

**Trade Union Assembly
on Labour and the Environment**
www.will2006.org

The Workbook

*(Please refer to **Draft Version 8.0** when providing comments)*

This document is available at:

<http://www.will2006.org/documents.php>

Part I. Labour, Environment & Sustainable Development

Introduction to the Assembly Workbook

A. Overview of the workbook

This Workbook was first developed as an information tool by our Working Groups (see B. below) to identify ideas, priorities and proposals for consideration by participants at the Trade Union Assembly: the *Workers' Initiative for a Lasting Legacy*: <http://www.will2006.org>. It will help us synthesize information gathered at the Assembly in time for the Closing Plenary and then for drafting final recommendations to the UNEP Governing Council, which will meet in February. It includes the following components:

I. INTRODUCTION TO THE ASSEMBLY WORKBOOK	Page
This section provides you with the background information for the Assembly participants on how to use the workbook	2
II. GENERAL INTRODUCTION TO THE ASSEMBLY ISSUES	5
Integrating the Environment into Trade Union Sustainable Development Policy and Approaches	
III. THE WORKING GROUP THEMES	8
The sections below correspond to specific areas of policy and action to be considered by break-out groups at the Assembly itself:	
Theme One: Climate change and energy,	8
Theme Two: Chemical risks and hazardous substances,	12
Theme Three: Public access to resources and services,	16
Theme Four: Enterprise social responsibility & accountability,	19
Theme Five: Occupational, environmental and public health, including asbestos & HIV AIDS.	23

Part II. and each Theme in Part III. begins with a brief introduction. You are invited to look for connections between the issues.

You will then find a list of bullet action points for each theme, followed by a second list describing the current measures, indicators, instruments or available resources that make up the body of background information in our Country Profiles for each Theme of the Workbook, (see D., below).

After that, the tasks are outlined for each Theme Working Group (see also C., below),

NOTE: All URL references in the document are "Active" or "HOT-LINKED" when this document is open on your computer screen, which means you need only to click on the URL to automatically go to the indicated source of information.

Comments and suggestions to improve this Workbook and its Process should be sent directly to Lucien Royer at royer@tuac.org. Welcome to the Assembly Workbook process.

B. The Working Groups

The Working Groups are the Assembly's reference groups on specific themes. The mentioned 'Drafters' have developed original text for the introduction to each theme area and the remaining members have contributed to the evolution of the various versions. The workbook editor and coordinator is Lucien Royer (ICFTU/TUAC) – royer@tuac.org.

Integrating the Environment into Trade Union Sustainable Development Policy and Approaches:

John Evans (TUAC) - Assembly Reporter - evans@tuac.org

Isabelle Hoferlin (WCL) isabelle.hoferlin@cmt-wcl.org

Joaquin Nieto (SustainLabour) - jnieto@ccoo.es

Lene Olsen (ILOActrav) olsen@ilo.org

Lucien Royer – **Drafter** (ICFTU/TUAC) – royer@tuac.org

Cornis Van Der Lugt (UNEP DTIE) - cornis.lugt@unep.fr

Theme One: Climate change and energy

Khaleda Anwar (ICFTU – BC, Bangladesh)

David Boys (PSI) - david.boys@world-psi.org

Joel Decaillon (ETUC) - jdecaillon@etuc.org

Sophie Dupressoir – **Drafter** (ETUC) - sdupressoir@etuc.org

Temistocles Marcelos (CUT- Brazil) - temistocles@cut.org.br

Fre Maes (FGTB) – fre.maes@abvv.be

Frank Vorhies (ILO INTEGRATION) - fvorhies@earthmind.net

Theme Two: Chemical risks and hazardous substances:

Amar N. Barot (INTUC – India) intuchq@del3.vsnl.net.in

Estefanía Blount (CC.OO.) eblount@istas.ccoo.es

Reg Green (ICEM) reg.green@icem.org

Franklin Muchiri (ILO Safe Work) muchiri@ilo.org

Yayha Msangi (TPAWU – Tanzania) gpp-health.tpawu@raha.com

Govindasamy Rajasharan (MTUC -Malaysia) sgmtuc@tm.net.my

Marc Sapir- **Drafter** (ETUC) - msapir@etuc.org

Theme Three: Public access to resources & services (e.g. water)

Lkhagvademberel Amgalan (CMTU, Mongolia)

Zahoor Awan (PWF, Pakistan)

David Boys – **Drafter** (PSI) david.boys@world-psi.org

Bheki Ntshalintshali (COSATU) bheki@cosatu.org.za

Shizue Tomoda (ILO SECTOR) tomoda@ilo.org

Theme Four: Enterprise social responsibility & accountability

Kang Choong-Ho (FKTU – Korea) fktuintl@fktu.or.kr

Ivan Gonzales (ICFTU-ORIT) -igonzalez@cioslorit.org

Winston Gereluk – **Drafter** (PSI) winstong@athabascau.ca

Gabou Gueye (UNI) gabou.gueye@sonatel.sn

Hans Hofmeijer (ILO MULTI) hofmeijer@ilo.org

Juan Carlos Jimenez (CCOO) jcjimenez@ccoo.es

Kenichi Kumagai (JTUC RENGO – Japan) jtuc-kokusai@sv.rengo-net.or.jp

Franklin Muchiri (ILO Safe Work) muchiri@ilo.org

Cornis Van Der Lugt (UNEP DTIE) cornis.lugt@unep.fr

Theme Five: Occupational, environmental and public health, including asbestos & HIV AIDS

Arthur R. Barrit (TUCP - Philippines) secrucup@tucp.org.ph

Chabo Ching (ICFTU APRO) ching@icftu-apro.org

Bjorn Erikson – **Drafter** (LO-Norway) bjorn.erikson@lo.no

Ng Wei Khiang (OHSEI –Asia) ohse@institute.org

Sophia K. Kisting (ILO/AIDS) kisting@ilo.org

Angela Lomosi (ICFTU-AFRO) angela.lomosi@icftuafro.org

Franklin Muchiri (ILO Safe Work) muchiri@ilo.org

C. Working Groups at the Assembly

Participants in Assembly working groups will spend a total of 4 hours together. Ideas and suggestions for the unfolding of working group discussions are provided under each section of the workbook. For each session, special feedback requests might be issued to deal with some cross-cutting matters, priority-setting and capacity-building, e.g. training, monitoring agreements and Conventions, awareness raising for the Rank & File, Technical Equipment, etc.

1st session – one hour, Monday 16 January, 09:00 – 10:00

Participants are asked to review the introductory text and bullet points for their respective working groups. You will have an opportunity to review the contents of this workbook before your working group begins its work. Although some time will be allowed for amending text, the primary task of coordinators will be to identify where agreement does and does not exist, **without** necessarily resolving differences. This first session should merely identify where full agreement exists and where issues remain unresolved.

2nd session – one & ½ hour Monday 16 January, 10:00 – 11:30

30 min. to provide **recommendations** for policy and action related to: a) international trade union bodies, b) regional and national trade union bodies, c) sector trade union bodies, d) local trade unions, and e) capacity building,

30 min. to formulate **recommendations** for a) inter-governmental bodies, e.g. UNEP, ILO and others, b) regional organizations and national governments, and c) local authorities,

30 min. to formulate **recommendations** directed to employer organisations and other Agenda 21 Major Groups; i.e. farmers, indigenous, NGO, science, youth and women's groups.

3rd session – one & ½ hour Monday 16 January, 11:30 – 13:00

This session will be devoted exclusively to identifying how the participants themselves can implement the above recommendations:

45 min. on **implementation** within their own trade union bodies through: a) union membership and executive decision-making, b) membership awareness raising & education, c) campaign development, d) union Congresses, annual meeting and schools, and e) community relations with other groups,

45 min. on **implementation** at the workplace level a) target-setting, b) monitoring & reporting c) collective agreement, d) relations with employers, e) information, f) actions and g) resources and materials.

D. Trade Union Country-by-Country & Company Profiles

In each section of this workbook, reference is made to trade union country-by-country profiles.

Country and company profiling is a tool-driven process designed to clarify common national, sector and workplace-level actions through which trade unions can implement aspects of sustainable development.

Profiling is conducted by assembling and entering a wide range of country, sector or company-specific data into a database which is maintained by the Trade Union Advisory Committee to the OECD (TUAC). This data is broken down to produce reports and analysis on given topics, some of which are made available on an ongoing basis for specific topics: Sustainable Development, Energy and Climate Change, Occupational Health and Safety, Asbestos, HIV/AIDS, Trade Union Rights, as well as Corporate Accountability. Latest information on these is available through the URL references indicated in each section of this workbook. A full description of the indicators contained in any of the published profiles, along with their relevant sources, is available at: http://www.global-unions.org/pdf/ohsewps_1.EN.pdf.

Part II General Introduction to Assembly Issues

Integrating the environment into trade union sustainable development policy & action *Our Workers' Initiative for a Lasting Legacy*: www.will2006.org.

The history of industrial development has led the world into a condition of environmental, social and economic crises that have produced a number of interrelated problems and challenges for workers in such areas as: climate change, chemicals and hazardous substances, resource use and accessibility, and conditions of work, particularly as they relate to occupational health and safety.

These workplace concerns are inextricably linked to issues faced by the public at large, in all parts of the world. Current trends of globalisation have aggravated the situation with respect to poverty and the growing inequality of access to resources and services for large portions of the world's populations, especially the young and aged, women, working poor and those without employment or social protection to provide for their basic needs.

At the heart of the current condition is the basic fact that economic and production decisions continue to be made in isolation from the fundamental environmental and social dimensions of human life on our planet Earth. Today, more than ever before, meaningful decision-making has become the prerogative of the few, leaving most sectors of Civil Society disenfranchised or with dwindling influence and power.

