

Workers and Trade Unions at CSD 2004

Produced by Global Unions for the 12th Session of the Commission on Sustainable Development

Water, sanitation & human settlement

THE HUMAN SIDE OF DEVELOPMENT

Trade unions are pleased to participate in this review of progress towards the outcomes of the 2002 World Summit on Sustainable Development (WSSD) at this Session of the Commission on Sustainable Development. Since the 'Brundtland Report' introduced the idea of sustainable development in 1987, trade unions have encouraged working people to reject the false choice between jobs and the environment. Social-economic security, a healthy environment, and sustainable growth - *all are within our reach*.

Since Workers and Trade Unions were designated as a 'Major Group' in Chapter 29 of Agenda 21, they have worked in the CSD and other international bodies to draw attention to the 'human side' of sustainable development – the so-called 'Social Dimension'. This 'pillar' was finally recognized in the WSSD *Implementation Text*, which together with the *Political Declaration* and *Agenda 21* provided a solid basis upon which to integrate social, environmental and economic priorities.

Trade unions and their members have defined priorities in the areas of water, sanitation and human settlement. We have examined Country Reports to the CSD and other bodies, as well as developments in Corporate Social Responsibility (CSR), the record of key international Instruments, and our own. Our review reinforces the widespread view that the last few years have seen a retreat from a vision of a better, more sustainable world. Decisive action is needed - in concert with environmental protection - to combat poverty, achieve sustainable production, create more and better jobs, and improve lives of working women, men and their children. It is a challenge for all of us.



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Global unions call on world leaders for a fundamental transformation in globalization

An international delegation of trade unionists at the World Economic Forum in Davos, Switzerland in January 2004 called on world leaders to take strong measures to tackle corporate corruption, aid developing countries and boost the world economy in the face of deteriorating conditions.

ICFTU General Secretary Guy Ryder warned that hundreds of millions of the world's poor will be left with no opportunity or protection, as global economic deterioration and deregulation undermines social standards and leads to a race to the bottom. This is exemplified by the flood of foreign investment into countries where workers are denied basic rights and subjected to massive exploitation. This trend is also undermining other developing countries, particularly those that are striving to make a commitment to protect labour and environmental standards. More international cooperation, with effective, multilateral global governance is the only way in which growing economic, social and environmental problems can be resolved. The WEF was asked to promote participation by its member companies in the Global Compact, and encourage them to negotiate framework agreements with GUFs and make genuine commitments to the ILOs core labour standards and *OECD Guidelines*

Trade unions ask for social issues in GEF

Trade unions want replenishments to the Global Environmental Facility (GEF) to be based on a commitment to integrate economic and social dimensions of sustainable development into the Agency's programmes. This must include poverty eradication, as well as measures to address inequalities that have blocked movement towards sustainable development since RIO92.

New institutional linkages are also required with the International Labour Organisation (ILO) to ensure implementation of the social dimension, and greater cooperation amongst ILO, UNEP, WHO, and the GEF to address the 'poverty /health /environment' triad with strategic cross-sectoral planning. As well, employment, workplace strategies and social implementation must be placed on the GEF's radar screen. A primary environmental focus can remain, but must be combined with goals on poverty, social exclusion and employment for women, youth and vulnerable groups. As well, the GEF must become more involved in research to promote a better understanding of the social impacts of change, to foster integrated planning, and combine social and employment indicators with national environmental reporting and peer reviews of progress.

A. Priorities for water, sanitation and human settlements

Challenges to the ‘human side of development’ are most evident in the areas of water, sanitation and human settlement. All three are crucial to development and directly affect workers and their communities. Water consumption and waste have become major workplace issues (whether agriculture or manufacturing), and patterns of settlement reflect employment patterns. Workers are the backbone of water and sanitation delivery systems (whether public or private), and depend on water and sanitation services in their homes and communities as well as secure land tenure and other basic aspects of human settlement; e.g., health services, housing, energy and transportation. Workers are intimately connected to the three CSD theme areas, and because of this, are well-placed to participate in the search for solutions to unsustainable patterns of production and consumption. Trade unions therefore propose the following priorities for this CSD Review:

1. Workplaces as a focus for implementing change

Conservation, sanitation, water supply and the incidents of disease in communities are intimately connected to the activities of the workplaces. Where people live and how they must travel to and from work everyday and the wages they make all have some bearing on the both the production and consumption aspects of water, sanitation and municipal services at all levels. WSSD has also called on a strengthening of occupational and public health links. Workers, trade unions and employers must be encouraged to engage in workplace actions for change.

