative has been chosen to co-chair the *TUAC Committee on Global Trade and Investment*, which has, among other responsibilities, the task of periodic consultations with OECD member governments in the CIME, *Committee on Investment and Multinational Enterprises*, particularly on the implementation of the *OECD Guidelines for Multinational Enterprises*. The IMF has actively contributed to initiatives to promote the Guidelines organised by TUAC and the FES, and has collaborated with TUAC in monitoring the behaviour of *National Contact Points* and in following up cases raised by or involving IMF affiliates.

Free Trade Agreement of the Americas (FTAA)

The trend towards the regionalisation of world economy continues to be a point of focus of IMF activities, both at global level and in the regions. The *IMF Working Group on the FTAA*, which was set up to formulate trade union policy and demands on regional integration, met in 2001 and 2002 in Brazil. The Group has been instrumental in raising awareness among affiliates and disseminating information about an integration project that put corporate interests ahead of development needs. Indeed, the goals behind the negotiation of the FTAA are part of a larger agenda of deregulation, all-out privatisation, destruction of collective bargaining, and dismantling of social safety nets.

The Working Group made an in-depth analysis of the potential impact of the proposed FTAA on the metal industry. It also discussed various forms of action and mobilization to ensure that workers' interests are reflected in any future agreement and that the benefits of trade are shared equitably. The IMF and its affiliates will continue to oppose the negotiation of trade and investment agreements - whether bilateral, regional or international - which do not address the needs of workers and fail to incorporate social and environmental norms, including internationally recognized human and workers' rights.

As an outcome of this work, the IMF published a report, *Metalworkers and the Free Trade Area of the Americas* (in English and Spanish), which aims to raise the visibility of trade issues among the IMF membership and to help engage those who have not been involved in the FTAA debate so far. It should also contribute to generating political pressure on governments to defeat a project that is designed to promote the interests of corporations and their allies at the expense of workers and citizens.

Commonwealth of Independent States and Baltic States

At the request of Russian and Ukrainian affiliates, the IMF organised two workshops, one each in Moscow (2002) and Kiev (2003) on their countries' accession to the WTO and the consequences for the metal industry. Both countries are still outside the multilateral trade system, but negotiations are gathering pace and accession has become a major issue. It is a critical issue for affiliates, because metal products account for an important share of exports. Fears among union members are rising that unemployment will increase and social problems intensify as a result of trade liberalisation and enterprise restructuring. In addition to IMF affiliates, representatives of employers, and governments in the countries concerned attended the workshops. Participants discussed the potential impact of WTO membership on the metal industry, and arrived at a better understanding of the WTO and the accession process, as well as of IMF policy towards WTO. It was also instrumental in helping affiliates engage government negotiators and employers on a process that will have an impact on business practices and industrial relations in these countries.

International Financial Institutions

In October 2002, the IMF was among the international trade unions who met the representatives of the *International Monetary Fund* and the *World Bank*. That was the second high-level meeting between international trade unions and the IFIs; the first was held in 2000. Trade unions voiced their continuing concerns about the IFIs policies, particularly, engagement with trade unions, pension reform, core labour standards, privatisation, and restructuring. The Fund and Bank claimed that they had abandoned ideological bias for private solutions over public ones, and one-size fits-all prescriptions for countries receiving assistance, but trade union representatives cited many examples to the contrary.

In reality, the more open attitude towards core labour standards occasionally expressed in Bank in publications or press statements is not reflected in loan conditions. As long as the Bank's commitments to promote labour rights do not cover conditionality and procurement contracts, they mean nothing in practice. Although national unions are consulted more often than in the past, these consultations are too often merely cosmetic.

A particular case in point is the lack of attention given to job creation in IFI policies. The IMF has focused its contribution on a common position of the international trade union movement on employment-related issues. The IMF continues to criticise the lack of attention paid by the IFIs to labour and employment questions, particularly in their *Poverty Reduction Strategy Papers* (PRSPs). These hardly ever reflect the suggestions put forward by trade unions, and most importantly they generally do not set employment targets or define strategies for job creation. In addition, the PRSPs pay very little (if any) attention to measures to improve wages and working conditions, to bring working families out of poverty, and to give countries sustainable development prospects.

Over the past Congress period, the Secretariat has also strengthened its cooperation with TUAC in the elaboration of international trade union positions on the policies of the IFIs, especially on the linkage between financial and investment policies and employment and poverty eradication goals.

IFI policies also were harshly criticised during the *IMF Mission to Argentina* in April 2002. Not only the trade unions, but also representatives of small and medium-sized enterprises underlined the responsibility of the Fund in the Argentine crisis. The country is a perfect example of economic collapse caused by the Fund's insistence on drastic austerity measures. As the IMF General Secretary stressed in his letter to the Managing Director of the Fund after the mission, Argentina did what the Fund demanded: it opened up its financial markets, liberalised trade, privatised key national enterprises and services, and cut back on public spending. But, these policies failed and led to social and economic disintegration.

The IMF criticism of the policies of the IFIs, particularly of their negative effects on low-income people, especially women, and on the deterioration of employment and working conditions has been voiced at several public events. At the *XI United Nations Conference on Trade and Development* (UNCTAD XI, Sao Paulo, 2004), the IMF contributed to the official programme at a thematic plenary session which was focused on the conditions needed to enable developing countries to take advantage of foreign direct investment (FDI) to achieve development goals.