Workers – both at the workplace level and in the community – experience these crises with everyone else. However, unionised workers have a greater margin of influence to bring about change, particularly when they cooperate with other groups in Civil Society. As such, trade unions are in a position to inspire hope and enthusiasm for change.

A first priority for workers and trade unions is to change current patterns of production and consumption in an integrated manner, placing the highest priority on sustainable development approaches that link decision-making by the many to integrated social, environmental and economic outcomes. The collective challenge for each of us is to implement our vision of the future, country-by-country, sector-by-sector, workplace-by-workplace, while taking account of the different realities of workers' lives in each.

The United Nations Environmental Programme (UNEP) has called on trade unions to play a larger role in the struggle to save planet Earth. The focus for our engagement must continue to be the world's workplaces, which are at the core of production as well as consumption patterns. In addition, our strategies must focus on where problems are most serious; e.g., issues related to climate change, chemicals and hazardous substances, resource use and accessibility and conditions of work.

For change to take place, more cooperative industrial relations have to be developed between workers, trade unions and employers. Participatory processes must be strengthened and linked to the activities of governments and the constituencies they represent, and workplace participation must become a vehicle for employer accountability on a broad range of issues relating to both occupational and community environments.

This will only occur if instruments and processes of social dialogue are developed. Resistance to change for sustainable development must be understood, especially as it impacts the world of work. Awareness-raising, cooperation and mutual trust must become the trademark of joint-decision making, linking worker/union, employer and community efforts. In addition, any programme should link up to Decent Work promotion; providing jobs to deal with poverty but also to attain levels of socio-economic security that actually liberates the human spirit for more creative forms of human participation and involvement. Moreover, *Just Employment Transition programmes* are needed to maintain the livelihood of workers who lose jobs or are displaced by change and require re-employment, compensation, re-training and edu-

cation. Finally, our mission involves education, and we could not begin at a better time, as this is the first year of United Nations *International Decade of Education for Sustainable Development*.

For these reasons, the relationship we develop with UNEP must be linked to the Decent Work agenda of the International Labour Organisation (ILO), and reflected in new relationships between Environment, Health, Labour and Social Ministries of governments around the world. Moreover, ILO-UNEP involvement is crucial to the linking of occupational and community health and environment. Elements of a 1977 ILO-UNEP MOU for Environment Cooperation, as well as the joint ILO-UNEP-Trade Union activities initiated at the 2002 World Summit on Sustainable Development (WSSD) provide a framework for stronger partnership-building to serve as a model for other intergovernmental bodies in developing their own strategies in dealing with health, investment, trade and other key policy areas.

Governments must be urged to be more supportive of this new relationship in legislation, policy and action frameworks that involve Civil Society and Agenda 21 Major Groups. In particular, we urge them to take note of the 7th Global Civil Society Statement to the 9th UNEP Governing Council, as well as to take leadership in supporting and building active partnerships with trade unions.

The trade union movement is committed to creating a transformation extending from local to international levels that will challenge the limits of human development, thought and awareness, and embrace the universal desire for a healthy planet, human emancipation and world peace. We are pleased to join UNEP, governments and all actors in Civil Society in this historic mission, our *Workers' Initiative for a Lasting Legacy (WILL)*.

Action Points

1. **Promote the full integration** of the three pillars of sustainable development, including the economic, environmental and social dimensions, within a context of common but differentiated responsibilities,
2. **Support relevant outcomes** of the Rio 1992 and WSSD Summits, including current instruments and measures to implement them,
3. **Link environment to poverty reduction & decent employment**, as means of ensuring a sustainable livelihood,
4. **Be committed to gender and age equality**, promote equality in access to resources and services that are vital to a dignified life and social inclusion,
5. **Improve social dialogue and consensus building** by addressing social & employment impacts as a means for promoting democracy and achieving change at the international and national levels, within sectors and in workplaces,
6. **Support environmental protection** which recognises the need for Just Employment Transition, within a framework of social integration, decent employment and poverty eradication,
7. **Revitalise state monitoring, inspections and evaluation of industry** to ensure compliance with public policy and negotiated standards,
8. **Promote change in patterns of production and consumption, including waste reduction and conservation**, based on changes at the workplace and development of initiatives at the community to promote sustainable consumption and production.
9. **Call for labour/management cooperation** at the workplace, nationally and internationally, based on country acceptance and promotion of ILO Declaration of Fundamental Rights & Principles at Work, including core labour standards,
10. **Compile case studies** and identify lessons and obstacles.
11. **Call on governments to integrate the social dimension**, by exercising State instruments and measures related to investment, technology, procurement, regulation & public policy planning standards and other relevant international labour standards,
12. **Involve social partners**, including workers and trade unions, in decision making, education, awareness raising, information sharing & workplace/community implementation. Ensure training and technical assistance to deal with change',
13. **Strengthen the capacity of trade unions [OR the social partners] to cope with crisis and change**, for example the implications of HIV/AIDS, and ensure training and technical assistance,
14. **Seek enhanced cooperation & coherency** in government implementation & enforcement functions of Environment, Finance, Labour and Social Ministries.

Country-by-Country Profiles Elements
General Introduction – Part 1. Page 5
For Country Profile Background & References:
http://www.global-unions.org/pdf/ohsewps_1.EN.pdf

1. Country profile: Country adherence to Instruments & Measures:

Binding measures & Instruments

- Aarhus Convention for public participation and access to information,
- UN Universal Declaration of Human Rights and related Covenants,
- Declaration on Fundamental Principles and Rights at Work, (see ILO Conventions under Theme Four: Enterprise and Social Responsibility),
http://www.ilo.org/dyn/declaris/DECLARATIONWEB.static_jump?var_language=EN&var_pagename=DECLARATIONTEXT
- ILO Convention 122 Employment Policy
- ILO Convention 132 Maternal Protection

Non-binding measures, guidelines, codes or voluntary agreements

- Agenda 21
- 2002 Johannesburg Plan of Implementation
- UN Millenium Development Goals

2. Country profiles: factors to country and government progress :

- Countries that have adopted a national sustainable development strategy and the corresponding number that involve trade unions,
- Countries that have developed national consumer awareness programmes,
- Ecological Footprint Index,
- UN Human Development Index,
- ILO Representation Security Index,
- ILO Voice Security Index,
- Child Labour Rates,
- Literacy and Illiteracy rates,
- School enrolment rates,
- Women & Gender discrimination rates,
- Maternity & Mortality rates,
- Export Processing Zones,
- Debt Relief and GDP rates,
- Employment rates (see Theme Three: Access to Resources & Services).

3. Available resources

- 2006 SD and Energy Profiles (Draft Stage):
English: http://www.global-unions.org/pdf/ohsewpo_1d.EN.pdf
- 2006 T.U. Submission to CSD: http://www.global-unions.org/pdf/ohsewpo_4h.EN.pdf .
- 2005 Trade Union Rights Profiles: **English:**
http://www.global-unions.org/pdf/ohsewpo_10a.EN.pdf
- 2005 UNEP “Stakeholder Engagement Manual” :
<http://www.unep.fr/outreach/home.htm>
- 2005 ILO Promoting Sustainable Development for Sustainable Livelihoods
<http://www.ilo.org/public/english/standards/reim/gb/docs/gb294/pdf/esp-2.pdf>
- 2004 ICFTU Congress Resolution on Employment and Sustainable Development: **English:**
<http://congress.icftu.org/displaydocument.asp?Index=991220324&Language=EN>.
- 2006 7th Global Civil Society Statement to the 9th Governing Council/ Global Ministerial Environment Forum, Dubai, February, 2006 http://www.global-unions.org/pdf/ohsewpo_6c.EN.pdf
- 2004 ILO HIV/AIDS and work: Global estimates, impact and response:
<http://www.ilo.org/public/english/protection/trav/aids/publ/globalest.htm>
- 2003 UNEP Global Environmental Outlook (GEO3) and subsequent annual / regional GEO Yearbooks / Reviews: <http://www.unep.org/dewa/index.asp>
- What trade unions & others obtained at the 2002 WSSD: http://www.global-unions.org/pdf/ohsewpo_3a.EN.pdf
- ILO Information folder on Decent Work and the Millennium Development Goals (MDG 7)
<http://www.ilo.org/public/english/bureau/exrel/mdg/briefs/mdg7.pdf>
- 1977 ILO-UNEP MOU Environment Cooperation
http://www.global-unions.org/pdf/ohsewpo_2.EN.pdf

Trade Unions at the Assembly emphasise their role as:

- **Promoters of Social Dialogue** in the workplace and at the international, national and local levels,
- **Vehicles for communication and education**, e.g. the occupational health and safety programs, especially those that foster workplace-based actions and community awareness raising,
- **Agents for change** with their knowledge and capacity to organise worker involvement in sustainable production and consumption, and to engage workers with other civil society organisations in initiatives to promote sustainable production and consumption.
- **Facilitators of bottom-up processes** for local capacity building and democracy, e.g. at the workplace and through dialogue with community stakeholders.

Trade Unions at the Assembly pledge to build WILL as:

- **Defenders of environmental standards** for goods and services that originate in the workplace,
- **Active UNEP and ILO constituents**, engaging governments and employers to ratify and implement key instruments to protect the environment while promoting employment and social policy solutions that link sustainable development to poverty eradication.

Part III Assembly Working Group Themes.

Theme One: Climate Change and Energy

While energy services have fostered economic development and improved the standard of living in industrialised countries, with positive effects on social development, current patterns of supply and consumption of energy have become unsustainable.

To begin with, while energy is critical for the fulfilment of basic human needs, nearly two billion people - mainly from Least Developed Countries (LDCs), but also from developing ones and transition economies - have no access to electricity, while millions more suffer from inadequate access. As well, wide disparities exist between low energy consuming countries and other countries, which consume 25 times more energy per person, and even between low and high energy users in the same country.