2. Employment policies to address access and poverty issues. Developments in trade and public policy have aggravated problems faced by the world’s most vulnerable groups in the areas of water, sanitation and human settlement. This CSD-12 review must address the reality faced by youth and women, the millions of child labourers, the disabled, and the old who are often excluded from work and social protection. As well, the needs of the millions of agricultural workers, those performing work on informal an informal basis, and migrant workers who face underemployment, exclusion, racism, and violence must be addressed. Recognizing the role that income-producing employment can play, CSD 2004 must accept the theme of the ILO’s *Working Out of Poverty* report; i.e., that Decent Work can pave the way for sustainable development. The adoption of core labour standards and ‘Just Transition’ programmes for workers threatened by change should appear in the reports of countries, as well as businesses, not-for-profit and the public sector.

3. Effects of commercialization of services in water, sanitation and human settlement Human services are vital to both economic development

and to the daily lives of people and to poverty and exclusion. However, developments continue to compromise the ability and willingness of governments to provide these services. Privatisation and deregulation continue to replace public control and provision with private control. The CSD must therefore pay attention to the effects of such developments, and the extent to which services in water, sanitation and human settlement are being provided in a manner that is consistent with WSSD outcomes.

4. Governance in workplace and community Sustainable development relies on democratic governance (see Report, *World Commission on the Social Dimension of Globalisation*). In the workplace, this implies worker representation in decision-making and implementation; in the community, it means local, popular control over development. Suitable indicators of workplace and community democracy are required; e.g., transparency of decision-making, access to information, and such measure as the degree of public control over such areas as water, or such public services as education and health care.

5. The place of workers and trade unions in the review process UN Secretary-General Kofi Annan launched the Global Compact with a call for engagement and dialogue by the three major industrial partners. “Labour unions,” he said, “can mobilise the workforce - for after all, companies are not composed only of their executives.” Workers and trade unions are important players in the workplace, and a much better understanding of their capacity for implementing changes is needed. Social and economic changes of the last few years has faced workers and their communities with contradictory survival choices - between threats to their planet, and short-term survival. Trade unions must be part of efforts to accommodate both sets of needs.

B. Social Responsibility: Governance Issues for Water, Sanitation and Human Settlements

Embracing the Social Dimension requires observation, record keeping, evaluation and reporting on progress on a broad range of issues, including in the workplace. In this regard, trade unions are tracking: (i) Trade Union Social Responsibility (TUSR), (ii) Corporate Social Responsibility (CSR), and (iii) Government Social Responsibility (GSR), as well as the state of international organisations, instruments and cooperation for sustainable development. Such tracking is important for the long term planning of water and sanitation policies and for the strategic implementation of other CSD themes in the next decade.

Review Area #1 Trade Union Social Responsibility in Workplace and Community

a) Forging links between workplace and community to address CSD12 themes.

Trade unions address numerous community issues through thousands of collective agreements they sign with their employers. Many of these contain joint workplace committees and other cooperative measures. Separate partnerships, and joint engagement with a host of stakeholder organizations, including governments and community organization are part of the roster of tools that trade unions use to organize change.

Workplace approaches to public problems:

Workers and their families are amongst the first to be affected by a denial of clean water, sanitation or affordable housing, problems that are often aligned to housing and patterns of settlement. Threats to workers in the workplace soon appear as public health issues, as is clearly shown in the agricultural sector, where millions live and work in conditions that are overcrowded, lacking preventive health care, sanitation or clean water. Inadequate standards for such hazardous substances as agro-chemicals produce disease at work and in the community.

Sustainable housing is crucial to social inclusion, and a lack of decent housing is one of the first indicators that development has taken place without regard for the human cost. As well, the way that houses are constructed and communities planned is closely-related to issues of climate change, urban congestion, and pollution. Wood workers, amongst others, are keenly aware of links between human settlement and the commercial use of forests. Joint action with unions, employers, and suppliers has produced such initiatives as the Forest Stewardship Council, with broad social implications for change.

