

GETTING THE WORLD TO

DECEMBER 2009

# work



**GREEN GROWTH** for  
jobs and social justice

Global  
Unions





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## INTRODUCTION

# Green Growth for jobs and social justice

By Anita Normark and Jim Baker

**T**he crisis facing the world over climate change is a marginal issue for no-one – least of all for the hundreds of millions of workers and their families whose livelihoods and future are at risk as policy-makers strive for global consensus on the strategies needed to create viable economies, attain social justice and protect the environment.

*Getting the World to WORK* is a publication of the Global Union movement, focusing on the unity of purpose of international trade unionism, while examining the consequences of policy on each sector of the economy.

Our first joint publication – *Global Union Strategies for Recovery* – put a spotlight on how unions are responding to the economic crisis. This second edition – *Green Growth for jobs and social justice* – provides the same mix of common principles and sectoral perspectives.

As with the financial crisis, different sectors are facing different problems. The right solutions will be found by involving workers and their unions in addressing the problems faced in their occupations and enterprises.

The battle to reverse climate change will be fought and won on the ground floor, not in the high altitude of power through deals reached in the charmed circle of political

and vested interests. This is a struggle that involves workers and communities whose daily lives are affected by climate change and our response to it. Workers and communities must therefore be brought into this debate, to engage their ideas and mobilise their support. Solutions will not come from market-driven forces.

Global Unions consider 'Just Transition' to be a vital aspect of this debate, not only because it offers a fair way to manage change, but also because it is a workable and faster way to achieve it.

Global markets need global rules. Markets will not, on their own, produce social justice – nor will they clean up after themselves. Sustainable development must mean a stable economy with a future that is not sacrificed to short-term returns that shift resources from production to banks and other financial market actors.

Unions call for stable and long-term 'green' jobs with trained and committed employees, rather than shifting risk to a flexible and precarious workforce. This means a long-term commitment to a carbon neutral society, instead of dumping the consequences of economic activity on the environment and, in the process, damaging the quality of people's lives. Reversing climate change will bring rich rewards for everyone. But that will not happen unless we put people first.

**Anita Normark**, General Secretary of Building and Wood Workers' International, is the Chair of the Council of Global Unions. **Jim Baker** is Co-ordinator of the Council of Global Unions.



# Building C

By Anita Normark

**“SOCIAL DIALOGUE BETWEEN WORKERS, EMPLOYERS AND GOVERNMENTS IS A POWERFUL INSTRUMENT AND AN INDISPENSABLE TOOL FOR DEALING WITH CLIMATE CHANGE.”**

**T**he effects of climate change are not evenly distributed – the poorest countries and people will suffer first and foremost. Effective climate change policies and programmes can only be successful if designed and implemented with the active participation of those whose lives they affect. Social dialogue between workers, employers and governments is a powerful instrument and an indispensable tool for dealing with climate change. The challenge is to ensure that workers benefit from decent work and training through a ‘Just Transition’ to more climate-friendly policies.

Building and Wood Workers’ International (BWI) considers that the construction, building materials, wood and forestry sectors, which together employ around 200 million workers globally, are an important part of the solution for reducing CO<sub>2</sub> emissions. But we also recognise that there are problems.

Construction is increasingly taking place in developing countries, where most of the world’s fastest growing cities are located. The construction industry makes huge demands on global natural resources, which assumes enormous environmental significance in the context of rapid and accelerating population growth. Poverty is a primary contributor to global deforestation,

which is one of the largest sources of carbon released into the atmosphere: approximately 7.3 million hectares of forest area are lost each year.

## Energy efficient buildings

Buildings, which alone contribute around 8% of global CO<sub>2</sub> emissions, once occupied account for a staggering 40%, due to the energy consumption of heating, cooling ventilation, lighting etc. Cement production is a significant source of greenhouse gas emissions. Virtually all the cement industry’s output is used in the construction sector, especially for concrete. Twice as much concrete is used worldwide as the combined total of all other building materials put together.

Governments must act as a driving force for lower carbon construction design, construction and use. Using their political power as regulators and their economic power as procurers of goods and services, governments need to set rigorous standards for new construction, retrofitting targets for existing buildings and support innovative design and construction processes. Development of building codes that encourage and support central heating/cooling and other carbon reduction technologies can play an important role. Governments can establish incentives to encourage the private sector to engage in energy renovation schemes.

## Sustainable forests

Not only is deforestation a major cause of climate change, but climate change is a significant contributor to deforestation, through increased biological stress on forests. Forests make a vital contribution to carbon storage. A typical tree absorbs, through photosynthesis, an equivalent of 1 tonne of carbon dioxide for every m<sup>3</sup> of growth, while at the same time producing the equivalent of 0.7 tonnes of oxygen.

Illegal logging is a major cause of deforestation and the source of devastating environmental damage, as well as a range of economic and social problems. Illegal logging denies workers access to decent and green jobs, creates hazardous



# Consensus

working conditions for workers, who, more often than not, have no recourse to social protection, robs communities and governments of vital income and sustains organised crime. According to the Indonesian Forestry unions, each cubic meter of illegal timber means a loss of employment for at least four workers in the production chain – it is estimated that one-fifth of all European Union timber imports are illegally harvested.

BWI affiliates are taking action. But they are also calling on governments to use trade and procurement policies to strengthen sustainable forest management (SFM) by supporting the two internationally recognised forest certification schemes, the Forest

Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification schemes (PEFC). While these systems still need to improve their social standards throughout their entire chain of custody, the evidence shows that even the existing social standards improve the lives of workers, and that forests are managed with a more ecological and carbon neutral regime.

**Anita Normark** is General Secretary of Building and Wood Workers' International.



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## BWI affiliates tackling climate change: Africa

BWI affiliates are working hard to reverse climate change and help cope with its effects. The Timber Wood Workers Union, in Ghana, has created over 200 acres of mixed plantation, creating 'green' jobs. In Kenya and Uganda, the Kenya Building Union, Kenya Printing Union, Kenya Quarry Union and Uganda Building Union are working with communities, employers and governments to sustain 'green' jobs, through farm forestry activities and by increasing local access to clean water. BWI nursery sites in Kenya produce around 200,000 seedlings per year, which are distributed to communities and schools. They are also used to launch workplace greening campaigns on, for example, International Workers' Memorial Day or National Tree Planting Day. BWI has to date given financial support to 30 farmers/worker/communities in Kenya and Uganda to develop 1-5 acre woodlots for domestic use and income generation. The Uganda Building Union has established a 20 hectare plantation to act as a carbon sink.







# Learning to adapt

By Fred van Leeuwen

“Climate change is, indeed, a union issue.”

**W**riting green curriculum, recycling at school, sharing eco-friendly learning resources, planting

community gardens, composting at school, helping kids create energy-saving science projects, restoring local habitats, organising environmental education associations, offering professional development that's good for people and the planet ....

All of these initiatives clearly illustrate the old saying about how people are so often ahead of politicians. On the issue of climate change, public educators are at the vanguard – both in their classrooms and their union halls. Around the world, children and young people are learning new ways of thinking about our relationships with the earth and one another, thanks to dedicated teachers and progressive education unions.

Education International (EI) has taken ground-breaking positions on the central role of teachers and their unions in forging sustainable economies and healthy communities. Within EI, we believe education can lead the way towards a new green society; indeed, it is fundamental to the solutions we seek. We strongly support the process as international negotiators continue to work towards a new post-Kyoto agreement on limiting greenhouse gases and mitigating the disastrous effects of climate change.

At a recent UN leadership forum, Secretary General Ban Ki-moon told more than 100 international leaders that climate change is the pre-eminent geopolitical and economic issue of the 21st century.

“It rewrites the global equation for development, peace and prosperity. It will increase pressure on water, food and land ... reverse years

of development gains ... exacerbate poverty ... destabilize fragile states and topple governments,” Ban said.

## Call for bold government action

Solving the climate and economic crises requires unprecedented cooperation and bold leadership by governments worldwide, with the active support of an enormous range of social actors including the international trade union movement, which is uniquely placed to make a significant contribution to the struggle to save the environment.

Already deeply engaged, teacher trade unionists will do all they possibly can to help find solutions. Across the higher education sector, academic researchers are hard at work at discovering new ways to reduce and mitigate greenhouse gas emissions. Other teachers have different skills to bring to the work for economic sustainability and global recovery.

But radical action is needed, not only by individuals and unions, but by governments committed to investing in quality public services, including education, health and water, as the basis of sustainable economies. As Jonathan Neale, a long-time trade union activist and international secretary of the Campaign against Climate Change in the UK, warned, at a meeting of leaders of EI affiliates from OECD countries, in Sweden:

“In the environmental movement we've gone as far as we can go with lobbying, publicity and individual action. Now we need to look beyond our time-honoured trade union traditions of mobilisation and organisation, and look for public, collective solutions. We need government action on a massive scale because we simply cannot do it individually in the time we have to face this problem,” Neale said.