Current trend towards liberalisation also raise concern. In the case of electricity, as one example, public regulated monopolies are being replaced by disaggregated, private energy service providers. While these policies are supposed to bring market discipline and efficiencies, in reality, they neither ensure more efficient operation nor extend services to the poor. Not only are the costs of creating market mechanisms often proving to be much higher than anticipated; the disaggregated, privately-owned electricity systems which result are failing to provide the necessary incentives for development of more expensive alternative energy sources, let alone maintain and expand the current systems.

Current patterns in energy have spawned a host of negative impacts for environmental and human health, throughout the world. Foremost among these is climate change; a direct consequence of a continuous increase in atmospheric concentrations of greenhouse gases (GHGs) primarily from combustion of fossil fuels; e.g., coal, oil and gas. Industrialised countries generate most of the world's GHGs and this activity impacts most on developing nations and the poorest populations. Extreme climate events, droughts, reduced crop yields and decreased water availability will all have employment effects. Impact-mitigation, moreover, will add pressures on land, water availability and food production, inducing armed conflict and such health effects as AIDS in the agricultural work forces of a number of countries.

In 1992, the UN Framework Convention on Climate Change (UNFCCC) established the obligation to stabilise GHG emissions, and set in motion negotiations that led to the adoption of the Kyoto Protocol in 1997. In line with the principle of "common but different responsibility" enshrined in the Rio agreements of 1992, the Kyoto Protocol sets out different obligations for industrialised and developing countries: un-

der the Protocol, developed countries that have ratified must reduce by 2012 their GHG emissions by 5.2% of their 1990 levels, whereas no quantified reduction targets are set for the developing countries for this period.

Ten years after the UNFCCC, at the 2002 World Summit on Sustainable Development (WSSD), governments agreed to link climate, energy and access issues to implementation measures for sustainable development in order to achieve the Millennium Development Goals (MDGs). So-called "Partnerships" between government, business and civil society were promoted and identified as a means for implementing these commitments. Unfortunately, the WSSD did not establish measures or linkages between MDG's and production or consumption of energy, and thus failed to provide a means for evaluating the performance of these partnerships with respect to the implementation of its goals.

Trade unions at this Assembly insist on placing climate change and energy issues within a policy and action framework that will promote sustainable development.

Placing climate change measures within a sustainable development framework means that energy-related risks must be integrated into national development and poverty reduction strategies that furthermore, must be linked to other national environmental priorities; e.g., relating to biodiversity and desertification. Development planning must take into account existing and future vulnerabilities affecting the poor, inequitable access, economic dependency on fossil fuels and climate change, and include sectoral strategies for energy, water, sanitation, agriculture, health, education, transport, disaster management, etc.

GHG emission reduction strategies can create quality jobs, especially through renewable energy, energy conservation and green technologies; approaches that have already been taken in some regions of the world have yielded enormous improvements to the quality of life and health. For this reason, priority must be given to investment in research, infrastructure and vocational training geared to emissions reduction. While it is known that a transition towards a low carbon economy can create overall net employment gain, however, severe socio-economic disruption and job loss is likely to be caused by restructuring, job migration and de-skilling in specific sectors or regions.

Climate change policy must therefore address these issues through programmes for 'Just Employment Transition', backed by financial and economic measures to provide for compensation, re-employment and re-training. In some countries, trade unions in key industrial sectors have developed strategies to exploit technological and economic opportunities for job creation through bilateral or trilateral agreements with governments and employers to predict and address social and employment impacts.

The success of implementation strategies for climate change will also depend in large measure on public policies and national regulations that require engagement of workers, trade unions and employers to achieve specific CO₂ and other targets at their workplaces. Such action requires joint trade union- employer target setting, monitoring, evaluation and reporting to bring about meaningful change. Trade unions therefore call on governments and inter-governmental bodies to focus on programmes that foster worker participation through the recognition of worker and trade union rights.

In developing countries, a major challenge lies in the effective transfer of financial and technological capacity through so-called "flexible mechanisms" provided under the Kyoto Protocol (e.g the Clean Development Mechanism (CDM) which allows industrialised countries and companies to meet part of their Kyoto targets by funding projects that deliver emission reductions in developing countries). If properly implemented, results could substantially promote sustainable development in these countries.

The UNFCCC has also established common commitments by countries with respect to monitoring inventories, reporting on emissions and sinks, national strategies, adapting to expected impacts and information-sharing, and has created funds (albeit limited) to help poor countries adapt to and mitigate climate change. Trade unions must be involved in all such activities to ensure that they deliver investment bene-

fits for Decent Work, and positive national development, based on social and environmental criteria. They must also promote worker participation in both countries involved in CDM’s.

A key issue for the UN concerning reduction of GHG emissions world-wide is how to fashion a long term agreement for equitable sharing of the burden of emission reduction between developing and developed countries beyond 2012. This will require all developed countries to commit to much higher emission reduction levels in absolute terms to allow developing countries to foster positive development with increased emissions for a defined period during which they can achieve acceptable GHG stabilization. By applying the principle of ‘common but differentiated responsibilities’, the most advanced developing countries can progressively adopt GHG gas reduction commitments, e.g. through voluntary measures among others. Such commitments should be linked to a requirement for industrialised countries to provide clean technologies, renewable energies and training to help developing countries meet their new commitments.

In the last decade, Global Unions have been involved in all of the Conference of the Parties (COP) of the UNFCCC. At the most recent, COP11, held in Montreal, Canada last December, trade unions achieved significant points of entry for involvement in future COP deliberations concerning mitigation and adaptation (see Will Elements #15 & 16, below). Our *Worker’s Initiative for a Lasting Legacy (WILL)* is based on the belief that a commitment to employment transition will radically convert potential worker resistance to climate change measures into workplace action that can have a major impact on environmental protection and climate change.

Action Points

1. **Promote participation of workers and trade unions** in policies for energy transition, environmental protection and sustainability,
2. **Support the joint engagement of social partners** in setting climate and environmental targets for workplaces and communities. Develop training and tools for workers to facilitate implementation,
3. **Guarantee full and equal access to energy** for all, especially vulnerable groups, including women, youth, the aged and working poor (see #C Public Access),
4. **Promote energy conservation/efficiency** by reducing domestic, community and industrial consumption of all forms of energy, including through better technology,
5. **Promote renewable energies for environmentally friendly** energy alternatives and industrial processes and methods that eliminate energy waste or misuse,
6. **Develop and finance well-integrated and funded public transportation systems** and promote national energy policies and programmes to advance intermodality (e.g. between bus, train, road),
7. **Link climate change activities** to strategies that address biodiversity and desertification by promoting ratification of related UNEP Conventions and Instruments,
8. **Promote joint workplace actions** as a basis for community education and change to implement WSSD outcomes related to climate change, with joint trade union–employer approaches for GHG reduction and capacity building for workers and trade unions, with a special focus on the social dimension of change,
9. **Encourage national policies** to promote energy efficiency, alternative and renewable energies in industry, transport, building & services,
10. **Promote a better understanding** of the social and employment implications of energy policy and practices and address distributional effects through research & education in the context of a ‘just transition’,
11. **Develop ‘Just Employment Transition’ programmes** to address dislocation and insecurity and to promote environment and employment synergies. Promote ILO Decent Work policies and Convention 122 and its Recommendations as instruments for transition,
12. **Build public consensus** for UNFCCC and the Kyoto Protocol by promoting social and employment transition measures within mitigation and adaptation policies,
13. **Support post-Kyoto commitments** for Europe and other regions in an egalitarian framework based on the principle of common but differentiated responsibilities,
14. **Develop national frameworks** for implementing the Kyoto Protocol that promote social dialogue and trade union participation in implementation measures and national policy for ‘flexible mechanisms’,
15. **Promote implementation of UNFCCC & Kyoto**

Protocol decisions relating to the MDGs. Intergovernmental bodies to encourage worker and trade union participation,

16. **In preparation for UNFCCC COP12/ MOP2**, trade unions agree to:

- Trade union input to national governments about COP11 adopted report by non-Annex 1 countries, with respect to national communications & sustainable development. Income, employment, access to vital resources & services, as well as participation issues based on Agenda 21 will be priorities for trade unions. <http://unfccc.int/resource/docs/2005/sbi/eng/18a01.pdf>;
- Be involved in the UNFCCC's 5-year work programme, and in upcoming 2006 workshops – both activities of its SBSTA committee to bring into scope the results of a trade union initiated research in Europe on energy/climate and employment.
- Provide input into the New Delhi work programme concerning skills and activities of trade unions related to training, education and public awareness,
- Participate in a review process under Article 9 of the Kyoto Protocol by providing input to national governments and the Secretariat, as they compile relevant scientific, social and economic information,
- Integrate trade union country-by-country profiles on climate and energy within the new UNFCCC Climate Change Information Network clearing house (CC:iNet).

Country-by-Country Profiles

Climate Change & Energy

For Country Profile Background & References:
http://www.global-unions.org/pdf/ohsewpS_1.EN.pdf

1. Country profile: Country adherence to Instruments & Measures:

Binding measures & Instruments

- Kyoto Protocol,
- UNEP Biodiversity Convention and its Biosafety Protocol,
- UNEP Desertification Convention,
- ILO Convention C122 Employment Policy,
- ILO Convention 148 Hazards due to Air Pollution.

Climate Change & Energy: Working Group Sessions

(See introduction to the Working Groups on page 4 of this workbook)

1st session – one hour, Monday 16 January, 09:00 – 10:00

This session should identify areas where agreement or disagreement remain, relative to the introductory text and bullet points _____

Non-binding measures, guidelines, codes or voluntary agreements (if any):

2. Country profiles: factors to country and government progress :

- Primary Energy Consumption (total & per capita)
- Energy Exports & Imports
- CO2 emissions (total & per capita),
- CFC consumption rates,
- Ecological Footprint Index,
- Employment rates (see labour market and employment Theme Three: Access to Resources & Services),
- UNFCCC Kyoto Flexible Mechanism data.