Transport & Energy Energy is an implied focus for CSD12 and must appear in our review of patterns of human settlement. In a growing number of worksites, trade unions work with employers and local authorities to address work-related travel, as it relates to unsustainable transportation patterns, public services and human settlement, and closely related to community planning and public services.

TCO introduces Workplace Checker for effective workplace assessment Within the creation of a legislative framework by the Swedish government, the Development Unit of the TCO, a Swedish professional trade union, is an online assessment instrument that can be easily accessed by anyone. It consists of checklists corresponding to 21 different criteria for sustainable development as it affects workers in the workplace; e.g., leadership, the social climate, the quality of office equipment, usage of materials and waste, etc. Results are collected and summarised by a Coordinator, and are then reported in a form that will provide the basis for priority setting and action plans. Answers are kept strictly anonymous, with respondents asked to state only their age, sex and department to allow comparisons between groups and work sites. Results are then made immediately available to the respondent in an informative chart which shows how his/her particular work situation compares to the norm on each of the 21 criteria. The 'Checker' is an integrated part of a larger process for contributing to a better workplace. See: <http://www.tcodevelopment.com>

Waste and Conservation Resource use and waste are issues that can be addressed through joint workplace assessments such as the TCO's 'Workplace Checker' that will be featured by trade unions at this CSD. Trade unions are addressing issues in the production and disposal of waste, especially as municipal wastes are still landfilled and waste recycling grows slowly. Sustainable waste management is a labour intensive industry with a significant number of environmental jobs. Even though this

Social aspects of plantations development A recent submission by the World Rainforest Movement and the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Association reported on conditions faced by plantation workers, amongst the poorest, most exploited and ignored of all workers, with a high percentage of women and children, and millions of smallholders. Low wages, overcrowded housing conditions insufficient infrastructure, lack of preventive health care, sanitation or clean water supplies, and poor safety standards are common. Only 11 countries have ratified ILO Convention 110 on plantation workers, one of the lowest rates of any Convention. Problems reflect the fact that rights of plantations workers to collective bargaining are commonly denied, and are exacerbated by prices for plantation commodities that have steadily declined in real terms in the past decades.

<https://secure.virtuality.net/panukcom/subs.htm>

ITF survey reveals shocking lack of port facilities

In 2002, the International Transport Federation (Seafarers' Trust) surveyed ports suspected of having inadequate welfare services for seafarers, and found that most had no services at all, although several listed such facilities in port directories. Ports were selected in different regions of the world to assess the potential for seafarers' welfare organization wishing to establish their presence in these ports. The survey was conducted with major welfare organisations such as the International Committee on Seafarers' Welfare, the International Christian Maritime Association, the Mission to Seafarers, Apostleship of the Sea, British and International Sailors' Society and the German Seamen's Mission. (<http://www.itf.org>)

HIV-AIDS linked to inadequate rest facilities for transport workers

The International Transport Federation, together with the ILO, the WHO, and the International Maritime Organisation (IMO) have developed information programmes for transport workers at risk from rising rates of AIDS infection as well as discrimination, inadequate health care and lack of support for victims. They have found such causes as: lack of access to lodging at truck stops, limited recreational facilities with alcohol and prostitution often filling the void, transport workers stigmatized and marginalized, harassment by police, immigration officials and communities. Long delays at borders and police checks lengthen waits. Unions have tackled this problem with networks of peer educators, and have lobbied for changes to laws. See: <http://www.itf.org>

German Alliance contributes to National Energy Plan

German unions are collaborating with government, environmental NGO's and employers to renovate buildings for climate protection goals, whilst creating sustainable jobs. The *Alliance for Work and Environment* aims to renovate 300,000 apartments,

create 200,000 jobs, reduce 2 million t/a CO2 emissions and lower heating bills for tenants, landlords, and the State by improving insulation of buildings and heating technologies, and use of renewable energy (e.g., photovoltaic or solar thermal systems). Thousands of new jobs are anticipated in the construction, heating, sanitary & air-conditioning sectors, as well as in building services. Financing is provided by the German government, as well as credit at favorable rates. (*The renovation of a building, A chance for climate protection & labour market* by Greenpeace and German trade union IG BAU)