## A trade union issue

EI and its affiliates insist that climate change is, indeed, a union issue. Education unions are beginning to engage in collective bargaining for measures



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to reduce the carbon footprint of their schools, colleges and universities. Some member organisations are already recruiting environmental reps who work like green shop stewards to promote environmentally-positive policies and practices.

Change is never easy. But in these times of multiple global crises it's more important than ever that we work in a spirit of collective good will and solidarity to build a new global agreement to mitigate climate change. Educators hope and believe that Copenhagen 2009 will be a watershed moment along the path of history.

**Fred van Leeuwen** is General Secretary of Education International.

## Practical steps for union action on climate change

- 1. Mobilise:** Encourage colleagues and others to take part in meetings, demonstrations and campaigns. Persuade your union leaders to put climate change high on the agenda, and then put your message out on the streets and across the airwaves.
- 2. Negotiate:** Work to have environmental representatives recognised with the same status and statutory rights as shop stewards or health and safety reps. Negotiate with management about energy savings in your workplace.
- 3. Teach:** Educate your children, students, apprentices, colleagues, friends, family and others about the importance of global citizenship and democratic involvement. Help build a new generation that can make sense of the climate science. Climate scientists should assert greater control over the research agenda.





# CUTTING EMISSIONS Transforming

By Jyrki Raina and Manfred Warda

**“ONLY THE INTEGRATION  
OF ENVIRONMENTAL,  
SOCIAL, AND ECONOMIC  
CONCERNS WILL MOVE  
THE WORLD TO A  
SUSTAINABLE FUTURE.”**

Some industrial sectors that are frequently seen as contributors to the current environmental crisis are, in fact, already working to make change happen.

We in the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) and the International Metalworkers' Federation (IMF) together represent some 45 million workers in the metal, mining, energy, chemical, pulp and paper, rubber, pharmaceutical, cement, glass and related industries.

It is within these very industries that solutions already exist, or are being developed for a sustainable future.

## **Sustainable jobs for a sustainable future**

Harmful greenhouse gas emissions can and must be reduced to protect the environment. At the same time, the global employment crisis can and must be solved by creating sustainable jobs. These are not mutually exclusive objectives, but can be accomplished with a strong, legally-binding, comprehensive global agreement, ensuring that an ambitious reduction of greenhouse gas emissions is coupled with equally strong and far-sighted social justice, employment and industrial policies.

## **Environmental protection**

An historic scientific consensus exists that action must urgently be taken to limit damage to planet earth's climate systems. Trade unions recognise this. Trade unionists were, after all, among the first environmentalists, with occupational disease being the first warning sign for a host of environmental hazards. We understand the link between jobs and the environment better than anyone. We are part of the solution.

## **Sustainability: a labour view**

Only the integration of environmental, social, and economic concerns will move the world to a sustainable future. Too often, a two-dimensional view that pits the environment against the economy has dominated the debate. Environmentalism can



# g Jobs

include advanced technological solutions. Economic development need not follow the harmful paths of the past, especially in nations hoping to lift their citizens out of poverty. Rich nations must acknowledge their historical responsibilities. To the labour movement, the social dimension of sustainability is the crucial and frequently overlooked dimension. Trade union values: a fair distribution of wealth, social welfare, equity, peace and human rights, can create a complete framework for sustainability.

## Sectoral concerns

A fair global carbon regime is needed. The earth's atmosphere will not improve if dirty production is simply shifted from one part of the globe to another. Climate change legislation should ensure a level playing field and eliminate the possibility of carbon leakage. A sustainable future will require advanced technologies for materials and processes, a fair regime for technology transfer, and



an international fund for research and development.

Unless we are resigned to abandon much of the world to grinding poverty, we will almost certainly need more energy, not less. Therefore, it is crucial that future energy be generated in the right way. Technologies such as carbon capture must be tested, as well as renewables and alternative energy sources. Large emitters should show leadership in this area.

## Sustainable job creation

Industrial change is happening. Workers must be prepared and protected. Clear distinctions between the 'green' and traditional economy are impossible. Many of the sustainable jobs of the future are in fact today's jobs, done differently. There are vital economic and industrial links between sectors – for example, building solar and wind power capacity requires steel, advanced materials, chemicals, and energy, including an advanced power grid, as these new sources come on-line.

The 'greening' of skills in all sectors and worker participation in the transformation are key. Future 'greener' jobs will not be truly sustainable unless they respect the International Labour Organization's Decent Work Agenda, providing livable wages and benefits with corresponding social security provisions and trade union protections.



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## Just Transition

The IMF and ICEM also support the International Trade Union Confederation's position on Just Transition. We see Just Transition as only one important measure. Our present jobs can in many cases be sustainable, but changes will come and we are prepared for those changes. The costs and benefits of protecting the environment should be shared fairly.

Just Transition is a message of hope: decent work and social justice can co-exist with environmental protection. However, this will only happen if the world plans for it, and makes it happen through public policies that are in the public interest.

**Jyrki Raina** is General Secretary of the International Metalworkers' Federation and **Manfred Warda** is General Secretary of the International Federation of Chemical, Energy, Mine and General Workers' Unions.



# Setting standards for the Climate

By Aidan White

**“IMPROVING MEDIA COVERAGE IS CRITICALLY IMPORTANT FOR TACKLING THE CHALLENGES OF GLOBAL WARMING.”**

**W**hen it comes to the environment the role of media is pivotal. Not only is the Internet-driven world of communications stamping its increasingly large carbon footprint on the map of climate change, its journalism is a crucial element in shaping the debate over global warming, which is so often distorted by the prevalence of misinformation, lies and self interest.

With more than 1.5 billion people online around the world, scientists estimate that the energy footprint of the Net is growing by more than 10% each year. One result of the explosion of Internet use is that the computer industry's carbon debt is increasing drastically. From having a relatively small impact just a few years ago, it is now leapfrogging other sectors like the airline industry.

## Quality matters

For the International Federation of Journalists (IFJ), the issue of quality in the journalism of climate change is increasingly important – both to the campaign for building trust in journalism and to the debate itself.

Improving media coverage is critically important for tackling the challenges of global warming. It can have an impact. For instance, Andy Revkin's 2004 *New York Times* story, *Bush vs. The Laureates* and Dan Vergano's 2005 *USA Today* piece on *The Debate's Over: Globe Is Warming* are said to have shifted the sceptical stance of United States administration.

In much of the developing world, where countries are most at risk and where they are least able to cope with climate change, media coverage is abject. In one example, reported by Thailand-based journalist James Fahn, a TV reporter in Indonesia

claimed the greenhouse effect was caused by too many glass skyscrapers being built!

Many journalists are simply uninformed. There is too little coverage, and what there is often largely consists of dry quotes from officials, with little or no explanation of how a changing climate will affect citizens.

The problem is that the environmental story is not considered a prestigious assignment and it is often placed in the hands of young and inexperienced journalists, or to staff who in the multi-tasking environment of modern media are already covering a huge range of issues. They don't have the time or money to pay for research and they are often completely bamboozled by the science of the subject.

As well as ignorance, there is also the problem of vested interest influencing how the media covers



# debate

the story. Energy companies are major advertisers and many prefer such issues to be downplayed. As the crisis has intensified coverage has improved, but editors are slow to react.

## Improving standards

The IFJ through its Ethical Journalism Initiative, a global campaign to improve editorial standards of reporting, is pressing for more support to journalists trying to report on the issues related to climate change and their impact on the rights of communities and the workforce.

Donor agencies who fund climate change work usually keep media and communications in the margins of their concerns and when information creeps on to the agenda it is too often only as a public relations tool. Now they need to be thinking of fresh investment in getting the media message out, through training and support for independent journalism.

If the impact of climate change is really to be understood, it will require informed reporting in context

and a flow of reliable information to citizens and policymakers about what needs to be done and how best it can be done while respecting the rights of all.

## Communicating union messages

The IFJ and other Global Union Federations are also working on communications programmes with the wider trade union movement, much of it in countries where the impact of climate change is being felt and where there will be potentially disastrous consequences.

Unions need to ensure that their messages about how they and their members are responding to the crisis are getting into the communications mainstream. Unions realise more than ever that media have both the



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reach and credibility to make all stakeholders take climate change issues seriously.

**Aidan White** is General Secretary of the International Federation of Journalists.

# WORKING FOR A Just Tra

By Guy Ryder

**“A JUST TRANSITION TOWARDS A LOW CARBON ECONOMY IS POSSIBLE. IT CAN MAKE CLIMATE ACTION A DRIVER FOR SUSTAINABLE ECONOMIC GROWTH AND SOCIAL PROGRESS, AS WELL AS A TOOL FOR IMPROVING THE LIVING AND WORKING CONDITIONS OF WORKERS.”**

**U**rgent action to tackle climate change is the only way for massive economic, social and environmental damage or even catastrophe to be averted. The fact that an average 262 million people per year were affected by climate-related disasters during 2000-2004, underlines the scale of the threat. There is strong consensus on the science: the world is beginning to run out of time; we cannot wait any longer.