3. Available Resources

- 2006 Trade Union Sustainable Development and Energy Profiles (Draft Stage): English: http://www.global-unions.org/pdf/ohsewpO_1d.EN.pdf,
- 2004 ICFTU Congress Resolution on Employment and Sustainable Development: <http://congress.icftu.org/displaydocument.asp?Index=991220324&Language=EN>,
- 2005 TU Climate Change COP11 Statement to UNFCCC COP11/MOP1: http://www.global-unions.org/pdf/ohsewpP_8h.EN.pdf,
- 2005 TU Climate News Compendium for UNFCCC COP11/MOP1: http://www.global-unions.org/pdf/ohsewpP_8j.EN.pdf
- 2005 UNFCCC COP11 Sustainable Development non-Annex 1 document for 2006 country reporting <http://unfccc.int/resource/docs/2005/sbi/eng/18a01.pdf>
- 2003 UNEP Global Environmental Outlook (GEO3) and subsequent annual / regional GEO Yearbooks / Reviews: <http://www.unep.org/dewa/index.asp> ,
- 2004 COP10 Climate & Energy Profiles English: http://www.global-unions.org/pdf/ohsewpP_9a.EN.pdf,
- 2006 T.U. Submission to CSD: http://www.global-unions.org/pdf/ohsewpO_4h.EN.pdf .

2nd session – one & ½ hour Monday 16 January, 10:00 – 11:30

This session is devoted to *directing recommendations* to various levels of trade union, government and Major Group organisations or bodies and is divided into three 40-minute components

3rd session – one & ½ hour Monday 16 January, 11:30 – 13:00

This session is devoted exclusively to *Implementation Issues* for participants themselves, and is divided into two 60-minute components

Theme Two: Chemical risks and hazardous substances

Chemicals permeate all of our lives. The proliferation of thousands of chemicals and related substances since the Industrial Revolution has yielded enormous benefits; indeed, modern society could not function without them. Unfortunately, the production and use of synthetic chemicals is also responsible for a growing number of environment and human health problems, as well as making increasingly unsustainable demands on our natural resource base.

These negative effects are compounded by a dire lack of knowledge regarding their inherent properties, environmental and human risks, as the effect of industrial processes spills over from workplace into community environments, where chemicals are known to cause damage to reproductive, nervous, cardiovascular or respiratory systems, as well as causing allergies, asthma and skin diseases. Long-term effects and low-dose chronic exposures, such as those that cause cancer, must be of special concern, particularly in developing and transition economies where the knowledge and capacity gaps to deal with chemicals are enormous.

Each day, each of us migrates from one “chemical cocktail” to another, depending on where we work and live. Biologically persistent, slow-degrading or slow-spreading agents are dispersed via wind or water. Synthetic chemicals can be found in water, soil, air, humans and other animals, with some of the highest concentrations found in the remotest parts of the planet, such as the Arctic.

Concern for future generations should raise the alarm about chemical pollution in ambient-air, as well, with special attention to the effects of exposure to endocrine disrupting chemicals during pregnancy or nursing. Ozone depletion, acid deposits, pollution of water, soil and air, as well as loss of biodiversity are by-products of improper uses of man-made chemicals – particularly those that are persistent, bio-accumulative, travel across national boundaries and have proven to cause irreversible damage.

Awareness-raising, training and national controls are urgently needed. All countries must strive for sustainable responses, including an end to environmental and social dumping. The 2002 World Summit on Sustainable Development (WSSD) agreed to take action that by 2020 would minimise, “*adverse effects*

on human health and the environment." For this reason, trade unions have collaborated with the Strategic Approach for an International Chemicals Management (SAICM) programme to produce a global system for harmonising information on chemicals. Agreements on this system will be reached at the Ministerial Conference in Dubai in February 2006 which could pave the way for development of National Plans.

Instruments, processes and measurement systems produced by ILO, UNEP and other international agencies must play a leading role in the oversight of chemical production and use. There are numerous Conventions and Agreements under the ILO, UNEP, as well as international conventions on Persistent Organic Pollutants (POPs), Prior Informed Consent (PIC), Greenhouse Gases under the United Nations Framework Convention on Climate Change (UNFCCC), the International Framework for Chemical Substances (IFCS), the Bahia Declaration on Chemical Safety, to mention only a few.

Integrated policies are required to deal with chemicals and related substances. In particular, we must address the knowledge and capacity gaps that exist within and between regions, in order to promote proper management of chemicals, seeking substitutions or phase-outs wherever possible. In this regard, valuable lessons are already available from experience in the European Union with the recently-designed programme to (REACH).

National policies, backed by regulation, enforcement and monitoring are needed wherever chemicals are produced or used, if sustainable management is to take place. So must the involvement of workers and trade unions, as poor management practices have resulted in exposure by untold numbers of workers to chemical vapours, liquid or solid waste streams, contaminated packaging and to water or soil pollution. The simple fact is that the highest level of exposure normally takes place at the workplace through inhalation, skin absorption or ingestion.

A high level of worker risk is only one reason why workers and trade unions must be involved in urgent action to clean up the workplace. The other reason is that participation by workers and their trade unions is a crucial element to any chemical risk prevention programme, within enterprises, as well as on a regional and international level. National policies must therefore be reviewed, regulations improved, monitoring and the whole machinery of compliance strengthened with this basic principle in mind. Collective bargaining and voluntary agreements with employers should aim to raise awareness, train, and develop or create new tools, and a priority placed on coalition-building with other groups; e.g., consumers, scientists, physicians, environmental organizations.

The agenda for sustainable approaches to chemicals must accommodate a number of concurrent responses. Time-bound goals must be established for the phase-out of most hazardous chemicals. At the same time, industry must be required to provide much more environmental and health information and encouraged to respect the "polluter pays principle". Certain key notions that trade unions have insisted on for decades must be put into policy and practice: e.g., the precautionary principle, clean production, best available techniques, and best environmental practice are just a few. Substitution and the avoidance of emissions, discharges or loss of hazardous substances must become much more evident as the signs of a safe and sustainable approach to the management of chemicals.

Attention must turn to public health and environmental issues that have lent themselves well to worker prevention strategies, e.g. bans or restrictions on PCBs, brominated flame retardants and other POPs¹. Many more such approaches need to be explored, however. It is also well-known, for instance, that work-

¹ Often-time, evidence of chemical impacts to either workers or the community comes after their detection elsewhere, and sometimes in remote locations. Methyl bromide – a hazardous pesticide used by agriculture workers is now, for example, restricted, as an identified culprit for the depletion of the ozone layer. On other fronts community groups are trying to replace incinerators with better waste management systems that avoid the release of dioxins and heavy metals, but also create safer jobs by promoting recycling systems.

place prevention schemes have yielded public health and the environmental benefits, through substitution of chlorinated solvents in surface-cleaning processes, replacement of heavy metals to catalyse chemical reactions, labelling and segregation of waste streams, especially those that find their way outside of enterprise property.

Governments and enterprises must be convinced that prevention of chemical risks at the workplace directly benefits both public health and the natural environment, particularly where liability for damages can no longer be conveniently shifted back-and-forth between workplace, local authorities and jurisdictions. Cleaner production can be achieved where both of workplace parties understand and exercise the will to work towards common objectives. Success is possible if we place less emphasis on competitive goals, and much more on the regulatory controls for chemicals that can deal with social and environmental issues for the benefit of all.

We take note of the 7th Global Civil Society Statement to the 9th UNEP Governing Council, as well as its emphasis on chemical issues and we welcome the opportunities to formulate joint approaches, wherever possible. We also agree to joint approaches with the ILO, UNEP and WHO in our *Worker’s Initiative for a Lasting Legacy (WILL)*.

Action Points

1. **Guarantee worker access** to information, as well as to the freedom to organize and participate in decision-making, especially with respect to substances used in production and workplace,
2. **Strengthen implementation** and follow-up to WSSD outcomes, as well as SAICM, POPs and PIC and such related agreements as the Basel Convention (hazardous wastes) and Montreal Protocol (ozone depletion),
3. **Promote worker and trade union participation** in decision-making regarding production and use of chemicals and substances,
4. **Apply the Precautionary Principle** in all matters relating to the uses of chemicals and related substances, especially for multiple exposures,
5. **Eliminate the most dangerous substances**, such as CMR, DE, PBT and heavy metals, and develop joint workplace programmes of action with employer groups for this purpose,
6. **Ban the use and commercialisation of asbestos** world-wide, and encourage civil society, governments and intergovernmental bodies to join trade unions in a world campaign for this purpose. (see also under #E),
7. **Promote the workplace posting of chemical data sheets**, as outlined in the new UN scheme for global harmonisation and labelling (GHS). Encourage countries to sign up to this programme,
8. **Develop financial and legal instruments**, accompanied by new and additional resources, to facilitate the full internalization of costs and implementation of programmes by developing countries.
9. **Promote development of policy and programmes** relating to chemicals and hazardous substances for adoption by national and sector trade unions, to be implemented through industrial relations with employers. Ensure Industry accountability and inspection schemes,
10. **Stimulate research & development** for a greener and more sustainable approach to chemicals and chemistry,
11. **Promote coordination among institutions** –health, labour, environment, agriculture - with stakeholder participation to ensure holistic and integrated approach. Address data gaps, through quantitative goals,
12. **Ensure joint workplace action** for prevention of chemical hazards. Use trade union tools to promote better practices: collective bargaining, voluntary agreements, codes of practice, balancing the dimensions,
13. **Ensure that short-term adaptation response** to danger or calamity not overshadow longer term approaches,
14. **Accept such important precepts as:** full industry accountability, corporate responsibility, precautionary principle, multiple exposures, vulnerable populations and emerging problems (e.g. endocrine disruption),
15. **Phase-out dangerous substances** with approaches that address social impacts; i.e., through a ‘just transition’,
16. **Encourage ratification and implementation** of Conventions, regulations and ILO standards regarding chemicals,
17. **Develop new and additional technical and financial mechanisms** to support developing and economies in transition to set in place a chemical strategy.