Before UNCTAD XI, the IMF was involved in the consultations of the *Preparatory Committee* with civil society organisations, taking part in several hearings with member government representatives. The IMF, in close coordination with PSI, raised key trade union concerns, particularly with regard to the lack of policy coherence between UNCTAD and the IFIs, and the de-facto subordination of the UNCTAD policies to those of the IFIs. This was a good opportunity for contacts with government delegates, and for exchanges and cooperation with like-minded NGOs.

Health and Safety

Economic globalisation has prompted substantial modifications in the nature and organisation of work, and brought workers under growing pressure. Workers have to adjust continuously to new working methods and management techniques, make better products, deliver them faster, and give better service at lower prices. As a result of these ongoing and profound changes, workers increasingly suffer from stress and stress-related symptoms. These have become a major health and safety issue across all occupations and companies, in the private as well as the public sector. Stress is linked with other workplace issues such as employment and enterprise restructuring, working time, continuous training and skills development, control and participation, and flexible work practices.

Consequently, the IMF decided in 2002 to launch a two-year *Project on Stress Prevention* in cooperation with affiliated unions and the University of Nijmegen in the Netherlands. The aim was to carry out and evaluate various intervention measures in selected metal companies and to make recommendations for risk assessment and prevention. Giving a scientific dimension to the project was considered critical and would enable all those participating to benefit from knowledge already available in this area.

Implementation has been complicated by restructuring measures, including lay-offs in the companies concerned, and by management reluctance to support a trade union project. Problems of coordination between the different levels of responsibility have also slowed the process down, but progress is being made thanks to the affiliates' unflagging efforts. The project will be finalized in December 2004 and assessed at the next meeting of the *IMF Working Group on Non-Manual Workers* in early 2005.

Regional Health & Safety Activities

Latin America and Caribbean: In *Peru*, steps were taken to form *Joint Committees on Health and Safety*. Union leaders were trained by instructors from the WHO and the ILO. Two doctors, a human resources director, and a safety engineer were also trained. As a result of externally-funded projects, the health and safety in the mining sector has also been strengthened.

South India: In the framework of the *India Organising Project* and the *Shipbreaking Project, Health & Safety Workshops* were conducted and educational material was prepared with the support of local ILO Office. First-Aid training, and *Medical and Awareness of HIV/AIDS Camps* were conducted for the unorganised workers. The activities were well received by the workers and the results are positive. During the Congress period, two workers representatives, one from India and one from Bangladesh attended the *Experts Meeting on Health & Safety in the Shipbreaking Industry for Selected Asian Countries* conducted by ILO in Bangkok in 2003. Their contribution to formulating guidelines for safe work in shipbreaking was highly appreciated.

CIS & Baltic States: During 2001-2004, the Office, with assistance from the Finnish Metalworkers' implemented a four-year *Project on Health and Safety* for the *Automobile and Farm Machinery Workers' Union of Russia* to train trade union trainers. As a result, a network of trainers on Health and Safety was set up and began its work, mostly at the local union level. Two trainers from this team took part in a *Seminar on Health and Safety*, which took place in 2004 in the Kyrgyz Republic at the request of the *Automobile and Agricultural Machines Builders' Union*. The seminar was attended by union leaders, specialists on health and safety, and representatives of enterprises' management.

ANNEX

Annex 1 - IMF Action Programme 2001-2005 (Part 3)

3.1 GLOBAL STRUCTURES TO MEET GLOBAL CHALLENGES

The IMF already provides an international platform and co-ordinates global campaigns on behalf of its affiliates. But its structure is dated and does not provide the means to meet the challenges now facing labour.

It is crucial that the IMF builds a global union structure capable of co-ordinating and implementing actions at all levels anywhere in the world, wherever and whenever they are required.

Although this will not be achieved overnight, it is imperative that this rebuilding programme is carried out as rapidly as possible and involves everyone in the organisation from the presidents of national unions down to the individual members.

Rebuilding should take place at all levels of trade union organisation – international, regional, national and local.

Even the day-to-day work of trade unions needs to be globalised so that every action at all stages links the local and international levels. It should be transparent to all in the organisation that every single action can, and does, influence working conditions elsewhere.

To build the regional and global structures required to challenge the growing power of international capital, it is critical that IMF affiliates are actively involved and committed to achieving this goal.

3.1.1 INTERNATIONAL TRADE UNION ORGANISATIONS

The industrial landscape is continuously changing and divisions between historic industry sectors are blurring, particularly with the introduction of new technologies and manufacturing processes.

The IMF will continue to work with other International Trade Secretariats, the International Confederation of Free Trade Unions (ICFTU), and the Trade Union Advisory Committee to the OECD (TUAC) to pursue the interests of its affiliates and to deliver the objectives of its Action Programme.

As industry sectors merge, the trade union movement needs new structures at the international level.

The IMF will actively pursue closer cooperation and, where appropriate, mergers with other International Trade Secretariats in order to build a strong united labour organisation at national and international level able to stand up to the global power of transnationals.