For the worst effects of climate change to be avoided, or at least reduced, the global trade union movement is calling on governments to commit urgently to emission reductions. This must be done in line with the principle of ‘common but differentiated responsibilities’ and take account of countries’ varying capacities.

This time of multiple crises – unemployment, food, fuel and climate – is also a time of opportunity. The current economic model not only has devastating effects on workers, but has limitations in terms of wealth

distribution, natural resource management and development.

A Just Transition towards a low carbon economy is possible. It can make climate action a driver for sustainable economic growth and social progress, as well as a tool for improving the living and working conditions of workers.

For this to happen, trade unions must have a strong voice so that the views and needs of today’s, and tomorrow’s, workers are heard.

## **Build a Just Transition**

The international trade union movement is committed to supporting ambitious action for combating climate change. We recognise the need to transform the economy and each of its sectors. If done effectively, this will have a net positive impact on the quantity and quality of employment. However, the effects will vary between and within sectors. There must be a positive framework for change, which supports workers and their rights – and responds to the concerns of





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specific groups of affected workers. This requires Just Transition.

Just Transition is a tool aimed at smoothing the shift towards a more sustainable society and providing hope for the capacity of a 'green economy' to sustain decent jobs and livelihoods for all.

Government-driven 'green' investments, innovation and skills development policies, institutionalised forms of consultation with social partners (unions and employers), social protection and in-depth research about the concrete employment impacts of climate policies, are all core elements of Just Transition.

A Just Transition can provide new opportunities for decent jobs and local development, turn climate policies into engines for sustainable growth and social progress and protect poor populations from losing their livelihoods. This is essential for fairness and making change happen.

## A new production model

The trade union movement has been working to construct a coherent response to the multiple crises of unemployment, food, fuel and climate. We need to develop an alternative to the model that brought about a socially unjust and environmentally unsustainable structure of production that undermines our capacity to provide decent livelihoods for the world's

people and concentrates wealth in the hands of the few. We need to replace the model that has promoted a system in which unsustainable modes of production are accepted as the necessary collateral damage to achieve growth and development.

With the right policies and through Just Transition, millions of 'green' and decent jobs can be created in sectors such as renewable energies, energy efficiency and public transport.

Climate change policies can also drive improvements in jobs in sectors with high carbon emissions, making them more socially and environmentally sustainable. 'Greening' jobs is another means of ensuring long-term sustainability for existing jobs in a resource-constrained future.

Taking action on climate change requires a 'hands-on' transformation of the economy rather than change that relies on the 'invisible hand' of the market. The current crises – energy, food, financial and employment – all came about as a result of trust in the market to act in the common good. Government policy should encourage long-term investment in environmentally viable and healthy public and private enterprises that generate good and stable employment, rather than short-term, precarious work.

Respect for rights is also critical to sustainable development. It is important that current workers are

able, through their trade unions, to participate in and influence changes, just as it is vital that workers in new jobs created by a 'greener' economy have their rights fully protected, in particular their rights to organise and bargain.

Trade unions seek to contribute to the transformation aspects of a broader social and economic strategy for change, in which environmental concerns are integrated into our traditional demands – workers' rights, greater equality and social justice. The financial crisis has shown these to be more relevant than ever.

### What does labour want?

Trade union discussions on sustainable development began with preparations for the world's first Earth Summit in Rio de Janeiro in 1992. This process has intensified in recent years, particularly in the course of developing a common policy and strategy relating to the December 2009 meeting in Copenhagen of the United Nations Framework Convention on Climate Change (UNFCCC). The decisions taken there have an impact on our jobs and our future. A major priority has been to ensure that Copenhagen is a first step towards the integration of social and labour concerns into climate change-related decision-making. Our focus is on both policy and process – before, during, and after world leaders meet.

The ITUC position adopted at its General Council in Berlin, in October 2009, prioritises the following proposals:

- **Supporting ambitious mitigation commitments and actions.** It is essential for all governments to take decisive action to limit the global temperature rise to no more than 2°C, with a fair sharing of the burden both between and within countries. Responsibility and capacity must be the guiding principles. Governments must take the necessary action for reducing global greenhouse gas (GHG) emissions to 85% lower than their 1990 levels, by the year 2050.



This requires short and medium term targets – a reduction by developed countries of at least 25%-40% by 2020 below 1990 levels in order to attain a global 85% reduction by 2050. Major emitters in developing countries must also participate in global efforts through a range of verifiable measures, including targets on renewable energy, energy efficiency and avoided deforestation, among others, while providing access to decent livelihoods for their citizens.

- **Introducing Just Transition as a principle for dealing with the effects of climate change policies.** The UNFCCC must send a message of hope – that a climate-friendly world with decent jobs and livelihoods for everyone is possible. Social justice is a fundamental goal of trade unions and many others. It also holds the key to building a broad consensus and mainstreaming social needs in climate policies.
- **Recognising the role of trade unions at all levels (workplace, sector, regional, national, interna-**

**tional) when dealing with climate change.** Trade unions are at the frontline of the changes in production that will be required. Governments need to recognise the role of unions as a source of information, support and transformation.

- **Promoting investments and technologies aimed at benefiting the public interest** Major investments are needed to develop long-term sustainable industrial policies, aimed at retaining and creating decent and 'green'/sustainable jobs, 'greening' all workplaces and developing and deploying technology. Innovation policies, including social innovations, are also crucial. Developed countries must scale up their efforts to support technology transfer and fund research and innovation in developing countries.
- **Ensuring adaptation policies target the poorest and most vulnerable workers and communities first.** The poor cannot be left to plunge into even greater misery. Sufficient public funding should be directed from





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**“The labour movement needs to be given the possibility to engage in, and help develop policies on, climate change.”**

developed countries to adaptation in developing countries, which in turn must mainstream adaptation to climate change in their development and employment policies. Social protection schemes, decent work promotion and quality public services are fundamental for reducing poverty (and thus vulnerability to climate change).

- **Recognising that workers must be actors in their own futures.** Success in tackling climate change hinges on the workplace. Almost three-quarters of global greenhouse gases come from manufacturing, energy production or supply, transport and construction. Workers need pro-active and preventive policies for adaptation to climate change and to cope with the potential impacts of mitigation policies. Collective bargaining must be recognised as

a tool for reducing environmental impacts at the workplace.

**A strong trade union voice**

Climate change affects all our lives and livelihoods and must not be left exclusively to the politicians and the realm of unregulated market forces. The labour movement needs to be given the possibility to engage in, and help develop policies on, climate change.

Climate change will profoundly transform production systems and employment. Understanding the impacts of emission reduction measures on energy-intensive industries – manufacturing, energy production and transport – as well as the impacts of climate change on resource-dependent sectors – such as agriculture and tourism – is vital to developing a global picture of our future labour markets.

Trade unions must have a strong voice and this voice must be heard.

We are not captives of industry, advocacy groups or governments. Our positions will continue to be independent and reflect the interests and needs of today’s – and tomorrow’s – workers. We must drive the transformation process so that jobs can be created in new sectors, others can be transformed to serve new purposes, workers can be re-skilled, and social dialogue can be used to resolve conflicts fairly and to build consensus.

The ITUC, TUAC, and the Global Union Federations are striving to put social justice on the climate change agenda. We have made progress, but we have a long way to go. An environmentally-engaged trade union movement is no longer a theoretical possibility. It now forms part of our collective identity. Together, we can and will make a difference.

**Guy Ryder** is General Secretary of the International Trade Union Confederation.

# CHANGING THE PA Greener a

By John Evans

**“The OECD must learn the lessons of the crisis and promote a model of growth that is both green and socially just.”**

**T**he Trade Union Advisory Committee to the OECD (TUAC) and the International Trade Union Confederation (ITUC) jointly coordinate a sustainable development programme that formulates trade union policy on the environment, climate change and green jobs. TUAC seeks to advance these positions at the OECD, to ensure that the social elements of sustainability are placed centre-stage.

## **The future is green**

Without exception, recent high level meetings around the world – from the G20, to the G8, to the OECD Ministerial – have underlined the need to achieve an ambitious deal in Copenhagen. The G8 has, for the first time, agreed on the need to avoid an increase in average temperature of more than 2°C.

And governments around the world have responded to the worst economic and financial crisis of our time by investing in green recovery strategies, ensuring that the money spent pulling our economies out of recession, lays the foundations for a new, environmentally sustainable future.