Country-by-Country Profiles Chemical risks

& hazardous substances

For summary and description of elements go to:
http://www.global-unions.org/pdf/ohsewps_1.EN.pdf

1. Country profile: Country adherence to Instruments & Measures:

(See also Theme E: Occupational Health & Safety)

Binding measures & Instruments

- Aarhus Convention on Access to Information,
- Stockholm Convention on POPs,
- Prior Informed Consent PIC Rotterdam Convention,
- Basel Convention on Transboundary Movement of Hazardous Wastes
- ILO Convention 81 Labour Inspection,
- ILO Convention 121 Employment Injury,
- ILO Convention 161 Occupational Health Services
- ILO Convention 170 Safety in the use of Chemicals,
- ILO Convention 174 Major Industrial Accidents

Non-binding measures, guidelines, codes or voluntary agreements

- OECD Guiding Principles For Chemical Accident Prevention, Preparedness & Response
- 1974: ILO Resolution on Economic Consequences of Preventative Action on Occupational Cancer,
http://www.global-unions.org/pdf/ohsewpl_1a.EN.pdf
- ILO Safety in the Use of Chemicals at Work, 1993
- ILO Prevention of Major Industrial Accidents, 1991

2. Country profiles: factors to country and government progress :

Current indicators in the country profiles

- Asbestos imports and exports & fatality rates,
- Worker fatality rates.

New Suggested indicators

- Country use of CMR chemicals (Volume)

3. Available Resources

2005 Country OHS Profiles English:
http://www.global-unions.org/pdf/ohsewpg_1a.EN.pdf,

2005 Country Asbestos Profiles English:
http://www.global-unions.org/pdf/ohsewpl_6.EN.pdf,

2004 ICFTU Congress Resolution on OHS: English:
<http://congress.icftu.org/displaydocument.asp?Index=991220328&Language=EN> ,

2003 UNEP Global Environmental Outlook (GEO3) and subsequent annual / regional GEO Yearbooks / Reviews:
<http://www.unep.org/dewa/index.asp>

Chemical Risks and Hazardous Substances: Working Group Sessions

(See introduction to the Working Groups on page 4 of this workbook)

1st session – one hour, Monday 16 January, 09:00 – 10:00

This session should identify areas where agreement or disagreement remain, relative to the introductory text and bullet points _____

2nd session – one & 1/2 hour Monday 16 January, 10:00 – 11:30

This session is devoted to *directing recommendations* to various levels of trade union, government and Major Group organisations or bodies and is divided into three 40-minute components

3rd session – one & 1/2 hour Monday 16 January, 11:30 – 13:00

This session is devoted exclusively to *Implementation Issues* for participants themselves, and is divided into two 60-minute components

Theme Three: Public Access to Resources & Services (esp. water)

Sustainable access to resources stems from our concern about alleviating poverty and ensuring that everyone attain a security of livelihood through equal access to food, energy, shelter, health & welfare, social security, water & sanitation, education and transport, i.e. those issues that incorporate the protection of basic human and economic freedoms and rights, as enshrined in international Conventions and Protocols.

Rising poverty and unequal access to resources continue to create serious social disruption and environmental degradation, unprecedented in world history. Growing pressures on health services and the education sector, in particular, as a result of the AIDS epidemic need to be analysed and factored into the response. Trade unions at this Assembly remain firm in their resolve that the only lasting solutions for protecting the environment are those that address poverty and access issues, as the basis for change.

There is no other solution. Meeting the Millennium Development Goals (MDG) requires fully integrated approaches, ushered by the principles of sustainable development to link the social, economic and environmental dimensions of problems.

Of primary concern is that decisions about access, resources and services need to be made in democratic and transparent ways. We call on governments to respect this as a fundamental building-block and to ensure that effective political and institutional measures exist in their country for trustworthy collective decision-making.

Governments must assume authority as law makers to see to the proper public management of natural resource stocks, be they water, energy, land or food. They must also exercise direct control over certain aspects of resource management, through the institution and preservation of public utilities, e.g for water. As well, such public utilities should be integrated into the life of communities, with key players involved in decision making, including the workers and trade unions that work in them. Public municipal authorities should be supported as key partners of Agenda 21 and called upon to play a role in multistakeholder decision-making processes.

Governments must also be more assertive in addressing distributional effects of change in concert with the realities of their own taxation and fiscal policies. Often, lower tax payments due to declining business revenues have resulted in cut-backs to public services, just when such services are most needed, for example, in countries hard hit by climate events. Pressure on key services mounts from all sides. Sometimes natural disasters, themselves disable the very people we expect would be standing-by to help us. Key public service employees themselves often become unable to work. Public services can become horribly weakened, just when they should be at their optimal. This is also applies to education, social services and for other issues, like HIV/AIDS. Governments are often the largest employer in many countries, that should be most concerned by the Themes of the Assembly.

Certain resources, like water, should not be considered a commodity and the tendency to privatize related utilities should be discouraged. Instead, understanding how to improve public utilities should be a priority, backed up with the necessary institutional and financial mechanisms to do so. Privately run utilities and services, where they exist, must operate by the same fundamental rules as government-run operations. They must be required to meet equal social and environmental standards and be called upon to account, through effective regulatory and enforcement mechanisms that include proper inspections and reporting. Acceptance and respect of ILO core labour standards must be a requirement for all, as well as a requirement to institute employment transition mechanisms where jobs are lost or livelihood diminished. Equally, the respect of environmental Instruments must be the basis of their policy.

One aspect of the unequal access to resources and services is related to pricing structures. We agree with the 7th Global Civil Society Statement to UNEP's 9th Governing Council in arguing that pricing and taxation policies should be restructured to reflect the true cost of petroleum, for example, taking into account

the social, economic and environmental concerns. However, we also recognize that large sectors of society will not be able to afford to pay for resources and services, whether or not they are sold at true or distorted prices, especially the poor and the most vulnerable groups, like women, the aged and the working poor. Reviewing the pricing and collection structures of utilities and services must be done as a matter of necessity and they must be redesigned with a view to ensure that equity be the basis for imposing them. Such approaches need to be combined with a mix of tariffs, subsidies, taxation and donor grants.

Unequal Access & pricing is also about people’s ‘ability to pay’ for or buy essential resources and services. All actors must be made to better understand that having a Decent job is a significant contributing factor in resolving this problem. The role of employment promotion must become a hallmark of solutions to address poverty and access issues. For this reason the ILO must be called upon to integrate its Global Employment Agenda (GEA) with all programmes for sustainable development. “Just Employment Transition” programmes are also needed where workers are displaced or their livelihood is threatened because of change. We understand also that the private sector cannot create jobs if the public infrastructure is not available.

Finally, there is the matter of the availability of resources. Trade Unions at the Assembly recognize this as a significant challenge. Energy, water and other resources must be otherwise brought to people in a fair and equitable way, where they don’t exist at all or in insufficient quantities, e.g water in rural areas and for agriculture. This will require capital outlays that often far exceed the capacity of local communities. The full effect of trade, international investment and economic instruments, combined with national taxation and financial measures- must be brought to bear on this problem but they must meanwhile be made to meet sustainable development criteria. ‘Public-Public’, ‘Public-Private’, and many other types of partnerships can be made to help in this process but effective government oversight of these must be ensured. Financial and political mechanisms for public-public partnerships should be created.

We encourage all actors to derive lessons from the worrisome trend to privatize water facilities, where sustainable development and democratic approaches appear to have been sidelined. 95% of water services are delivered by the public sector to nearly five billion inhabitants, 1/5 of which don’t have access to quality water services and 2/5 don’t have access to sanitation. Where water facilities have been privatized the case for their *improving* equitable access, management, or availability of this resource is not convincing.

The question of the availability of resources also relates to the fact that the world is over-consuming vast amounts of non-renewable resources. Trade Unions at this Assembly are convinced –as never before- that a very extensive world-wide programme of action is needed to change current patterns of consumption – at the production level and in communities, domestically and by individuals. This is especially so in industrialized countries. Our collective challenge is to reduce unsustainable over-consumption and to eliminate the waste or misuse of natural resources, country-by-country, sector-by-sector, workplace-by-workplace, while taking account of the different realities of workers’ lives in each.

We are convinced that the place to begin for engaging in such action is at the workplace level though joint trade union-employer target setting, monitoring, evaluating and reporting processes that bring about real change. We call on Governments and inter-governmental bodies to place high on their agenda coherent programmes to institute such processes. We believe that government and public service offices, utilities and production facilities can become models for action, training and education and public awareness raising. However, private industry must be called upon to do the same.

Trade unions at the Assembly commit themselves to working with governments, intergovernmental bodies and all actors in Civil Society in this historic mission on our *Worker’s Initiative for a Lasting Legacy (WILL)*.