Areas of cooperation will include:

- Information and Communication Technology (ICT) initiatives
- The campaign to ensure effective common Global Port Controls in shipping

- TNC campaigns, and reporting on the industrial relations and environmental practices of TNCs
- Core Labour Standards campaigns
- Analysis of trade and investment agreements and government negotiating positions for their impacts on workers
- ICFTU Millennium initiative

3.1.2 IMF WORLD COUNCILS

Recognising the need to counter the power of transnationals, the IMF established World Councils for industrial sectors and certain TNCs. The first were set-up in the automotive industry back in the 1960s and now there are councils bringing together workers from 24 corporations.

The IMF World Councils have played an important role in defending workers' interests across national boundaries.

But in order to meet the challenges that lie ahead, the IMF World Councils need to become permanent working bodies so that they are better able to:

- respond to urgent requests for action
- develop and implement joint strategies
- co-ordinate actions with regional worker representative bodies (e.g. the European Works Councils).

Detailed operational guidelines have been drawn up and endorsed by the IMF Executive Committee. These will be applied to all existing Councils and implemented in the set-up of any new Council.

In addition, the IMF has drawn up a Model Code of Conduct and continues to campaign for its adoption in all corporations where affiliates have members.

IMF World Councils will play a leading role in any international collective bargaining co-ordinated by the IMF to push through the adoption of the Code of Conduct.

3.1.3 REGIONAL CONFERENCES

In Europe and North America, although affiliates are always well represented at an individual level in all IMF activities, the IMF lacks a forum for collective discussion and for dealing with issues across these regions.

Regional conferences already take place in Africa, Asia and Latin America.

Regional activities for both North America and Europe will be set-up by the IMF, in co-operation with its affiliates, to co-ordinate activities across both regions.

In Europe this will be done in conjunction with the EMF to minimise any conflicts of interest and to make sure the roles of both organisations are complementary.

Establishing strong regional structures will provide a solid infrastructure for representing the interests of labour at a regional level.

In order to ensure that the destructive conflicts between economic trading blocks are not echoed in the regional structures, the IMF will encourage and facilitate co-operation between regions.

The experience gained through intra-regional co-operation over the past four years has been invaluable to the organisation.

The IMF will organise:

- Regular intra-regional seminars covering basic trade union issues such as organising, collective bargaining, health and safety and organising women and youth, as well as trade and investment related issues.
- Projects to build links within the IMF between North America and the European Union.

3.1.4 IMF COUNTRY COUNCILS

In countries where there is more than one IMF affiliate, trade unions should always strive towards unity and the building of one strong, united metalworkers' organisation.

To facilitate this, the IMF encourages its local affiliates to establish country councils to:

- Encourage co-operation between the unions
- Mediate on disputes and inter-union rivalries
- Build unity between unions in the core areas of collective bargaining, education and organising the unorganised.

3.1.5 TRADE UNIONS AT NATIONAL LEVEL

The power of the IMF in pursuing the interests of the world's metalworkers depends on the strength of its affiliates and their concern with international issues. Consequently, building and supporting strong, unified unions with a global consciousness must be a core activity of the IMF.

The IMF will provide assistance to trade unions that:

- are committed to activities leading to self-reliance
- have established their own priorities and identified their needs
- are prepared to work in accordance with the IMF union-building policy
- are prepared to build union structures that respond to workers' needs locally and internationally
- are able to organise activities or are prepared to closely co-operate with the appropriate IMF regional office to organise such activities and
- are prepared to build union structures that are democratic, not dominated by political parties and are independent of employers.
- are ready to co-operate with other IMF unions at local, national and international level.

3.1.5.1 Resources and funding

The IMF will provide resources and financial aid for union building projects which:

- Build organisations independent of employer and government control.
- Enhance democracy within the organisation and encourage and enable members, particularly youth and women, to take part in the activities of the organisation. Projects should contribute to eliminating political, racial and gender discrimination.

- Increase the capacity of the organisation to carry out its own core union activities, i.e. build self-reliance, particularly in the area of education
- Strengthen solidarity inside the organisation, among unions in the country and/or region, and inside the IMF.

IMF Regional and Project Offices will work with affiliates to identify and assess their organisational needs and assist in the development of projects and activities to meet these. To ensure resources are efficiently deployed, the IMF will seek to co-ordinate activities across member organisations.

To make sure these projects meet their declared goals, regional and head office staff will be trained to manage the planning, reporting and review process of these activities.

3.1.5.2 Training and education

The IMF will contribute to union education carried out by its affiliates where the education tackles core union activities such as collective bargaining, organising and defending workers' rights, links local to global issues, and is methodologically sound.

However, worker education needs are best met by the trade unions themselves.

The IMF will work with affiliates to build the skills and resources required to meet their own education needs by providing training and materials for groups of educators selected by the local trade unions.

3.1.6 INFORMATION NETWORK

In an increasingly complex and global environment, information plays a vital role in the interplay between employers and trade unions.

In their day-to-day activities, whether formulating wage demands or drafting social and economic policies, trade unionists require rapid access to up-to-date economic, corporate structure, and industrial relations information.

Providing access to information to assist affiliates in working for their members is a key aspect of international solidarity. The IMF must improve its capacity to do so.