The OECD is working on a Green Growth Strategy, which aims to achieve “economic recovery and environmentally and socially sustainable economic growth”. At its 2009 Annual Ministerial Meeting, the Chair, Korean Prime Minister Han Seung-Soo, described the Strategy as a “paradigm shift in policy”, explaining that, “[T]echnological development and actions to protect the environment and combat climate change can also be harnessed in favour of economic growth”.

## **But is it fair?**

So far, so green, but is this really the advent of a paradigm shift – a new economic model that will deliver social and environmental justice? In short, will ‘green’ guarantee a break with ‘business as usual’?

## **TUAC believes not**

Korea is a champion of green expenditure. Yet, it is also one of the OECD countries where trade union rights are most seriously violated. Trade union leaders in Korea are arrested and detained, merely for exercising fundamental workers’ rights, such as the right to strike. And Korean workers are increas-



# PARADIGM and fairer?

ingly facing precarious work – jobs with atypical employment contracts, limited or no social benefits, no job security, low wages and high health and safety risks.

In this context, commitments to socially sustainable economic growth ring hollow and the OECD's Green Growth Strategy seems doomed to fail.

## Achieving environmentally and socially sustainable economic growth

The trade union movement is urging developed countries to make ambitious commitments on emission reductions, in line with their responsibilities and their capacities. Action to meet these commitments will drive changes in production and consumption patterns, creating new jobs and transforming existing ones.

Climate change action is thus one of the main building blocks of a new economic model, which takes account of the fragility of our natural resource base and the need to preserve it for future generations.

But securing social sustainability in the shift to the green economy will depend on achieving a Just Transition. Just Transition is a tool aimed at smoothing this shift and providing hope that the green economy can sustain decent jobs for all. It is also

vital for building consensus on climate change policies.

Just Transition comprises a range of actions including social and employment vulnerability assessments, consultations with trade unions in the design and implementation of climate change policies, active labour market policies, compliance with core ILO Conventions, investing in green and decent jobs and supporting education and training on climate-friendly technologies.

## Sustainability depends on social recovery

For the OECD's Green Growth Strategy to succeed, it is not enough for the OECD to be forward-looking on the environment, whilst remaining blind to the impacts of its policy recommendations on social justice.

The OECD must learn the lessons of the crisis and promote a model of growth that is both green and socially just. It must reverse the policies of deregulation, labour market flexibility and inequality and lay the policy foundations for the creation of decent jobs and a productive workforce.

The first steps on the road to social recovery should include pushing forward with work on measuring the progress of society – “beyond GDP” – incorporating assessments



of progress on decent work into labour market performance measurements, analysing the causes of labour market inequality and precarious work, including the gender aspects, and revising the OECD's Employment Protection Legislation (EPL) Indicator.

We are all agreed on the target – a socially-fair and green economy. Workers around the world deserve and demand nothing less. Trade unions have a key role to play in making the shift to a green economy a Just Transition. TUAC is ready to play its part in ensuring that the OECD's Green Growth Strategy delivers socially sustainable economic growth that represents a real paradigm shift.

**John Evans** is General Secretary of the Trade Union Advisory Committee to the OECD.



# Shifting the costs

By David Cockroft

**“The fundamental principle in planning for sustainable transport must be the internalisation of external costs.”**

**M**assive changes in the organisation of the world’s transport industry are at the heart of the globalisation process. The unit cost of goods transport has fallen dramatically to below 1% of total production costs, opening up new patterns of production and distribution and dramatically changing socio-economic life. Market pressures keep transport costs down, and this, coupled with the high expectations of developed economies, means that much of our transportation could be considered non-essential.

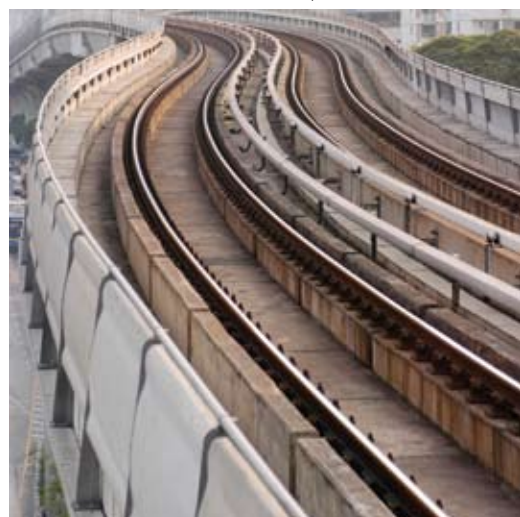
Cheap transport has imposed a heavy price in terms of pollution, energy consumption, safety, working conditions and living standards of transport workers and a reduction in the quality of urban and community life. The application of free market principles clearly cannot solve this problem.

Effective measures must be taken to promote the use of modes of transport that are the most energy-efficient, with particular attention to the benefits of inter-modality. Transport’s multi-modal nature means individual efficiencies cannot be considered in isolation. Only a planned approach that combines measures to limit private car use, such as high fuel and vehicle taxation and road pricing, with fast, comfortable, affordable and efficient integrated bus, taxi and urban rail systems can solve this problem.

The promotion and financing of such systems should be a central responsibility of the public authorities. The fundamental principle in planning for sustainable transport must be the internalisation of external costs. Transporters should cover the total costs of transport – including costs such as congestion, pollution, general health, accidents and poor quality employment, which are currently paid by society as a whole. These measures need to be taken in conjunction with effective policies for land-use planning and for replacement of travel by private car through greater use of public transport.

The external effects of transport are increasingly trans-boundary. This is a global problem that requires global regulation. Solutions must be





sought through co-operation and technology-sharing. They should reject further exploitation of the poorer regions by the richer countries and promote sustainable mobility on a global scale. This means taking on board the different socio-economic characteristics of the regions of the world, as well as trade union priorities and aspirations.

The solutions to climate change must not replicate the mistakes of the maritime ‘flag of convenience’ system, which allows employers to escape regulation at national level, thereby depriving workers of basic rights and minimum levels of pay. Instead, priority should be given to protecting and improving the working environment faced by seafarers and establishing a genuine link between ownership and the flag a ship flies.

Cheap transport creates a downward pressure on pay and conditions, which also harms the environment. Untrained or casually-employed transport sector work can pose environmental risks. Even highly trained workers can be involved in accidents, with potentially disastrous environmental outcomes, if they are forced to work excessive hours. In the transport industry, achieving environmental goals goes hand-in-hand with achieving just and decent work.

**David Cockroft** is General Secretary of the International Transport Workers’ Federation.

## Aviation workers support ‘jobs and the environment’

Workers in civil aviation recognise the need for a sustainable aviation industry, but reject a narrow view of the future that pits ‘jobs against the environment’. Rather, ITF aviation affiliates prefer to work within the positive framework of ‘jobs and the environment’ and see a number of opportunities.

The ITF Civil Aviation Section currently supports the inclusion of aircraft CO<sub>2</sub> emissions in the EU Emissions Trading Scheme and calls for a similar scheme to operate on an international basis. It also supports aircraft manufacturers and suppliers that prioritise improvements in fuel efficiency and reductions in NO<sub>x</sub> emissions.

ITF affiliates are also engaged in technical innovations to improve fuel efficiency. But unions know that the technical fix alone cannot guarantee long-term sustainability. Sustainability requires environmental requirements to be underpinned by strong regulation. The ITF is raising this issue in its capacity as a stakeholder in the International Civil Aviation Organisation (ICAO).

At a time when the aviation industry around the world is under pressure due to the price of kerosene, companies are being encouraged to think ‘greener’ across their operations. But this can also be an added pressure on workers who are experiencing lay-offs and reductions in their terms and conditions. There is a growing perception that company concerns with environmental issues can be a back door route for introducing cost efficiency measures.

Climate change is now upon us and requires urgent action. Workers have to think long-term, as well as short-term, with a broader strategic perspective if they are to avoid bearing the cost of such changes. If the aviation industry is to achieve sustainable growth, the workforce, who delivers the service to the travelling public, must be a key partner in developing the safe working practices that will accommodate environmental change. It is essential that unions and employers engage on these issues in the workplace.

# Supporting a strong public response

By Peter Waldorff

“WITHOUT A STRONG AND TIMELY PUBLIC RESPONSE, THE POWERLESS AND MARGINALISED ... WILL SUFFER DISPROPORTIONATELY FROM THE IMPACTS OF CLIMATE CHANGE.”

**P**ublic sector trade unionists around the world recognise that climate change is first and foremost an issue of social justice and solidarity: values that underpin both the trade union movement and public services.

Public Services International (PSI), as the Global Union Federation representing public sector unions in electricity, water, health care services and central and local government, is working to shape the response to climate change at the sectoral, national and international level.

PSI considers that government commitment to strengthening public services must lie at the heart of the global response to climate change. This requires a break with the neo-liberal policies of the past. Deregulation and privatisation have had disastrous impacts on the environment and the poverty-stricken. The post-2012 climate agreement must ensure that the policies of the Interna-





tional Financial Institutions (IFIs) and the World Trade Organisation (WTO) do not prevent countries from taking effective action on climate change.