Action Points

1. **Support for universal**, egalitarian and environmentally sound access to basic resources.
2. **Call for solutions to access** issues that combine measures for price equity, decent employment and fair distribution & availability of resources with government democratic process, oversight and control.
3. **Call for increase in democratic decision-making**, information-sharing and evaluation processes, relating to the control and sale of resources.
4. **Promote the ILO Global Employment Agenda (GEA)** as key to the international and national policies to address the lack of access to and availability of water and other resources.
5. **Reinforce Government's role** through integrated management and ownership of water and other resources, as well as for essential public services. Support local authorities as partners of Agenda 21 and as key players to facilitate multistakeholder decision-making at the local level.
6. Seek **Public sector monitoring and evaluation** to ensure reliability, affordability, adequacy and overall sustainability.
7. **Address issues of human resource capacity** in the public sector through research, planning and training, especially in view of lost human capital as a result of HIV/AIDS.
8. **Support Public Utilities** with ODA, IFI loans or grants and bilateral aid, along with other public finance mechanisms. For water combine, appropriate user charges with cross-subsidies, taxation and international subsidy mechanisms. Upgrade public utilities to improve access to water, energy and sanitation by poor people and vulnerable groups.
9. **Address access and poverty issues** through tariff reform and policies for public utilities (especially water) that target subsidies and minimises full cost recovery practices.
10. **Support labour-management cooperation** programmes as a basic tool to improve operations of public utilities. Call on the ILO to focus resources and expertise urgently in the water sector, which is fundamental to meeting any of the MDGs, and to enable GEA.
11. **Call for the establishment of programmes** to promote the wise use of water, energy and other resources, country-by-country, sector-by-sector, workplace-by-workplace, and call on trade unions to engage with employers to institute such programmes within the industrial relations context.
12. **Call for more research and oversight** for the commercialization of water, sanitation and waste

management. Encourage public-public partnerships involving local authorities to address limitations in public-private partnerships & market-based approaches.

13. **Provide public utility financing** through user fees, taxation, cross-subsidies, and domestic bonds. A lack of domestic capital should not be a pretext for privatisation, nor a barrier for access to services.
14. **Call for increase in democratic decision-making**, information-sharing and evaluation processes, relating to the control and sale of resources and the management of public utilities, support utility managers in improving public services.

Country-by-Country Profiles Access to Resources, e.g. Water

For summary and description of elements go to:
http://www.global-unions.org/pdf/ohsewpS_1.EN.pdf

1. Country profile: Country adherence to Instruments & Measures:

Binding measures & Instruments

- UN Social and Economic Rights Convention,
- ILO Convention 100 Equal Remuneration,
- ILO Convention 121 Employment Injury,
- ILO Convention 111 Employment Discrimination,
- ILO Convention 122 Employment Policy,

2. Country profiles: factors to country and government progress:

- UN Human Development Index.
- % People with Access to Water
- % People with Access to Sanitation
- Labour market security Index
- % People living with less US\$1 – poverty rate
- Country poverty reduction strategy
- Employment & unemployment Rates
- Women & income rates.
- AIDS impact on labour force
- AIDS impact on economic growth
- See also indicators in Theme One: Energy Section

3. Available Resources

- 2006 SD and Energy Profiles (Draft Stage): English: http://www.global-unions.org/pdf/ohsewpO_1d.EN.pdf,
- 2004 ICFTU Congress Resolution on Employment and Sustainable Development: <http://congress.icftu.org/displaydocument.asp?Index=991220324&Language=EN>.

- 2003 UNEP Global Environmental Outlook (GEO3) and subsequent annual / regional GEO Yearbooks / Reviews: <http://www.unep.org/dewa/index.asp> .
- 2006 7th Global Civil Society Statement to the 9th Governing Council/ Global Ministerial Environment Forum, Dubai, February, 2006 http://www.global-unions.org/pdf/ohsewpO_6c.EN.pdf
- 2004 ILO HIV/AIDS and work: Global estimates, impact and response: <http://www.ilo.org/public/english/protection/trav/aids/publ/globalest.htm>.

Access to Resources & Services: Working Group Sessions

(See introduction to the Working Groups on page 4 of this workbook)

1st session – one hour, Monday 16 January, 09:00 – 10:00

This session should identify areas where agreement or disagreement remain, relative to the introductory text and bullet points _____

2nd session – one & ½ hour Monday 16 January, 10:00 – 11:30

This session is devoted to *directing recommendations* to various levels of trade union, government and Major Group organisations or bodies and is divided into three 40-minute components

3rd session – one & ½ hour Monday 16 January, 11:30 – 13:00

This session is devoted exclusively to *Implementation Issues* for participants themselves, and is divided into two 60-minute components

Theme Four: Enterprise Social Responsibility & Accountability

In recent decades the role of private companies, especially multinational enterprises, has been put in the spotlight, especially with respect to how they account for actions on a broad range of issues, including environment, sustainable development, as well as for occupational and public health and worker participation matters.

This has given rise to regulatory frameworks providing social, labour and environmental protection that are currently reflected in national law and practice. For the most part these are guided by the various conventions and Instruments adopted relevant intergovernmental bodies, like the OECD, ILO, UNEP and others.

For example, environmental law is very much guided by the passage of UNEP Instruments. For social protection ILO's *Declaration on Fundamental Principles and Rights at Work* embodies key ILO Conventions that outline the standards that governments are expected to set for the activities of employers with respect to the work environment. In addition, the *ILO Tripartite Declaration of Principles concerning*

Multinational Enterprises and Social Policy, clarify some principles that countries should abide by in their oversight of multinational companies. As well, the OECD has adopted *Guidelines for Multinational Enterprises*, which is, perhaps, the only Instrument to date that contains some measure of accountability and reporting procedures of multinational companies.

Together these constitute a fairly extensive framework for employer accountability. In addition to this, there is the body of activity within the industrial relations context, whereby trade unions and employers have negotiated some 2.3 million collective agreements, most of which, contain certain accountability provisions, which bring into scope a wide-array tools for monitoring, reporting and making change, together.

A newly emerging feature of industrial relations is the development of forty-one international framework agreements and additional EU Works Councils established under EU legislation that have been negotiated on a company, sectoral or international basis between national and international trade union bodies and some of the world's largest transnationals. In the past decade, numerous such agreements have been signed, which like the European Works Council agreements, provide for health & safety and environment committees and representatives, as well as for education, training, and information exchange.

However, in the current context of globalisation questions have been raised about the limits and effectiveness of these collective 'accountability' mechanisms as well as about their so-called costs to society, especially where accountability procedures are entrenched in government regulation and contain inspection and reporting provisions. Very often the benefit of having such mechanisms is not factored into views that voice such concerns.

Yet the logic of the criticism has given rise to the development of Enterprise Social Responsibility (ESR, also referred to as 'Corporate Social Responsibility'), which has spawned a whole new industry of consultants and organisations offering CSR or ESR services, multi-stakeholder initiatives and partnerships. Governments, intergovernmental organisations and regional bodies such as the European Union have created work plans, CSR departments and units, and thousands of businesses have adopted codes of conduct, ethical principles and guidelines. It has also become the subject of numerous books, articles, websites and entire journals.

The concept of ESR is still evolving. At its most basic, it refers to a new brand of business ethics requiring enterprises to account for the impact their activities might have on society and the natural environment. Another aspect is the business response to HIV/AIDS, which is now situated not only in terms of costs and productivity losses but of ESR. These expectations are inscribed in numerous Codes of Conduct of which the UN Global Compact is a prime example, as well as other instruments supplied by such organizations as the Ethical Trading Initiative (ETI) and the Social Accountability International (SAI). The Global Reporting Initiative (GRI) is an international multi-stakeholder initiative to develop and organize 'indicators' and guidelines for ESR reporting, which is also referred to as 'sustainability reporting'.

ESR has become the subject of debate amongst trade unionists and other groups who are concerned over the effect it may have on their work for sustainability, environmental protection and social issues. Some unions have welcomed it because it focuses on the Social Dimension and the workplace, and particularly where instruments call for worker involvement in joint action with employers and community in local and global social dialogue. Others contend that ESR is primarily a PR effort, directed at the 'bottom line', and producing few substantive results.²

In December 2004 the 18th World Congress of the International Confederation of Free Trade Unions addressed ESR as it relates to multinational corporations, which have become key drivers of globalization.

² It is interesting to note that in the case of HIV/AIDS the engagement of business has led to strengthened social dialogue in a range of practical ways, encapsulated in a statement of collaboration by the International Organisation of Employers and International Confederation of Free Trade Unions 'Fighting HIV/AIDS together'.

Their actions and the political pressure they are able to exert on policy-makers have clear implications for decent employment, technology and knowledge spread and the ability of governments to protect citizens' rights. Recent scandals have confirmed that national legal and institutional frameworks to regulate business activity are increasingly inadequate, and that new strategies are needed to ensure that multinationals meet the individual and collective needs of society.

While ESR addresses some of these issues, it poses a definite challenge to trade union strategies for sustainable development. Firstly, it is based on voluntary models, which in the current context of liberalisation, deregulation and privatisation, provide yet another way for business to take over tasks that rightly belong to government and the public domain. Secondly, it tends to promote unilateral management approaches which overshadow the basic trade union premise that industry has two sides, and that these provide the proper basis for social partnership and social dialogue. It further dilutes the role and status of workers and trade unions in the enterprise, by referring to them as only one player in a whole range of 'enterprise stakeholders'. Finally, ESR has led to a myriad of guidelines, procedures, and projects, some of which are positive, but others of which are incomplete, poorly realized, and even counterproductive, providing for little consistency in purpose, reporting mechanism, or evaluation.

The latest development affecting our approach to ESR policies and programmes is an ICFTU Executive Board recommendation of December 2005 asking trade unions to participate in an initiative of the International Standards Organisation (ISO) that would create a new Standard for Social Responsibility. Our participation, the Board said, could result in a Standard that significantly increases recognition, support and understanding of international labour standards, with a clear role for social dialogue, collective bargaining and good industrial relations - but only if we observe a clear set of objectives (a 'bottom line') on Enterprise Social Responsibility.