In order to meet the increasing demand for information, the IMF, in partnership with affiliates, will build up an information and communications system that permits rapid up-dating and access to its own data, as well as to information from other sources, such as its affiliates, the ICFTU, other ITs, the ILO, UNCTAD, OECD, UNDP etc.

A network of contacts will also be established with special knowledge of key areas such as TNCs, working time and trade. IMF World Councils, for example, must set up internet/fax/phone networks to enable them to quickly process requests for information.

3.1.7 THE IMF COMMUNICATIONS SYSTEM

Effective information systems require a rapid and simple means of communication.

The voice of the IMF and its affiliates needs to be heard – whether they are lobbying for social and economic reforms or supporting worker campaigns.

The Internet is revolutionising communication. It is important that the IMF harnesses the benefits of this new technology while not disadvantaging those who do not yet have access to it.

Bearing in mind the different levels of technical capacity among its affiliates the IMF will continue to make information available via traditional means. But it will also launch a programme to assist its affiliates to upgrade to Internet communications.

As access becomes more universal, the Internet will dramatically change the way affiliates co-operate and support each other under the umbrella of the IMF.

However, the IMF will continue to use traditional publishing to make sure that all members have access to the information they require.

The IMF will produce a quarterly magazine to keep members abreast of developments and provide in-depth analysis of key issues.

In addition, the IMF will publish occasional research documents and reports to assist members in their day-to-day trade union activities.

3.2 SOLIDARITY AND ORGANISING

3.2.1 COLLECTIVE BARGAINING

Collective bargaining remains the best instrument for regulating the relationship between employer and workers and solving problems at the workplace.

However, over the past decade the trade union movement has been under attack by employers and their allies who are determined to weaken above-plant collective bargaining and thereby weaken the union movement. In particular, employers are eager to eradicate national, sectoral, and sometimes even enterprise-wide collective bargaining.

The response to these attacks by the IMF and its affiliates must be resolute.

The IMF will work with affiliates to ensure that agreements continue to provide a framework to ensure decent wages and working conditions in keeping with existing national practices. Such agreements are the basis for a decent standard of living for the members of IMF affiliates.

Through improved information exchange and international solidarity campaigns, the IMF will increase its efforts to assist its affiliates in bargaining on wages and working conditions, but also on outsourcing, job security, work organisation and the host of other issues associated with corporate restructuring. This will apply to both production and non-manual workers. With regard to the latter, the IMF will implement the work plan drawn up by the Working Group on Non-Manual Workers.

The IMF is particularly concerned at the effect new technologies are having on the skills required in the metalworking industry. Pressure will be brought to bear on employers through collective bargaining to ensure that worker skills are upgraded to prevent skill shortage and needless layoffs.

3.2.2 INTERNATIONAL SOLIDARITY

In the age of economic globalisation, international solidarity campaigns in support of workers rights, organising and collective bargaining are more important than ever.

The IMF must continue to improve its speed and efficiency in responding to calls for solidarity actions - circulating information as quickly as possible to affiliates and requesting their support. IMF support will include assistance in campaigns to counter transnationals attempts to relocate production without adequate consideration of the impacts on their workforce.

An advisory group will be set up within the IMF to increase the capacity of the Secretariat in supporting international campaigns, and develop proposals for the most effective means of carrying out these campaigns. The advisory group will review past solidarity activities and recommend guidelines for future international action by the IMF.

To enable the IMF to provide timely support, affiliates should furnish comprehensive information of the dispute, outline efforts taken to resolve it nationally, and the support they expect the IMF to deliver.

3.2.3 ORGANISING THE UNORGANISED

Of the approximately 70 million metalworkers around the world, IMF affiliates only represent 23 million -- less than a third of the workers are members of affiliated unions.

As we embark on a new century, the challenge of organising the unorganised is as important a task for the labour movement as it was in the 20th century.

The movement of factories to 'low-cost' areas where union activities are restricted, the changes to production processes brought about by technology, and the indifference of youth to the ideals of trade unions, makes this challenge all the more pressing.

In the past decade, TNC investment has flooded into EPZs in which wages and working conditions are low and workers' rights are routinely violated. This development not only threatens employment in countries with higher standards, including other developing countries, but also defeats the purpose of economic development by depriving the EPZ workers of an equitable share of the gains.

The IMF believes special projects should be set-up targeting these countries and, in particular, the EPZs, to improve conditions for workers, as well as upholding environmental standards

Furthermore, although the backbone of the trade union movement has traditionally been 'blue collar workers' in large manufacturing plants, the IMF cannot afford to ignore small and medium enterprises or the new "hi-tech" industries, and hi-tech workplaces in traditional industries. Neither can it ignore the fact that non-manual

workers represent an increasing share of the labour force and, in some specific sectors of the metal industry, they have already outnumbered production workers.

These “hi-tech” areas, as documented in the preliminary report from the ICT task force, have a number of special characteristics, which demand a strong effort from the IMF. The ICT initiative of the IMF must be expanded and intensified and directed at workers at all levels of the companies concerned. In this context, efficient co-ordination must be ensured between the relevant IMF departments.

No matter how small the company or whether manufacturing steel or computer chips, the IMF believes that all workers should enjoy the rights and benefits brought about through membership of trade unions.