## Social justice must be part of the deal

Social justice is a pre-requisite for a strong and efficient global climate deal. The principle of 'common but differentiated responsibilities' means that developed countries should take the lead in reducing emissions and provide sufficient support to developing countries to tackle the consequences of climate change. PSI endorses an emission reduction of at least 30% by 2020 for developed countries, as recommended by the Intergovernmental Panel on Climate Change (IPCC).

## 'Green jobs' in energy

The electricity sector accounts for 40% of global energy-related greenhouse gas emissions today. According to the International Energy Agency (IEA), the electricity sector will need to be at least 60% 'decarbonised' by 2050 to keep on track for greenhouse gas stabilisation trajectories needed to prevent catastrophic climate change.

This objective is challenging but achievable. Renewable energies are predicted to increase their share of electricity generation from 18% in 2006 to 40% in 2030. Wind and biomass are already competitive, compared with fossil-based electricity generation; others such as solar energy will be soon, thanks to public support for research and development and the

introduction of a carbon price in developed countries. Measures to improve end-use and supply-side energy efficiency will also play a vital role.

PSI considers that the shift to a low-carbon energy sector has the potential to increase employment due to the high capital intensity of fossil-fuel and nuclear technologies, compared with the labour intensive character of renewable energies and energy-saving technologies.

Maximising the opportunities for job creation will require electricity utilities to find ways to exploit the potential of the new, small sources of power not owned by them, such as co-generation or combined heat and power (CHP). Here, trade unions have an important role to play through collective bargaining instruments or International Framework Agreements (IFAs).

## Just Transition

The transition to a low-carbon-energy sector presents a challenge for workers in the fossil-fuel-based power plants. Although fossil fuels will remain part of the fuel mix, the older and most inefficient fossil-fuel plants, coal and oil plants will need to be phased-out between 2020 and 2030.

The solution is not to forego action on climate change, but rather to ensure that those who lose their jobs are given other options. Just Transition, advocated by the international trade union movement in the climate change negotiations, is the only way to guarantee that workers do not pay the price of climate change through the loss of livelihoods.

## Invest in quality public services

Scientists are now warning that a 'low global warming' scenario is almost inevitable. Without a strong and timely public response, the powerless and marginalised, including women and migrants, who are most dependent on public support, will suffer disproportionately from the impacts of climate change.

It is essential that public utilities and municipal services are adequately equipped to prevent and reduce the adverse effects of unavoidable global warming. Extreme weather events, rising sea level and droughts will place the rescue services, health care, infrastructure rehabilitation and other public assistance services under increasing pressure. It is crucial to hire, train and equip workers to fulfil these functions. Many additional jobs will be required.

PSI believes that government leadership, regulation and the provision of quality public services, in collaboration with trade unions, is the only way to provide sound and dependable adaptation solutions for developing countries. Market-based instruments can neither drive the structural changes needed, nor raise the financial resources required. Climate change is far too crucial an issue to be left to unpredictable market forces.

Public-public partnerships between utilities in developed and developing countries have a key role to play in the transfer of technology and skills, at low cost and without suffering the vagaries of the market. Governments and the IFIs should promote and provide financial support to such partnerships.

Tackling climate change requires new ways to work and will have implications for employment in all sectors. PSI is fully engaged in the building and strengthening of quality public services for all, while supporting public sector workers, and especially those for whom the effects of climate change will have the greatest impact.

**Peter Waldorff** is General Secretary of Public Services International.



L-R: © ILO/CASSIDY K.; © ILO/CROZET M.



# Pressing for MATERIAL

By Neil Kearney and Silvana Cappuccio

**“WHILE THE WORLD’S TEXTILE WORKERS SHOULD BE LOOKING TO COPENHAGEN FOR URGENT ACTION TO CURB CLIMATE CHANGE, THEY SHOULD ALSO BE LOOKING TO THEIR OWN INDUSTRIES TO GREEN THEIR OPERATIONS.”**

A blank stare is the likely response of the average textile worker to a question on climate change. However, the world’s textiles, garments and footwear workforce, largely female and for the past 20 years concentrated in some of the poorest countries of the globe, probably has a greater interest than most in the outcome of the upcoming Copenhagen Climate Change Summit.

## **Devastating impacts on vulnerable workers**

Climate change, leading to global warming, will have a double whammy impact on these workers, 130 million of whom are dependent on these sectors for their livelihood. Millions in countries, like Bangladesh, are likely to see a dramatic increase in natural calamities and flooding and the eventual disappearance of the lands on which they live and work. This will force people to migrate – internally, or more likely, externally – with all the problems such dislocation brings.

Elsewhere, workers in the sector in countries like Kenya and Egypt are likely to face devastating droughts leaving millions without food and nutrition, which again will lead to dislocation and migration with similar impacts.

## **Highly polluting**

The textiles, garments and footwear industries are themselves significant contributors to climate change, making excessive use of water, energy and chemicals, such as pesticides, bleaches and dyestuffs. In addition, waste from the industry is often mishandled with liquids discharged untreated into rivers and solids dumped indiscriminately. In Bangladesh, waste nylon materials are used as cooking fuel, contaminating whole neighbourhoods and posing huge health and environmental risks.

Virtually no attention has been paid to these issues by the sector, which frequently operates with out-of-date plant and machinery, using excessive energy for production and ventilation. Chemical bleaches and dyestuffs are the norm without consideration of their natural alternatives. Recycling takes place in just a handful of the millions of workplaces around the world. And processes like sandblasting of denim to satisfy fashion demands are used without a thought for the devastating impacts on workers’ health and the environment.





# AL CHANGE

## Urgent need for clean-up

So, while the world's textile workers should be looking to Copenhagen for urgent action to curb climate change, they should also be looking to their own industries to green their operations.

Any clean-up of the sectors will require fresh approaches to the cultivation of natural fibres, such as cotton, and the production of oil-based fibres like nylon. Reducing the water needed in both processes is urgent alongside the development of pest and disease resistant plants, requiring less use of pesticides during cultivation. Today, Uzbek babies are being poisoned by the breast milk of their pesticide-exposed, cotton picker mothers.

Inefficient manufacturing fuels climate change. Consolidation of production in the textile, garments and footwear sectors away from small, badly run workshops to modern manufacturing units using energy efficient machinery, requiring considerable capital investment with a corresponding development of human resources, is essential. Public funding could greatly stimulate such investment in energy and materials efficient production. Better regulation of workplace environmental impacts is also urgent, with prime candidates being tanneries and the bleaching and dyeing processes.

Today's limited attention to the efficient use of raw materials needs to be replaced with an emphasis on eliminating and recycling waste. Nike's re-use of waste footwear

materials for playground surfacing is a good example of what can be achieved. Similarly, waste fabrics could be shredded and re-used as fillings and insulation instead of being consigned to landfills where they are frequently scavenged and damagingly used as cooking fuel. The recovery and recycling of chemicals and chemical containers is possible and urgent. So, too is the breaking and re-use of no longer needed machinery. Packaging of finished products is exaggerated and much should be eliminated.

Attention needs to focus on the development of fabrics that are durable and demand little care, thus reducing the use of water, energy and detergents. One only needs to look at the impact of the cleaning of bedding materials to recognise the urgency of environmentally friendly progress in the maintenance of textile products.

## Improving conditions for textile workers

Cleaning-up the textiles, garment and footwear industries environmentally, would also spur a social clean-up. A modern and efficient industry would no longer require excessive work hours and health and safety hazards would be greatly decreased. The incidence of tuberculosis among garment workers in Bangladesh is double that of the community at large. Drinking water in Indian textile plants often has 7000 times the level of impurities permissible. No doubt about the clean-up benefits here.

The average textile worker may have limited knowledge or interest in the outcome of the Copenhagen Climate Change Summit, but the future of millions of such workers, usually women and living in vulnerable economies, will depend on Copenhagen's outcome and the pressure it will bring for environmental and social change in industries like textiles, garments and footwear.

**Neil Kearney** is General Secretary of the International Textile, Garment and Leather Workers' Federation.

**Silvana Cappuccio** is the Federation's Occupational Health & Safety Officer.

*This issue was being completed when the news of the tragic death of Neil Kearney was announced. As the words on this page testify Neil was one of the most powerful voices in the global labour movement calling for justice for the world's most vulnerable workers. He devoted his life to the passionate defence of labour. He died in Bangladesh, one of many countries that became almost a second home over the last 21 years, as he roamed across the world in a ceaseless campaign to expose the cruelties faced by people working in poverty conditions. The Global Union movement has lost a passionate campaigner, a brilliant orator and a good friend, but his legacy and fighting spirit will continue to inspire us all.*

*- Anita Normark*

# CREATING GREEN JOBS

# Protecting workers

By Philip Jennings

**“IT IS IMPERATIVE THAT GOVERNMENTS AND COMPANIES RECOGNISE THAT UNIONS MUST BE PARTNERS IN THIS TRANSITION, TO ENSURE THAT THE SHIFT TO A GREEN ECONOMY IS FAIR AND THAT WORKERS’ RIGHTS ARE RESPECTED.”**

**U**NI Global Union and its affiliates have been leading advocates for change in their industries to increase employment, ensure union rights and shrink their carbon footprint.