For starters, 'labour stakeholder' positions must be filled by the 'most representative workers' organisation'. Secondly, as social standards can only be properly set by representative structures, any ISO standard must stay away from initiatives or measures that reduce or replace the role of government or such intergovernmental organisations as the ILO. It must clearly discourage certain private standard setting and private voluntary initiatives and promote support for such authoritative international instruments as ILO Conventions and Recommendations. (On a positive note, the ISO initiative includes a Memorandum of Understanding which recognises the ILO as the competent body for international labour standards, and ensures that any standards it sets are consistent with ILO instruments, backing and participation).

We stand firm on the primacy of current national and industrial relations' regimes to set clear standards and accountability procedures which are reflected in law and practice. We also recognize the need to update and improve these to enhance democratic processes and improve environmental and social protection. We understand the potential for ESR to expand their applicability in environmental and social protection as part of our *Worker's Initiative for a Lasting Legacy (WILL)*.

Action Points

1. **Promote cooperative and harmonious relations** between employers, workers and their trade unions and seek to establish joint workplace target-setting, monitoring, evaluation and reporting for the purposes of protecting the environment, the rights of citizens and workers and promoting sustainable development;
2. **Base ESR on corporate environmental and social responsibility (CESR)** as called for in the WSSD / Johannesburg Plan of Implementation;
3. **Develop and promote an industrial relations** programme of action for sustainable development, mindful of the close interrelation between enterprise operations and societal conditions;
4. Call on governments to design and adopt **national oversight programmes and frameworks** to govern the activities of multinational enterprises and to subscribe to the OECD Guidelines for Multinational Enterprises;
5. **Document and publish** the extent of Collective Agreement provisions throughout the world that currently enhance sustainable development, including environmental and social protection, and provisions on HIV/AIDS;

6. **Support the development of framework agreements** by Global Union Federations and promote their use as vehicles for environmental protection and sustainable development policies, including implementation of the ten principles of the UN Global Compact related to labour standards, human rights, environmental protection and anti-corruption;
7. **Reinforce the role of government in oversight and regulation as primary** means of creating an appropriate enabling environment for meeting environmental, social and sustainable development goals; ensure that ESR programme serve to complement and support rather than detract from this key role;
8. **Work with UNEP, ILO and other bodies** to document and evaluate the use of relevant ESR measures by enterprises, and develop a programme of action to highlight ESR instruments that fail to deliver measurable action, serve to undermine or side-line appropriate government regulation or responsibility or fail to support trade unions as equal partners;
9. **Evaluate, support and participate in ESR processes** that promote international labour standards, social dialogue, collective bargaining and good industrial relations, and provided that outcomes do not reduce or replace the role of government or such intergovernmental organisations as the ILO;
10. Support the development of **workplace management systems and ESR initiatives**, that are compatible and supportive of occupational health and safety systems and processes as well as environmental care based on workplace practices;
11. Support the **engagement of workers and trade unions with public institutions, community groups , NGOs and others in multistakeholder dialogue** and initiatives to promote ESR at the local, national and global level, including initiatives by UNEP, ILO and others to support training of employees and capacity building in supply chains;
12. **Incorporate the role of workers’ capital**, in the form of pension funds and other collective investment vehicles within trade union policy for creating and enforcing ESS;
13. **Work through coalitions with trade unions and NGO’s** to develop common ESR principles to link labour and environment standards.

For summary and description of elements go to http://www.global-unions.org/pdf/ohsewpS_1.EN.pdf

1. Country profile: Country adherence to Instruments & Measures:

Binding measures & Instruments

- OECD Guidelines for MNEs,
- ILO Convention 29 Forced Labour,
- ILO Convention 87 Freedom of Association,
- ILO Convention 98 Right to Organise,
- ILO Convention 138 Minimum Age,
- ILO Convention 182 Worst Forms of Child Labour,
- ILO Convention 122 Employment Policy

Non-binding measures, guidelines, codes or voluntary agreements

- ILO Declaration on Fundamental Principles and Rights at Work,
- ILO Tripartite Declaration of Principles concerning MNEs and Social Policy
- OECD Corporate Governance Principles
- UN Global Compact
- Global Reporting Initiative (GRI)

2. Country profiles: factors to country and government progress :

- ILO Labour Market Security
- National Rates of Unionisation

3. Available Resources

- Trade Union Rights Profiles: English: http://www.global-unions.org/pdf/ohsewpQ_10a.EN.pdf,
- Trade Union Company Profiles TBA <http://www.global-unions.org/pdf/ohsewpTBA>,
- Environment & Other Provisions within Global Union Federation Frameworks Agreements: http://www.global-unions.org/pdf/ohsewpQ_7a.EN.pdf ,
- 2004 ICFTU Congress Resolution on Business and Social Responsibilities: <http://congress.icftu.org/displaydocument.asp?Index=991220321&Language=ENb> ,
- TUAC User Guide the OECD Guidelines for Multinational Enterprises <http://www.tuac.org/News/default.htm#2> .
- 2004 UNEP / EcoLogic report “*The role of labour unions in the process towards sustainable consumption and production*”: <http://www.unep.fr/outreach/home.htm> and <http://www.unep.fr/outreach/business/business.htm> (click on “labour”)
- 2005 UNEP Global Compact Environmental Principles Training Package (English, Chinese) for manag-

**Country-by-Country Profiles
Enterprise social responsibility & accountability**

ers and union leaders:

<http://www.unep.fr/outreach/home.htm>

- 2005 UNEP/AA/SRA "Stakeholder Engagement Manual" : <http://www.unep.fr/outreach/home.htm>
- UN Global Compact materials related to labour standards, human rights, environment and anti-corruption: www.unglobalcompact.org

- Global Reporting Initiative (GRI / UNEP Collaborating Centre) Guidelines for sustainability reporting, including indicators for reporting on labour standards, environmental pollution, occupational health and safety: www.globalreporting.org

Enterprise Social Responsibility & Accountability: Working Group Sessions

(See introduction to the Working Groups on page 4 of this workbook)

1st session – one hour, Monday 16 January, 09:00 – 10:00

This session should identify areas where agreement or disagreement remain, relative to the introductory text and bullet points _____

2nd session – one & ½ hour Monday 16 January, 10:00 – 11:30

This session is devoted to *directing recommendations* to various levels of trade union, government and Major Group organisations or bodies and is divided into three 40-minute components

3rd session – one & ½ hour Monday 16 January, 11:30 – 13:00

This session is devoted exclusively to *Implementation Issues* for participants themselves, and is divided into two 60-minute components

Theme Five: Occupational, Environmental and Public Health Issues; Asbestos & HIV AIDS

Over two million women and men die each year as a result of occupational accidents and work-related diseases, an average of more than 5,000 people every day. Across the globe, there are some 270 million occupational accidents annually and 160 million workers suffer from occupational diseases. Early in 2005 the ILO and WHO announced that these estimates considerably underrepresented the real situation. Their current health and injury statistics would point to a cost of some 4% of gross world domestic product every year in the world, while not taking account of the additional public health implications and costs.

Increasingly, the conditions imposed by the impediments of globalisation are resulting in the replacement of safe and healthy workplaces in one part of the world by more dangerous working environments in others. The aftermath of the Bhopal, India chemical factory accident 20 years ago, which so far has killed over 20,000 people is a vivid reminder that the protection of workers' health and their compensation for injuries are still only a distant reality for the vast majority of the world's population.

Action is needed to stop the social dumping that can result from the export of work processes, machinery and chemicals or chemical products for use in workplaces of recipient countries. Increased vigilance and concerted initiatives are needed to prevent the appalling number of worker fatalities, injuries and illness that result from new and existing chemicals and products, such as asbestos and persistent organic pollutants (POPs) – See Workbook Theme Two.

These trends have alarming consequences for the deterioration of our environment and for Public Health in general. Insufficiently controlled wastes or dangerous processes that are generated at the production level tend to spill-over into communities, often time with global implications. Moreover, the misuse and waste of natural resources are often associated with poor working environments.

One of the most effective measures shown to reduce injury and illness is the involvement of workers and their representatives in all aspects of health and safety, though a health and safety regime established and promoted by the International Labour Organisation (ILO).

This regime, along with its national frameworks and body of laws and implementation measures must be promoted and strengthened as a matter of top priority, and it must aim to protect workers. However, in the decades to come, this same regime, must be made work to with other tools and Instruments, for the purposes of protecting the environment, safeguard public health, and promote sustainable development.

The joint workplace actions of trade unions and employers to monitor and report on the activities of the workplace grow out of a framework set out in the ILO Convention 155 which provides for: i) co-operation at the workplace between workers and employers as jointly responsible for the work environment, e.g., through joint health and safety committees; ii) the right of workers to refuse unsafe and unhealthy work, iii) the right to information and training; and iv) specific government provision for health and safety, in the form of health and safety legislation and regulations; government resources devoted to health and safety; and an inspectorate.

There exists a long history of development and action related to use of joint trade union – employer workplace committee structures, along with the engagement of worker representatives to bring about change for occupational health and safety. Over the past decade this structure has become a model for also integrating environmental and public health issues or for establishing parallel structures at the workplace level to deal with these new realities. The tools for auditing, assessing, monitoring, record-keeping, evaluating and making change to promote worker safety can now be applied to questions that reach beyond, into the realms of environmental protection, public health and employer accountability, touching upon a broad range of issues, including most recently HIV/AIDS³.

Most notably, trade union campaigns or programmes for HIV/AIDS have focused on the need to establish or strengthen joint health and safety committees as a precept for saving the lives of workers from this pandemic, as well as promoting comprehensive workplace programmes based on three pillars: prevention, care and the protection of rights. Therefore the full gamut of Convention 155 and others also comes to play in this important aspect of trade union activity. The ILO has also developed a Code of Practice on HIV/AIDS and the world of work which, although not mandatory, is the product of tripartite consensus and has been integrated into laws and policies in over 60 countries.