The IMF will set up a task force to work with affiliates, IMF World Councils and Regional offices to identify and co-ordinate projects with emphasis on organising workers, whether manual or non-manual, full-time, part-time or on contract, in:

- Countries where there is either weak union organisations or no organisation at all. Priority will be given to countries where transnationals have set up factories, particularly in EPZs, in a bid to lower the cost of production at the expense of workers e.g. south-east Asia and the former Soviet territories
- Small and medium-size enterprises (SMEs), particularly where part of the production process in an organised workplace has been contracted out
- Hi-tech companies, with special emphasis on companies which provide technological components for products produced by IMF members
- Companies' up- and down-stream of the production process whether providing parts, raw materials or distribution.

3.3 A SOCIAL DIMENSION TO ECONOMIC GLOBALISATION

The IMF will continue to campaign on international, regional and national levels on all issues that affect workers.

The IMF will work with its affiliates on workplace issues such as collective bargaining, health and safety and equal rights.

The IMF will also continue to pursue economic, social and human rights - issues with broader relevance to the trade union movement - as it tackles the inherent inequalities in society.

However, the labour movement cannot hope to win the struggle for a better and more equitable society on its own, it needs to draw in support from other organisations sharing similar goals and ideals.

The growing movement against globalisation that favours only the TNCs is clear. Protests in Seattle, Prague, Melbourne, Quebec, Davos and Genoa indicate that people around the world are concerned at the impact that globalisation is having on workers and the poor.

To make an impact and achieve our goals at the national and international level we need to act decisively and swiftly.

The IMF therefore calls for an urgent meeting of the Global Labour Movement to debate and discuss these matters.

We will engage in such a meeting recognising that we need to act within the global movement to effectively achieve our aims.

In doing so we must also be cognisant of the growing movement across the globe and find ways to take initiatives and work with all progressive groups.

This Action Program will guide the IMF's actions in seeking a social dimension to globalisation, but in this effort the IMF will strive to act jointly with the global labour movement. Moreover, the IMF will, on a case-by-case basis, seek to promote dialogue and establish alliances with other groups that share its aspirations for progress and social justice and take the lead in specific campaigns.

The IMF has established contacts with selected NGOs, other trade unions, and human rights organisations. These contacts have been useful in achieving the objectives of the IMF Action Programme, particularly in the field of information exchange, the promotion of solidarity campaigns, and training.

3.3.1 CORE LABOUR STANDARDS

The adoption by the International Labour Organisation (ILO) of the Declaration on Fundamental Principles and Rights at Work and its Follow-up at its annual conference in June 1998 marked a critical milestone for workers' rights. With the exception of just five countries, all governments of the world recognised trade union rights.

The trade union movement has been a primary driving force behind the adoption of basic labour standards.

The document signed by governments, employers and trade unions recognises that all workers, irrespective of nationality, should have the following rights:

- Freedom of association and effective recognition of the rights to collective bargaining
- The elimination of all forms of forced or compulsory labour
- The effective elimination of discrimination in respect of employment and occupation
- The elimination of child labour

The ILO's Declaration of Fundamental Principles and Rights at Work is a key instrument for the achievement of basic workers' rights across the globe. However it depends on each individual country implementing the core ILO conventions.

The IMF and its affiliates will continue to support campaigns at national and international levels for:

- The drafting and adoption of labour legislation implementing the ILO Declaration by all national governments
- The inclusion of internationally recognised Core Labour Standards, including the rights to organise and bargain collectively, in economic agreements and policy guidelines of multilateral institutions of global governance including the World Bank, the International Monetary Fund and the World Trade Organisation.
- These labour standards should be enforced by the same mechanisms through which these institutions enforce the rights of capital.

The IMF will produce, in cooperation with other organisations, educational and publicity materials to promote its goals with respect to Core Labour Standards.

3.3.2 ECONOMIC PROGRAM

The tight economic and fiscal policies being followed by national governments and supported by international institutions of world governance like the International Monetary Fund and the World Bank, as discussed earlier, do not benefit the world's workers.

Together with other international labour organisations, the IMF will draw up an alternative economic programme emphasising growth social well being and employment rather than restrictive monetary policy and budget balancing.

The programme will also address the competition to attract investments and subsidise particular industrial activities. It will promote the adoption of international agreements to eliminate unfair competition such as the OECD agreement on shipbuilding.

The IMF Secretariat will draw up proposals for an alternative economic programme during the Congress period based on the following principles:

- The implementation of economic and industrial policies aimed at creating decent jobs – with the long-term aim of eradicating unemployment worldwide
- The democratisation of and increasing transparency in the economic decision-making process of national governments
- The cancellation of foreign debt in order to promote economic growth and sustainable development in developing countries
- The participation of trade unions and other stake holders whenever international economic agreements (including loans), or national economic legislation are considered
- The adoption of ecofriendly production in the industrialised world and the transfer of this technology to the developing world.

The IMF will produce, in cooperation with other organisations, educational and publicity materials to promote its programme of social and economic alternatives.

3.3.3 TRADE TO BENEFIT THE WORLD'S PEOPLE

Trade by itself will not produce sustainable economic growth and development, but it can contribute.