We believe the transition to the green economy is necessary, but it cannot be used as an excuse to trample on workers’ rights.

The global economic crisis has dealt a severe blow to working people. UNI is pushing for a new global economy that creates jobs, builds infrastructure and reduces our environmental impact. This requires a new global deal to rebuild our economic system in a way that gives all people access to quality public services and decent employment, so that they can support themselves and their families: a new global deal that lifts billions out of poverty, promotes peace, protects our planet and ensures equality and sustainability for future generations.

For UNI, sustainability encompasses not only environmentally friendly development, but also labour

and human rights. We believe that cleaner, sustainable business practices benefit a company’s workers, as well as the general population. In the most polluting industries, it is often the workers who are the first victims.

In UNI’s sectors, trade unions have been at the forefront of the quest to find more sustainable solutions to meet the challenges of climate change.

## Printing and packaging

In Latin America, UNI Graphical & Packaging and the industry group CONLATINOGRAP are working to define a policy of mutual engagement on climate change to make the industry more sustainable and to develop better awareness that paper, when sustainably produced, is a renewable resource that generates hundreds of thousands of jobs. This initiative will be replicated in other regions and at the global level. UNI Graphical & Packaging is also working to ensure that initiatives to fight climate change are included in its Global Framework Agreements with

multinational companies, which set out basic standards for worker and union rights.

## Post and logistics

UNI is the chair of the Sustainable Development Project Group for the Universal Postal Union (UPU) Consultative Committee, which is identifying best practices in sustainable development for the post and logistics industry. Post is a significant player in the transport industry, which is one of the top sources of CO<sub>2</sub> emissions.







# Workers' rights

## Services

UNI Europa is developing a network for sharing best practices on green employment in the service sector. Research shows that companies require considerable organisational and social innovation to meet the risks and seize the opportunities that will be created by this transformation of the world economy. In the service sector, in particular, workers have a crucial role to play in these innovation processes. Social dialogue provides an effective vehicle through which

companies and workers can set out their commitments to delivering a more sustainable model.

## Technology

UNI affiliates from engineering unions in the Nordic region organised a major conference on the role of engineers in preventing climate change in Copenhagen in September 2009. Engineering trade unions and professional organisations from Australia, Bulgaria, Denmark, Finland, Germany, India, Ireland, Norway, Japan, Sweden, UK and US presented alternative national energy plans and gave a copy to their respective ambassadors. The groups also adopted a statement for submission to the United Nations Climate Change Conference in Copenhagen, December 2009.

At the end of October 2009, UNI Information Technology (IT) unions in Europe held a conference on the promotion of Green Information and Communication Technologies (ICTs) for stimulating investment and creating jobs. Participants discussed trade unions action to make the technology sector greener and how to work together to make fighting climate change a core issue in the industry.

The technology sector is a good example of the positive benefits that result from adopting green policies. As well as reducing its own

carbon footprint, it can help other industries to reduce theirs; video-conferencing, cloud computing and intelligent traffic systems all help to cut down on travel and energy consumption.

## Just Transition

All this is not motivated solely by altruism. While there are dedicated environmentalists among corporate executives, the bottom line is that the green economy will yield enormous profits for those committed to making changes from which everyone will benefit.

Many UNI members around the world are already staunch advocates for the environment. We are beginning to see the benefits of companies' efforts to fight climate change but not all transitions to green jobs will be easy.

UNI believes that a net job increase can result from the transition to the green economy. However, it is imperative that governments and companies recognise that unions must be partners in this transition, to ensure that the shift to a green economy is fair and that workers' rights are respected.

**Philip Jennings** is General Secretary of UNI Global Union.

BACKGROUND PHOTO © ANDREJS ZEMDEGA; ABOVE PHOTOS (L-R) © M. CROZET (FIRST TWO) AND HENNING MÜHLINGHAUS





# CLEANING UP Travel

By Ron Oswald and Lisa Eldret

**T**he travel and tourism industry is one of the largest and most dynamic industries in today's global economy. It employs over 230 million people, directly and indirectly. Women make up between 60 and 70% of the labour force and half of the workers are age 25 or under.

## Poor working conditions

In sharp contrast to the luxury conditions on offer to guests, hotel and tourism workers have rock bottom working conditions. They are often denied the right to trade union representation, are paid poverty wages and work long and unsociable hours. Outsourcing is widespread – even the high-end, global hotel chains contract out cleaning, catering and security services, directly employing only a small number of workers.

## High CO<sub>2</sub> emissions

Alongside social and labour issues, the travel and tourism industry faces considerable environmental challenges.

In 2007, the World Tourism Organization estimated the number of tourists to be 898 million, globally, almost half of whom travelled by air.

Air travel and transport are estimated to be responsible for between 2 and 3% of total CO<sub>2</sub> emissions. Tourist accommodation is also a major contributor, due to the use of heating and air conditioning.

## Trade union action

The IUF's Hotel, Restaurant, Catering and Tourism (HRCT) Group is developing strategies to educate and mobilise trade unions in the sector to tackle climate change. In 2008, the Group agreed targeted lines of action corresponding to the right to participate and monitor and the right to information, training, and tourism.

By contrast the industry itself is being slow to respond. Sustainable tourism is still very much a niche product, with less than 1% of tourism products offering environmental and social quality above the legal minimum standards – despite increasing consumer demand.

The IUF and its affiliates are committed to working with the travel and tourism industry to create a sustainable tourism sector. But this can only be achieved through genuine negotiations, joint research and agreed transition strategies.

**“Trade unions must monitor actions taken by employers on questions of sustainable tourism, reduction of greenhouse gases and protection of the planet.”**



# and tourism

## IUF HRCT GROUP Mobilising unions to act on climate change

### RIGHT TO PARTICIPATION

Tourism trade unions have the right to participate in the elaboration, discussion and implementation of tourism policies, especially concerning reflection on the consequences of climate change on jobs.

**Suggestion for action:** *request the inclusion of trade unions at all levels in existing or prospective consultative bodies on questions of tourism; negotiate with employers on participation of trade unions in the implementation and management of programmes relating to preservation of the planet.*

### RIGHT TO INFORMATION

In order to discuss seriously the impact of climate change on tourism, we need in-depth studies specific to tourism, analyses by sector and sub-sector, country analyses and evaluation of policies implemented. The studies should automatically include a section on the consequences of climate change on employment in tourism and related activities.

**Suggestion for action:** *these studies should be requested at the appropriate level, namely the World Tourism Organization at global level and tourist authorities at national level.*

We need greater awareness among all those who depend on tourism and public opinion in general.

**Suggestion for action:** *take advantage of World Tourism Day to disseminate relevant information on climate change and its foreseeable consequences for employment among workers in hotels, restaurants and tourist establishments and, where appropriate, link up with initiatives of tourist organizations and authorities involving the dissemination of such information.*

### RIGHT TO TRAINING

Workers in the sector should be informed of the possible consequences of climate change and must be able to receive training in anticipating or managing the impact of this change.

**Suggestion for action:** *request the provision of training including the climate change dimension; include the question of climate change in the training of trade unionists active in tourism.*

### RIGHT TO MONITOR

Trade unions must monitor actions taken by employers on questions of sustainable tourism, reduction of greenhouse gases and protection of the planet.

**Suggestion for action:** *check whether employers in the sector, especially hotel chains, are committed to a programme of preservation of the planet, combating the effects of climate change or other; request that actions taken by employers in this field should be reported to trade union officials and workers to check the accuracy of the facts presented and their effectiveness with regard to the objective, if possible with the help of independent experts.*

### RIGHT TO TOURISM

The envisaged actions must not have a negative impact on the most disadvantaged countries or categories.

**Suggestion for action:** *ensure that initiatives proposed to take account of climate change do not have a negative effect on the economy of the least developed countries and on employment or the working conditions of women, young people and more generally workers with precarious contracts.*

**Ron Oswald** is General Secretary of the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF). **Lisa Eldret** is head of the IUF, Hotel, Restaurant, Catering and Tourism Group.

## The Building and Wood Workers' International



BWI • BNI • BTE • IBB • ICM

The Building and Wood Workers' International (BWI) is the Global Union Federation for unions covering workers in the building, building materials, wood, forestry and related areas of work. The BWI has 338 national affiliates in Africa and the Middle East (88), Asia (75), Europe (119), North America (7), Latin America and the Caribbean (49)

With millions of children at work, many of them working as labourers in construction, BWI promotes practical solutions to the child labour crisis through schooling, campaign and organising. In India, the BWI campaign Children Should Learn Not Earn! has set up schools for child workers, pulling thousands out of building sites and getting them into the classroom.