Forest certification provides for sustainable labour and environmental practices

The Timber and Wood Workers Union in Ghana, together with the Int. Federation of Building and Woodworkers (IFBWW) began a tree nursery and plantation as a showplace for good forest practices, and a venue for training in sustainable practices. The IFBWW promotes the projects as a way to protect forest workers' rights and social standards, as well as sustainable forest practices. Forest certification is advanced through the Forest Stewardship Council as an instrument for sustainable forest management, with independent assessment on internationally-accepted standards, and a label recognised in the market. By late 2000, about 70 million hectares of forest were under independent certification world-wide, with agreements to cover: right to organise, job security, remuneration and living and working conditions, health & safety, training, equality for all workers, needs of special workers, child labour, indigenous peoples, and community issues.

Spanish unions lead energy initiatives

Spanish unions UGT and CC OO have embraced a European plan to work with governments, NGOs and consumers to break the link between economic growth and environment damage while guaranteeing access to energy and quality employment. They collaborate with national and regional councils to initiate the substitution of fossil fuel with renewable energy through campaigns, including documents, and educational activities. These are supplemented by initiatives involving European Works Councils; e.g., a campaign, Work Council Commitment to Mitigate Climate Change involving 170 work councils to reduce energy consumption and GHG emissions, and an agreement with 45 town councils, trade unions, employer associations, universities and the Transport Authority to rationalise access to 700 workplaces with more than 80,000 workers, as well as numerous agreements for single companies and workplaces. See: N.Hernando, *Spanish Trade Union Initiatives on Energy and Climate Change*, CC.OO, UGT-E, Dec. 2003

sector is under intensive pressure to privatize, the public sector continues to play an important role. (S. Davies, *European waste management*, PSIRU)

b) Good industrial relations addresses water, sanitation & human settlement issues.

Trade unions work with employers and social partners to develop dialogue, co-operation, and negotiation at local, national and worksite health and safety committees and at various levels of collective international levels. A trade union's prime function is to negotiate rules for industrial operation that promote the interests of its members and benefit working people in general. The main instrument for this is the collective agreement, a legal contract between employers (or employer associations) and free trade unions (as bargaining agents for units of workers), of which there are about 2.2 million in the world today. Many already contain 'green' or 'sustainability' clauses that are increasingly being incorporated into 'Best Practice' models for sustainable production and consumption. These have now evolved into *company-wide and sectoral agreements*, particularly in the chemical and metal industries, which extend the role of joint health, safety and environment committees, works councils and safety (and environment) representatives, as well as providing for education, training, and information exchange.

Canadian Steelworkers Fund promotes international solidarity A Steelworker Fund based on a negotiated check-off of one cent/hr began in 1985 as an initiative to help Ethiopians caught in drought and war, and has since expanded to over 530 locals, with matching grants from the Canadian International Development Agency (CIDA), to support projects to develop links with unions and community groups in countries like Chile, Mexico, Bangladesh, Guatemala, and Mozambique. Programmes include: relief activities, long term development projects, member education, worker exchanges, and a program to broaden the understanding of Steelworkers in Canada. The Fund also supports campaigns with other trade unions and social partners for aid and development policies, labour rights and fairer trade. <http://www.humanityfund@uswa.ca>

More recently, global union federations (GUF) have concluded *framework agreements* that have the effect of extending workplace gains in one country to others (some arising out of Global Compact discussions). One of the first such agreements was signed in 1988 with Danone, a French multinational food company, by the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and

Allied Workers' Associations (IUF). A recent revision allows Danone to reduce its capacity, but protects employment of workers, thus providing a model for addressing restructuring at a global level.

Since then, global agreements have been signed with employer groups by the ITF, IFBWW, ITGLWF and most other GUF's, addressing union rights, health and safety, vocational training, labour relations, employment trends, and community relations. Recently, the International Chemical, Energy, and Mining Federation (ICEM) concluded agreements in the mining industry that secure the right of the trade union to monitor the companies' global performance, and address breaches with corporate headquarters – a significant departure from past codes of conduct. (See Table below)