The IMF will campaign for:

- The implementation of expansionary economic policies, as outlined above, in order to ensure economic growth
- Trade to be subject to environmental and social norms including internationally recognised human and workers' rights
- An increase in development aid.

The IMF will campaign for the reform of the WTO, in particular, that it should take account of the potential social and environmental standards and objectives in its rules.

The IMF will push for any new trade agreement to include:

- The protection of citizens, workers and the environment
- The continued need for governments to determine economic policy; and the inclusion of:
- Clauses guaranteeing environmental and labour rights.

The "export platform" and austerity policies promoted by the BWI have failed to improve economic growth in the developing world. Improvement of economic performance in developing countries requires that their workers can increase purchases of at least some of the goods they produce. BWI policies must be reoriented in this direction.

Growing domestic demand in developing economies should be complemented by improved access to markets in the developed world. In addition, technology transfers that will improve productivity and sustainability of economic activity in developing countries must be encouraged.

The IMF and its affiliates will work against the policies of TNCs and their allies in government that result in pitting metal workers against one another, and will seek solutions towards critical trade issues that will support decent jobs throughout the world.

The IMF will produce, in cooperation with other organisations, educational and publicity materials to promote its goals with respect to trade.

3.3.4 INTERNATIONAL FINANCIAL INSTITUTIONS

The stability of the global economy continues to be threatened by volatile financial markets. Speculators treat the world economy as a global casino. To counter this dangerous trend a new global financial architecture is needed.

Financial institutions should be subject to much greater transparency and accountability and, in order to prevent future financial crises, currency speculation should be brought under control.

Reform of the World Bank and the International Monetary Fund is long overdue, as they have fallen dismally short of meeting their original objectives, as discussed in the introduction.

Together with other trade union bodies such as the ICFTU and TUAC, the IMF has drawn up proposals for a new structure, which includes reform of the Bretton Woods Institutions. The IMF and its affiliates will continue to push for such reform and also for a tax on currency exchange transactions - the so-called "Tobin Tax" named after the Nobel prize winning economist, James Tobin. Such a tax would discourage hot money flows as well as raise considerable revenue, some of which could be channelled to appropriately reformed international institutions for use in the promotion of sustainable development.

The IMF will join the campaign for the cancellation of debt to be achieved early in the new millennium, In addition, the IMF believes the BWI have failed to address human and worker rights issues and must speedily move towards providing for enforceable workers rights.

The IMF will lobby the BWI to follow-up the principles and recommendations of the United Nations Copenhagen Summit and collaborate with the ILO and UN agencies in a number of important areas including:

- Employment creation
- Creation of comprehensive social safety nets
- Improving educational opportunities, with special emphasis on young women
- Eliminating child labour.

3.3.5 THE UN SYSTEM

The IMF will continue to work for the streamlining of the structures of the UN's Economic and Social Committee (ECOSOC) and its relationship with other international bodies such as the BWI and the WTO.

This would be in line with the Declaration of the Copenhagen Social Summit and is an essential element of the new international architecture being called for, among other organisations, by the labour movement.

The IMF's special consultative status with ECOSOC will open up a new avenue for the IMF to campaign on human rights, economic, social and gender issues.

The IMF will use this forum to call for an integrated approach to development issues and new regulatory and participatory mechanisms in global governance.

The IMF will include these issues in its educational and publicity materials, or produce separate ones, as appropriate.

3.3.6 EQUAL RIGHTS

The IMF believes that all workers should enjoy equal rights and will continue to pay specific attention to the organisation and extension of legal protection to all, particularly migrant workers, part-time workers, independent contractors, home workers, women and youth.

Migrant workers continue to cross borders to seek employment and to support themselves and their families. Employers continue to exploit the weak position of these workers.

The challenge to improve the levels of unionisation of women workers and encouraging their active participation at all levels of union organisation is still with us.

Vast numbers of women continue to enter the labour market - mostly in the developing world but increasingly in the developed world as well.

In the developing countries, women are the primary labour force in EPZs, in many of which trade unionism is repressed. Large numbers also belong to state-controlled trade unions, as in China and Vietnam, and are denied the right to freedom of association or collective bargaining. The vast majority of women are not organised at all, particularly those working for small and medium-sized companies.

The IMF will ensure that women workers are given priority in campaigns to organise the unorganised.

Women's representation at all levels of trade union organisation is also still abysmally low. Few women hold positions as union officers even where they are a majority of the membership.

The IMF has taken steps towards improving the level of participation within the organisation and will continue to redress this imbalance and encourage its affiliates to do likewise.

The initiatives launched during the 1997-2001 Congress period will be evaluated, improved as required, and expanded including training and support to enable women to fully participate in all levels of the organisation.

Although the plight of women rightly deserves special emphasis, the IMF believes that all workers should enjoy equal rights irrespective of their nationality, race, age, sexual orientation or religion and will continue its efforts to root out any discrimination both in the workplace and in the trade union movement.

3.3.7 HEALTH AND SAFETY

While the legal responsibility for ensuring the safety and well being of workers lies squarely on the shoulders of employers, it is the workers who suffer the consequences of any failure by their employers to protect their interests.

Workers have a moral, and in many cases legal right, to demand full participation in the establishment and monitoring of necessary provisions to ensure a safe and healthy working environment.