Similarly, the BWI Gender Empowerment programme has helped train thousands of women workers in union work to combat low pay and dangerous work in construction and wood and forestry.

With 100,000 workers dying every year from asbestos related diseases, Health and Safety is a key concern. BWI-affiliated unions are campaigning for a global ban on asbestos. In Latin America, bans have already been implemented in several countries.

BWI has succeeded in gaining the inclusion of the ILO core labour standards in systems for certification of wood and forestry products, such as Forestry Stewardship Council and the Programme for the Endorsement of Forest Certification Schemes. In Africa this has helped unions to fight poverty through sustainable forestry and better working conditions.

In the defence of human and workers rights BWI helps train promoters of trade union and human rights and backs legal actions with global solidarity work.

With more than 10 multinational construction and wood industry companies signed up to global agreements BWI has given practical meaning to international social dialogue and the promotion of ILO Conventions. BWI has lobbied the World Bank for the adoption and implementation of ILO core labour standards as mandatory to procurement policies.

In May 2005 mandatory clauses were added to World Bank construction contracts on forced labour, child labour, non-discrimination, and other labour standards. In 2006, the private sector wing of the Bank required its clients to respect core labour standards.

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## Education International



EI is the Global Union for teachers and other education workers, with 30 million members in more than 400 member organizations in 172 countries and territories. There are four regional conferences: EI Europe, including the European Trade Union Committee on Education; EI Asia and Pacific, EI Africa, and EI Latin America. Member organizations in North America and the Caribbean meet regularly in a fifth regional grouping.

EI members come from all levels of education – from pre-school to university. Over 50 percent of members are women, and gender equity is mandated by EI statutes in its governance structures.

The World Congress bringing together almost two thousand delegates meets every three years, and regional conferences meet between Congresses. The Executive Board currently has 26 members from 24 countries.

EI is committed to promote the right to education for all persons in the world, without discrimination, and to this end:

To pursue the establishment and protection of open, publicly funded and controlled educational systems, and academic and cultural institutions;

To promote the political, social and economic conditions that are required for the realization of the right to education in all nations and for the achievement of equal educational opportunities for all.

Together with advocacy, another focus for EI is solidarity. Development cooperation programs of solidarity between members in the industrialised and developing countries to support leadership training and capacity building. A principal focus is the development of union capacity to work for Education for All in each country. This is combined with an extensive program aimed at the prevention of HIV/AIDS. Programs are currently underway in 45 countries.

EI also applies the principle of linking local mobilization with global advocacy in defense of human and trade union rights. Teacher union leaders are often targeted either by governments or by armed groups. When leaders are attacked, or imprisoned, or member unions repressed, EI launches Urgent Action Appeals and affiliates respond with waves of protests to the governments concerned.

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## International Federation of Chemical, Energy, Mine & General Workers' Unions



The ICEM represents 20 million members through its 467 Affiliated national trade unions in 132 countries. The ICEM Sectors are:

- **Energy:** Oil and gas exploration, extraction, production including refining and distribution; Electrical, including Nuclear, generation and distribution.
- **Mining and Quarrying:** Exploration, extraction and processing of hard coal and lignite, metallic and non-metallic minerals, clays, sands, gravels and gems. Also, diamond and gem sorting, cutting and polishing, and ornament and jewellery manufacture.
- **Chemicals and Bioscience:** Research, production and refining of chemical elements, compounds and products, pharmaceuticals, chemical products, petrochemicals, agrochemicals, plastics, plastic products and components and artificial fibres. Also, research and manufacture of products and materials resulting from biotechnical methods or genetic engineering techniques.
- **Pulp and Paper:** Production and conversion of pulp, paper, paperboard and paper packaging.
- **Rubber:** Research and manufacture of synthetic rubber and composites and fabrication of both natural and synthetic rubber products.
- **Glass, Ceramics, Cement:** Research and manufacture of flat glass, container glass, glass fibres, household glass and all other glass products; all types of pottery, clay and ceramic materials; Cement, non-metallic minerals, composites and products.
- **Environmental Services:** Waste disposal and recovery, pollution control, recycling, cleaning and maintenance, laundry, dry cleaning and hygiene services, portage and security and associated activities.

**Major activities and programmes:** The ICEM is dedicated to practical union solidarity globally. The GUF unites unions in its sectors and provides real life union-building support to unions in developing countries through donor-funded projects. The ICEM has taken the lead globally in a campaign to curb the escalating use of contract and agency labour by promoting the sustainability and benefits of full-time and permanent employment. The ICEM is working with the world's



major mining companies to stem the spread of HIV/AIDS by building medical clinics for full community access near mining sites in remote regions.

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## International Federation of Journalists

*"There can be no press freedom if journalists exist in conditions of corruption, poverty or fear."*



The IFJ is the Global Union for journalists. It was first created in 1926 and relaunched in its modern form in 1952. Today it represents more than 600,000 journalists in 150 national unions covering 119 countries.

The IFJ campaigns vigorously for journalists rights. It promotes trade union development work and insists that professional rights can only be defended when there are independent, vigorous and representative trade unions for journalists.

The IFJ works closely with agencies of the United Nations and carries out media development work to combat social exclusion in partnership with journalists' unions. The Federation has regional offices in Latin America, Africa, Asia, the Middle East and Europe.

A primary concern for the IFJ is the safety and security of journalists and media staff and the IFJ is the founder, with leading media employers, of the International News Safety Institute, a specialised NGO dedicated to improving levels of protection for journalists and media staff.

The IFJ is closely associated with campaigns at national, regional and global level to improve levels of media pluralism and to counter the threat to democratic rights and secure working conditions posed by excessive media concentration. With other trade union groups in the media and entertainment sector the IFJ works to promote public interest values in media, to defend authors' rights and to promote decent working conditions in journalism.

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## International Metalworkers' Federation



The International Metalworkers' Federation (IMF) represents the collective interests of 25 million metalworkers from over 200 unions in 100 countries. Founded in 1893, the federation covers industries such as steel, non-ferrous metals and ore mining, mechanical engineering, shipbuilding, automobile, aerospace, electrical and electronics.

The IMF aims to improve metalworkers' wages, working and living conditions and to ensure that metalworkers' rights are respected. To achieve this, the IMF works with its national affiliates and at a global level to:

- Build a global metalworkers' movement,
- Strengthen international solidarity,
- Engage with transnational corporations,
- Secure workers' rights, including the rights of women workers, and
- Fight for sustainable economic development.

The IMF keeps abreast of developments in the metal industry, servicing its member unions with research on economic and social issues and fighting for trade union and human rights.

In addition to organising industrial and regional conferences, the IMF brings together trade union representatives to discuss international union policy on subjects such as trade and development, organising the unorganised and health and safety.

Since 2002, the IMF has signed a series of International Framework Agreements (IFAs) with transnational companies, establishing core labour standards as a minimum requirement for the company and its suppliers.

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## International Transport Workers' Federation



The International Transport Workers' Federation (ITF), a federation of 650 transport unions, has shifted its focus to concentrate closely on campaigns, international networking and union organising.

Based on international solidarity since it was founded in 1896, following cooperation between Dutch and British maritime

unions during a strike, the ITF uses its industrially-based structures to build the union strengths of port workers, seafarers, aviation workers, road transport and railway workers.

The ITF's 60-year old Flag of Convenience campaign supports the rights of seafarers in the world's oldest globalised industry. Maritime unions' efforts culminated in 2003 in the first ever internationally bargained, worldwide collective agreement.

In road and rail transport as well as in ports and airports, the ITF is dealing with multinational corporations and developing policies to build industrial muscle in today's boom industry – the logistics sector. Here, as in the passenger transport industry, changing employment structures have led the ITF to look closely at the profile age and gender of the workforce.

Led by its affiliated unions, today's ITF is responding to globalisation with a planned approach to organising along global transport and supply chains, coupled with strategic campaigns to ensure transport workers' rights are respected the world over."

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## International Textile, Garment and Leather Workers' Federation



The International Textile, Garment and Leather Workers' Federation is a Global Union Federation bringing together 217 affiliated organisations in 110 countries.

The aims of the ITGLWF are to draw up policy guidelines on important issues for unions in the sectors and coordinate the activities of affiliates around the world. It acts as a clearing house for information of relevance to the daily work of unions and undertakes solidarity action in support of unions in the sector.

The ITGLWF runs a programme of education and development aid to assist unions in developing countries in organising workers and it actively lobbies intergovernmental organisations and other relevant institutions to ensure the interests of workers in the sectors are taken into account in decisions made at international level.