³ **Trade unions consider HIV/AIDS as a workplace issue;** one that must be mainstreamed within the occupational health and safety activities of trade unions, as well as into ongoing training and work on discrimination and gender equality. Nine out of ten people worldwide living with HIV and AIDS are of working age. These are the workers who would have looked after the sick, led government departments, produced food, driven trucks, as well as providing care for the young and passing on vital skills to the next generation. Another essential factor is that many workers, particularly those in the health, social, correctional and emergency services have and can, contract the disease due to work activities. The rapidly growing trade union response is also the result of the understanding that the workplace and the workplace partners can play a significant role in reducing the spread and impact of AIDS.

ILO Convention 155, among others allows for precautionary and prevention principles to work their way through the practical day-to-day aspects of workplace activities because it fosters joint engagement of workplace actors.

The case of asbestos, illustrates what happens when the provisions of Convention 155 and other instruments are not made to universally apply in a particular situation. Over 100,000 workers die every year due to asbestos, with mortality rates expected to rise, with 25-30 year latency periods. In 2005, trade unions called for a complete ban on asbestos production and use, asking countries to support an ILO call for credible research into substitutes for asbestos. Sadly, asbestos is one of many harmful substances being increasingly exported into developing countries, much of it illegally. Their harmful effects are intensified by increasing urban density in these countries and a lack of hazardous waste facilities, in which case, they find their way onto public lands, rivers or in sewers intended only for municipal waste.

The Trade Union Assembly pledges to promote the strengthening of occupational health and safety for all workers, especially for vulnerable groups, and to call on governments, employers and international organisations to do the same. We call on UNEP and the WHO to promote international and national initiatives between the social partners to promote health and safety at work and the well-being of workers.

We commit ourselves to involving our trade union members to engaging with all actors to improve and strengthen occupational health and safety as part of our *Worker’s Initiative for a Lasting Legacy (WILL)*.

Action Points

1. **Strive for the right** to decent, safe and healthy work to be recognised as an inalienable right for all workers and the cornerstone for environmental protection and sustainable development.
2. **Encourage** governments, intergovernmental bodies, trade unions and all other relevant bodies to build and strengthen occupational health and safety institutions, practices and services through measures that promote sustainable workplaces and communities.
3. **Build and strengthen the current ILO-based regime** for the management of occupational health and safety of workers, as a necessary building-block for environmental protection and sustainable development.
4. **Strengthen the country ratification** of ILO Conventions and Instruments relating to occupational health and safety. Work towards the harmonization of global occupational health and safety standards and prevention of the application of differential standards.
5. **Ensure that ILO-OSH 2001 Guidelines** on occupational safety and health management systems (OSH-MS) or equivalent are established at national level, and promoted for sectors and organizations (enterprises).
6. **Support the creation of strong joint workplace health and safety committees** for OHS and defend the right of workers and trade unions to participate in decision-making.
7. **Ensure that workplace practices** protect the reproductive health of men and women, do not cause infertility and do not harm the health of future children.
8. **Ensure access for workers to trade union safety representatives** who have the right to inspect workplaces, see all relevant information, and stop production if there is a risk to health or safety and seek to build on such models for the purposes of protecting the environment.
9. **Encourage cooperation between the ILO, UNEP and the World Health Organisation (WHO)**, particularly on the linkages between occupational and public health issues. Seek proper training and education for workers involved in OHS and environmental protection activity.
10. **Campaign for a total world ban on the use and commercialisation of asbestos**; promote ratification of relevant ILO Conventions; with ILO C162, as a first step.
11. **Identify synergies between the asbestos and mercury campaigns.**
12. **Work with Civil Society, employers and national governments** to cease further use of asbestos; ensure proper, strengthened, safeguards to protect workers and communities that are or will be exposed to asbestos products and implement employment transition programmes for workers displaced by the banning of asbestos, including economic
13. **Support for regions that are particularly affected support and seek resources for just employment transition** programmes wherever safety and health measures have negative impacts on working people.

14. **Support** the right for all workers to a **smoke-free workplace**.
15. **Promote precautionary and prevention principles** and measures in corporate and in government programmes, together with effective and rigorously enforced inspections systems, while opposing exemptions from health and safety legislation for small and medium-sized enterprises or for certain public sector employers.
16. **Promote world-wide recognition of 28 April** as the International Commemoration Day for Dead and Injured Workers, as a way of educating workers and the public about workplace hazards and to promote safe and sustainable workplaces.
17. **Mainstream HIV/AIDS** in occupational health and safety structures and practice, train the relevant actors including labour inspectors, and support working partnerships involving trade unions with ILO, UNAIDS, WHO and World AIDS Campaign.
18. **Support access to freely available public health services** for occupational diseases and injury, as well as HIV/AIDS. Advocate strengthening the public health sector by increasing finances for health services, upgrading policies on human resource management, and campaigning for health workers to receive fair wages, decent working conditions, proper training including education to address their fears of contracting HIV, and support for those who are HIV-positive.
19. **AIDS, Trade Unions & Employers:** Expand the adoption and implementation of the ILO Code of Practice on HIV/AIDS, especially through workplace policies and programmes, collective bargaining agreements and framework agreements. Strengthen and extend joint action by employers and trade unions.
20. **Call on governments** to ensure a strategy for the workplace in national AIDS plans and representation by the social partners in national AIDS coordinating bodies, including the country coordinating mechanisms of the Global Fund to Fight AIDS, Malaria and Tuberculosis.
21. **Call on G8** to set up a permanent working Group on HIV/AIDS and support the notion that trade unions advocate for change through the world of work.
22. **Ensure that workers and trade unions** are full and equal participants in the workplace HIV and AIDS programmes. Education and training programmes should consider addressing this shortcoming.
23. **See Also # B, above on Chemical risks and Hazardous Substances**

Country-by-Country Profiles Occupational, environment & public health

(Especially, asbestos and HIV/AIDS)

For summary and description of elements go to:
http://www.global-unions.org/pdf/ohsewpS_1.EN.pdf

1. Country profile: Country adherence to Instruments & Measures:

Binding measures & Instruments

- ILO Convention 81 Labour Inspections
- ILO Convention 121 Employment Injury,
- ILO Convention 139 Occupational Cancer,
- ILO Convention 148 Occupational Hazards,
- ILO Convention 155 Occupational Health,
- ILO Convention 161 Occupational Health Services,
- ILO Convention 162 Safety In the Use of Asbestos.
- UNEP Prior Informed Consent Convention

Non-binding measures, guidelines, codes or voluntary agreements

- ILO Guidelines on Occupational Safety and Health Management Systems, 2001,
- ILO/WHO Guidelines on Health Services & HIV/AIDS,
- ILO Code of Practice on HIV/AIDS and the World of Work,
- ILO Ambient factors in the workplace, 2001,
- ILO Technical and ethical guidelines for workers' health surveillance, 1998,
- ILO Safety in the use of radiofrequency dielectric heaters and sealers, 1998,
- ILO Protection of workers' personal data, 1997,
- ILO Recording and Notification of Occupational Accidents and Diseases, 1995,
- ILO Visual display units: radiation protection guidance, 1994,
- ILO The use of lasers in the workplace, 1993,
- ILO Safety, Health, and Working Conditions in the Transfer of Technology to Developing Countries, 1988,
- ILO Radiation Protection of Workers (Ionising Radiations), 1987,
- ILO Safety in the Use of Asbestos, 1984,
- ILO Occupational exposure to airborne substances harmful to health, 1980.

2. Country profiles: factors for country and government progress:

Current indicators in the country profiles

- Workplace Fatalities,
- Labour Force Mortality rates,
- GDP Loss due to HIV/AIDS,
- Public Health Expenditure,

- HIV/AIDS Prevalence,
- HIV/AIDS Prevalence in the Labour Force
- Access to essential drugs

New suggested indicators

- National life expectancy,
- Occupational health services pr. capita.(for workers),
- Number of inspections from the labour inspectorates,
- Number of ordinances issued by labour inspectorates

3. Available resources

- 2005 Country OHS Profile **English:**
http://www.global-unions.org/pdf/ohsewpG_1a.EN.pdf,
- 2005 Asbestos Profile **English:**
http://www.global-unions.org/pdf/ohsewpL_6.EN.pdf,
- 2005 HIV/AIDS Country Profiles **English:**
http://www.global-unions.org/pdf/ohsewpT_4a.EN.pdf,
- 2004 ICFTU Congress resolution on Occupational Health and Safety:

- <http://congress.icftu.org/displaydocument.asp?Index=991220328&Language=EN>,
- 1974: ILO Resolution on Economic Consequences of Preventative Action on Occupational Cancer:
http://www.global-unions.org/pdf/ohsewpL_1a.EN.pdf ,
- 2004 ICFTU Congress Resolution – Fighting HIV/AIDS
<http://congress.icftu.org/displaydocument.asp?Index=991220325&Language=EN> .
- 2004 ILO HIV/AIDS and work: Global estimates, impact and response:
<http://www.ilo.org/public/english/protection/trav/aid/publ/globalest.htm>
- 2001 ILO Code of practice on HIV/AIDS and the world of work:
<http://mirror/public/english/protection/trav/aid/publ/code.htm>

OHS, Public Health & HIV/AIDS – Asbestos: Working Group Sessions

(See introduction to the Working Groups on page 4 of this workbook)

1st session – one hour, Monday 16 January, 09:00 – 10:00

This session should identify areas where agreement or disagreement remain, relative to the introductory text and bullet points _____

2nd session – one & ½ hour Monday 16 January, 10:00 – 11:30

This session is devoted to *directing recommendations* to various levels of trade union, government and Major Group organisations or bodies and is divided into three 40-minute components

3rd session – one & ½ hour Monday 16 January, 11:30 – 13:00

This session is devoted exclusively to *Implementation Issues* for participants themselves, and is divided into two 60-minute components