The IMF will campaign for:

- The legislation of a Bill of Rights to ensure that workers are not exposed to hazards at work without their knowledge
- Joint Health and Safety Committees to be set up in all workplaces with elected or appointed trade union safety representatives
- The ratification of the ILO's health and safety regulations covered in Convention N° 155 and Recommendation N°164 by all governments and their commitment to improving health and safety in the workplace.

The Bill needs to underline the rights of workers including the right to know and refuse unsafe work as well as highlighting the responsibilities of employers.

Representatives on the Health and Safety Committees should be provided with the necessary training, resources and time off work at their employer's expense, as well as status and authority to enable them to properly fulfil their task.

It should be the responsibility of H&S Committees to ensure appropriate occupational health and safety programmes are devised, implemented and regularly monitored in order to eliminate all hazards and risks to health.

Annex 2 - The IMF Secretariat 2001-2005

The Head Office

54 bis, route des Acacias
Case postale 1516
CH-1227 Geneva, Switzerland

Tel: +41 22 3085050
Fax: +41 22 3085055
E-mail: info@imfmetal.org

General Secretary: Marcello Malentacchi
Assistant General Secretary: Brian Fredricks

OST / IPT (Organising, Solidarity, Industrial Policy, Equal Rights, etc.)	
<i>Name</i>	<i>Function as of January 2005</i>
Brian Fredricks	Assistant General Secretary, Coordinator
Ron Blum	Director: Automotive
Jenny Holdcroft	Director: Equal Rights, EPZs
Rob Johnston	Director: Shipbuilding, Health & Safety, Steel, Non-Ferrous Metals
Anne-Marie Mureau	Director: Economic and Social Research, Non-Manual Workers
David Seligson	Director: Education, Projects
Robert Steiert	Director: ICT, Aerospace, Mech.Engineering, Electrical & Electronics
Suzana Miller	Project officer
Elsa Antoniades	Support staff
Margrit Huber	Support staff
Delphine Moeckli	Support staff
Carmen Perales	Support staff

Regional Activities (Regional Offices, Regional Substructures, etc.)	
<i>Name</i>	<i>Function as of January 2005</i>
Hiroshi Kamada	Senior Executive Officer, Coordinator
Anne-Marie Mureau	Director: South East Europe
Andrea Kay	Support staff

Finance and Administration	
<i>Name</i>	<i>Function as of January 2005</i>
Hiroshi Kamada	Senior Executive Officer, Coordinator
Antonio Barea	Support staff: Post and Mail Service
Gerd Bareiss	Support staff: Reception and Translation
Rocco Giugno	Support staff: Finance
Joséphine Malentacchi	Support staff: Computer Service
Monique Surace	Support staff: Finance and Administration
Danièle Truchot	Support staff: Finance

General Secretary's Office	
<i>Name</i>	<i>Function as of January 2005</i>
Marcello Malentacchi	General Secretary
Carla Coletti	Director: Contacts with other Organisations
Brigitte Arnaud	Support staff: Organisation of meetings, etc.
Birgitta Goumaz	Support staff: Organisation of meetings, etc.

Communications	
<i>Name</i>	<i>Function as of January 2005</i>
Jesper Nilsson	Director: Communications
Anita Gardner	Communications officer

Notes:

1. Some people occur in several groupings.
2. Retired personnel or persons who left during the period 2001-2005:
 - Stig Jutterström, Director: Communications
 - Len Powell, Director: Iron & Steel and Non-Ferrous Metals, Shipbuilding and Health & Safety
 - Peter Unterweger, Director: Automotive, Mechanical Engineering
 - Toni Ferigo, Director: Iron & Steel and Non-Ferrous Metals, Health & Safety, Southeast Europe, Mediterranean
 - Katherine Livas, News Editor, Communications
 - Pascal Erny, support staff
 - Irmgard Wendland, support staff