The ITGLWF is funded by subscriptions from its affiliated organisations. Education and development aid programmes are funded by donor organisations. The Congress is the supreme authority of the ITGLWF and meets once every four years to decide

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general policy. It is composed of delegates from affiliated organisations.

The Executive Committee meets once a year and is responsible for directing the activities of the ITGLWF and implementing the decisions of the Congress. It provides representation on the basis of number of paid-up members by country and currently includes representation from 34 countries.

While the overall priorities and policies of the ITGLWF are handled at global level, regional activities and relations are covered by the regional organisations which operate as an integral part of the ITGLWF, though each has its own decision-making bodies and conducts its own activities: FITTVCC/ORI, the Americas' regional organisation, is based in Venezuela; ITGLWF/ERO, the European regional organisation, is based in Belgium; TWARO, the Asian regional organisation is based in Japan; the African Regional Consultative Council, is based in South Africa.

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### International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations



The International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) is the

Global Union Federation of trade unions representing workers employed in agriculture and plantations; the preparation and manufacture of food and beverages; hotels, restaurants and catering services; and all stages of tobacco processing

The IUF is composed of 348 trade unions in 127 countries with a combined membership of over 12 million workers. From its founding in 1920, international labour solidarity has been the IUF's guiding principle. The IUF builds solidarity at every stage of the food chain, international organising within transnational companies and supporting global action to defend human, democratic, and trade union rights

**Strengthening Affiliates.** The IUF exists to strengthen member unions through mutual support. It does this through: supporting affiliates in organising drives and in conflicts with employers and governments; coordinating and implementing solidarity and support actions; sector-wide organising; research and publications; promoting wom-

en's equality at the workplace, in society and in the trade union movement; and trade union education programmes

**International Recognition and Collective Bargaining.** No IUF sector is unaffected by globalisation. The IUF seeks to create an international union counterweight to the power of transnational companies. We fight for union recognition at every level, including international level. In today's global economy our goal must be internationally negotiated rights and standards within global companies

**Defending Human, Democratic and Trade Union Rights.** The active defence of trade union, human and democratic rights is an essential part of IUF ongoing activity. Defending these rights is a fundamental class issue.

The IUF gives active support to movements everywhere struggling against oppression. We respond internationally to every attack on our affiliates and on the labour movement. We are committed to building alliances with human rights, environmental, consumer and other organisations in civil society who share our objectives.

**Regions.** IUF regional organisations exist in Africa, Asia/Pacific, the Caribbean, Europe, Latin America and North America. The regions are autonomous, and pursue independent activities in close collaboration with the IUF and its governing bodies. In addition, sub-regional bodies exist to coordinate activity at that level.

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### Public Services International



PSI is a Global Union Federation for public sector trade unions. PSI represents some 696 affiliated trade unions in 161 countries. Together, these unions organise more than 20 million women and men, providing services in central government, health and social care, municipal and community services, and public utilities.

PSI represents the interests of public sector workers. Since 1907, when it was founded, PSI has co-ordinated public sector struggles for workers' rights, social and economic justice, and efficient and accessible quality public services.

PSI campaigns to improve the quality of public services. This involves working closely with international organisations, national governments, consumer lobbies, community organisations and NGOs.

PSI solidarity and union development projects help affiliated unions by providing training and capacity-building support on

the ground, especially in countries where trade unions are fighting for recognition.

PSI presents the public sector case at the International Labour Organisation and other United Nations bodies, the World Bank and the regional development banks, the International Monetary Fund, the World Trade Organisation, the Organisation for Economic Co-Operation and Development and many others.

PSI has active women's committees at global, regional and sub-regional levels, and all decision-making structures are based on gender parity.

PSI has regional bases in Barbados, Belgium, Brazil, Chile, Colombia, Costa Rica, the Czech Republic, India, Japan, Lebanon, Singapore, New Zealand, Romania, Russia, South Africa, Togo and Ukraine.

PSI works closely together with ITUC – International Trade Union Confederation – and other union federations, in particular EL, the Education International, and the European Federation of Public Service Unions.

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### UNI Global Union



UNI is the Global Union for skills and services with 20 million members in 900 unions worldwide. Our mission is to build union density in the growing services sector.

UNI signs Global Agreements with multinational corporations to achieve a fair say for workers around the world. In the age of globalisation this is more important than ever. The global economy is in crisis and workers are bearing a disproportionate part of the burden. The solution to the crisis must include a global employment strategy that creates sustainable well-paying employment with bargaining rights. We demand a fair share, fair finance and a fair future.

UNI is working to organise and build the power of unions in the following sectors: Commerce, Electricity, Finance, Gaming, Graphical, Hair & Beauty, IT, Business Services, Industry, Media and Entertainment, Post, Cleaning and Security, Telecoms, Tourism and Social Insurance.

UNI has created a plan called "Breaking Through" to lay out the strategic priorities of supporting organising, justice for workers and human and trade union rights and to ensure that all of its work leads to concrete results for its members.

We want the new jobs and the new businesses to be union. With our 100-plus staff and our global, regional and sector global



unions, we have a strong platform to make a reality of UNI as a global union.

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Website: [www.uniglobalunion.org](http://www.uniglobalunion.org)

## International Arts and Entertainment Alliance

This Global Union Federation comprising FIM, FIA and UNI-MEI is a truly independent and representative body, recognised by ITUC and, with respect to its European activities, by ETUC. Recent activities have included workshops in Latin America through the regional coordination of IAEA (CREA) to promote the rights of workers in film production. Alliance members are recognised by WIPO, UNESCO and the ILO and the Council of Europe and the European Union. Additionally, FIM holds observer status with the International Organisation of the Francophonie.



**The International Federation of Actors (FIA)** was set up in 1952 by the French performers' union and its sister organisation in the UK and currently represents more than 100 performers' unions, guilds and professional associations in over 75 countries.

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**The International Federation of Musicians (FIM)**, founded in 1948, is the only international organisation representing musicians worldwide. It has member unions in over 70 countries.

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## Trade Union Advisory Committee to the OECD



The Trade Union Advisory Committee to the OECD (TUAC) is the official voice of the labour movement at the Organisation for Cooperation and Development. TUAC has played an important role in OECD work for more than 40 years, bringing the voice of more than 60 million workers in the 30 industrialised countries to the international policy debate. TUAC's affiliates consist of 56 national trade union centres. They finance TUAC activities, decide on policy and elect TUAC officers.

TUAC was founded in 1948 as a trade union advisory committee for the European Recovery Programme – the Marshall Plan. TUAC has represented organised labour's views to the OECD from the moment of its formation in 1961.

With the onset of globalisation and the debate in the OECD on the role of standards and regulations, TUAC has stepped up work with Global Union partners to seek to ensure that global markets are balanced by respect of workers' rights and effective rules governing multinationals.

Through consultations with OECD governments and experts, TUAC co-ordinates and represents the views of the trade union movement in the industrialised countries. It has coordinated trade union input to the annual G8 economic summits and employment conferences and with the advent of the economic crisis and the emergence of the G20 jointly prepares the Global Union input with the ITUC. The main areas of TUAC's policy work are:

- economic and in particular the response to the crisis;
- employment and labour markets;
- sustainable development; education and training;
- pensions; governance of global markets, including implementation of the OECD Guidelines for Multinational Enterprises; and
- OECD relations with non-member countries.

OECD instruments such as the Guidelines for Multinational Enterprises are not binding in a legal sense, but they can nonetheless be effective as a tool for defending workers' rights. TUAC assists unions in raising cases with governmental National Contact Points (NCPs), which have responsibility for implementing the Guidelines.

The Guidelines will be subject to a major review in 2010. TUAC's aim is to ensure that the performance of the NCPs is improved and that the Guidelines more effectively cover supply chains.

TUAC was also involved in the last revision of the OECD Principles of Corporate Governance in the wake of corporate scandals, taking part in the Steering Group that developed the revised text.

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## Council of Global Unions (CGU)



The Council was set up in 2007 bringing together the newly-formed International Trade Union Confederation, the Global Union Federations and the Trade Union Advisory Committee to the OECD (TUAC). The aims of the Council of Global Unions include promoting trade union membership and advancing common trade union interests worldwide through enhanced cooperation. Global Union Federations represent workers in the different economic sectors, from education, public services and manufacturing to retail and the media.

CHAIR: Anita Normark  
VICE-CHAIR: Aidan White  
CO-ORDINATOR: Jim Baker  
SECRETARY: Guy Ryder

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## International Trade Union Confederation (ITUC)



The International Trade Union Confederation brings together national union centres which are, in turn, composed of sectoral unions. It focuses on policy matters and on the defence of trade union rights and represents the interests of working people to global organisations, including the United Nations. It plays an especially important role at the tripartite International Labour Organization where it coordinates the Workers' Group. It mobilises its affiliates to intervene with their governments and to participate in international actions. It works closely with all of the other Global Unions.

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