Annex 3 - The Regional and Project Offices

<p>SOUTH ASIA IMF South Asia Office Linz House 159-A Gautam Nagar Yusuf Sarai Commercial Complex NEW DELHI 110 049 INDIA</p> <p>tel.:(91/11) 2651 4283 fax:(91/11) 2685 2813 E-mail: sao@imfmetal.org Regional representative: T. Dyvadheenam Education officer: S. Somanathan Support staff: M. Balasubramanian</p> <p>LATIN AMERICA & THE CARIBBEAN Oficina de la FITIM para América Latina y el Caribe Av. Providencia 2019 Oficina 42-B Providencia SANTIAGO, CHILE</p> <p>tel: (56/2) 655 0474 - 655 0477 - 655 0478 fax: (56/2) 655 0470 E-mail: lacro@imfmetal.org Regional representative: Jorge Campos Education officer: Jorge Almeida Support staff: Patricio González Sedán</p> <p>Mexico Office Oficina de la FITIM para América Latina y el Caribe Ignacio Mariscal No. 45-401, Colonia Tabacalera CP 06030 - MEXICO D.F. MEXICO</p> <p>tel.:(52/55) 5535 3653 - 5592 0628 fax:(52/55) 5535 2614 E-mail: lacromexico@imfmetal.org Representative: Everardo Fimbres Ocana</p>	<p>SOUTHEAST ASIA AND THE PACIFIC IMF Southeast Asia and Pacific Office No. 10-3, Jalan PJS 8/4 Dataran Mentari, Bandar Sunway 46150 PETALING JAYA Selangor Darul Ehsan MALAYSIA</p> <p>tel.: (60/3) 5638 7904 fax: (60/3) 5638 7902 E-mail: seao@imfmetal.org Regional representative: P. Arunasalam Assistant to regional rep.: Buddhi Netiprawat Support staff: Melanie Rekha</p> <p>EAST & SOUTHERN AFRICA <i>Physical address:</i> IMF East and Southern Africa Office 10th Floor, The Braamfontein Centre Jorissen Street, Braamfontein JOHANNESBURG 2001 REP. of SOUTH AFRICA</p> <p><i>Postal address:</i> IMF East and Southern Africa Office P.O. Box 31016, BRAAMFONTEIN 2017 REP. of SOUTH AFRICA</p> <p>tel.:(27/11) 339 1812 - 339 1825/6 - 339 1832 fax:(27/11) 339 4761 E-mail: esao@imfmetal.org Regional representative: Stephen Nhlapo Education officer: Kapita Tuwizana Support staff: Kamla Naidoo</p> <p>PROJECT OFFICE CIS IMF Project Office for the Commonwealth of Independent States Str.2, d.13, Grokholsky per., Room 211 129010 MOSCOW RUSSIA</p> <p>tel.:(7/095) 974 6111 fax:(7/095) 974 1622 E-mail: pocis@imfmetal.org Representative: Svetla Sherkerdjieva Support staff: Natalia Afonina</p>
---	--

Note: Retired personnel or persons who left during the period 2001-2005:

- Roberto Pereira, Regional Representative, Latin America & Caribbean Office
- Tsuneo Hata, Regional Representative, East Asia Office (closed in June 2002)
- Ekkie Esau, Regional Representative, East & Southern Africa Office
- Rui Cossa, Education Officer, East & Southern Africa Office
- Celeste Dantas, Latin America & Caribbean Office
- Thilagavathy P., Southeast Asia & Pacific Office

Annex 4 - List of IMF Publications 2001-2004

Basic publications:

IMF - An Introduction

An introduction to the International Metalworkers' Federation
Published in 2003

IMF Rules

Purpose, Mission and Structure of the Federation. Rules for admission, resignation and expulsion. Adopted in 2001.

IMF Action Programme 2002-2005

Four-year action programme adopted at the IMF 30th World Congress in Sydney, Australia, November 2001.

Discover www.imfmetal.org

How to access the IMF website.

IMF Directory

List of IMF affiliates with including contact details – Updated annually.

Congress and Central Committees:

IMF Strategies for an Alternative Globalisation

Discussed at the IMF Central Committee Meeting in South Africa, December 2003

Report of the Secretariat

Central Committee Meeting 2003, South Africa

Wages and bargaining:

Purchasing Power of Working Time 2004

An international comparison of metalworkers' average net hourly earnings in 2003, expressed in working time required for the purchase of a wide range of selected consumer items.

Purchasing Power of Working Time 2002

An international comparison of metalworkers' average net hourly earnings in 2001, expressed in working time required for the purchase of a wide range of selected consumer items

International Framework Agreements (IFA):

The Power of Framework Agreements

Published in January 2003, this IMF information leaflet explains what international framework agreements are and their importance for fundamental workers' rights worldwide.

Non-Manual Workers:

Organising Non-Manual Workers - Follow-up

Report of the second IMF Seminar on Organising Non-Manual Workers. Published in March 2004.

Organising Non-Manual Workers

Report of the IMF Seminar on Organising Non-Manual Workers. Published in 2003.

Stress and Burnout - A Growing Problem for Non Manual Workers

General trends and how trade unions are responding to it. (Published in 2002.)

Country reports:

Metal Industry in India - A Survey

A research report, initiated by the IMF in order to obtain accurate and up-to-date information on the composition and location of the metal industry and the unions in the industry.

Report on Visit to Mexico

This publication documents an IMF fact-finding mission to Mexico from February 25 to March 10, 2001. It includes information on the economy, trade union structures and some metalworking transnational companies.

Mexico – Profile of the Metal and Mechanical Industry

Report elaborated between the University of Benemérita Autónoma de Puebla and the International Metalworkers' Federation

Trade:

Metalworkers and the Free Trade Area of the Americas (2002)

An IMF report giving an overview of the proposed Free Trade Area of the Americas (FTAA) and the potential impact it will have on the metal industry in the Hemisphere.

Education:

Education Reflection Action

An IMF educators' manual, to assist educators to develop and improve their trade union education programmes (2004).

Education - a Tool for Building Unions

Guiding principles for all union-building activities in the IMF

Industries and Companies:

IMF Auto Report 2004

Challenges and strategies for trade unions, industry trends in production, employment and sales, as well as a separate chapter, "China's Auto Sector".

The Aerospace Industry

Document prepared for the IMF World Conference on the Aerospace Industry, held in Toulouse, France, June 2002



International Metalworkers' Federation

54 bis, route des Acacias, Case Postale 1516

CH-1227 Geneva, Switzerland

info@imfmetal.org, www.imfmetal.org