Indian unions and sustainable housing The Building Mazdoor Union, the Indian Federation of Building and Wood Workers and the International Federation of Building and Wood Workers (IFBWW) are promoting a housing model for addressing urban slums and related problems in Bombay, where over 1/2 of the people live in slums and shanty houses, lacking adequate drinking water, latrines and underground sewage. Meanwhile thousands of construction workers are trapped in low paid, seasonal work. This is typical of many urban centres that are burgeoning in developing countries. Trade unions propose to address these, as well as environmental concerns, with projects that link worker ownership and management with:

- alternate construction methods to reduce costs & energy consumption with local material and labour;
- environmental protection and sustainable resource usage that allocates available resources to labour and small-scale producers;
- secure income for construction worker combined with social security and skills upgrading;
- participation of construction workers in project management well as welfare amenities;
- a shift in production centres to the vicinity of the project, with a sharp reduction in transport costs;
- local processing plants with fuel efficient kilns and solar energy mix to utilise local, biomass;
- stocking of products and equipment at public depots, with advance payment to local producers;
- promotion of trade unions cooperatives as an organizational base for these activities.

Framework Agreements: Transnational Companies and Global Union Federations

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Company	Employ-	Country	Branch	GUF	Year
Danone	100,000	France	Food Proc.	IUF	1988
Accor	147,000	France	Hotels	IUF	1995
IKEA	70,000	Sweden	Furniture	IFBWW	1998
Statoil	16,000	Norway	Oil Industry	ICEM	1998
FaberCastell	6,000	Germany	Office Material	IFBWW	1999
Freudenberg	27,500	Germany	Chemicals	ICEM	2000
Hochtief	37,000	Germany	Construction	IFBWW	2000
Triumph	38,000	Germany	Textile Ind.	ITGLWF	2001
Merloni	20,000	Italy	Metal Industry	IMF	2002
Endesa	13,600	Spain	Power Industry	ICEM	2002
Ballast Nedam	7,800	Netherlands	Construction	IFBWW	2002
Carrefour	383,000	France	Retail Industry	UNI	2001
Chiquita	26,000	USA	Agriculture	IUF	2001
OTE Telecom	18,500	Greece	Telecomm.	UNI	2001
Skanska	79,000	Sweden	Construction	IFBWW	2001
Telefonica	161,500	Spain	Telecomm.	UNI	2001
Fonterra	20,000	New Zealand	Dairy Industry	IUF	2002
Volkswagen	325,000	Germany	Auto Industry	IMF	2002
Norske Skog	11,000	Norway	Paper	ICEM	2002
AngloGold	64,900	South Africa	Mining	ICEM	2002
Daim/Chrysler	372,500	Germany	Auto Industry	IMF	2002
Eni	70,000	Italy	Energy	ICEM	2002
Leoni	18,000	Germany	Electr./Auto	IMF	2003
ISS	280,000	Denmark	Bldg Cl./Mt.	UNI	2003
GEA	14,000	Germany	Engineering	IMF	2003
SKF	39,000	Sweden	Ball Bearings	IMF	2003
Rheinmetall	25,950	Germany	Def./Aut./Elec.	IMF	2003

Key: ICEM - International Fed. of Chemical, Energy, Mine and General Workers Unions; IFBWW - International Fed. of Building and Woodworkers; IUF - International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers'; IMF - International Metalworkers' Fed.; UNI - Union Network International Sorted by year of concluding / signing © Robert Steiert (IMF) / Marion Hellmann (IFBWW), 2003

** Employee figures are taken from the company websites indicating employees who are directly employed by this company. Some agreements also affect franchising, sub-contracting companies and suppliers in the supply chain.

*** The IKEA agreement covers also the suppliers to IKEA and the whole supply chain as well as the IKEA owned Swedwood-Group. Altogether, about 1.000.000 employees might be covered.

In addition to the IFA's listed above there is an agreement between the European Metalworkers' Federation (EMF) and General Motors Europe (only valid for the European plants of General Motors (Opel).

c) Joint committees link workplace water and sanitation strategies to community

Trade unions continue to participate in thousands of joint worksite committees. While most are currently set up to deal with occupational health & safety issues, in recent years many have been extended to also deal with environment and public health matters. Such extensions are now a growing trend

qualifying as effective models for joint decision-making involving workers and employers and with surrounding communities. Over the years, they have acquired a wealth of experience in assessment, information flow and planning and the handling of disputes. More recently, these have led to advances with respect to such participation principles as: "right-to-know", "whistle-blower" protection, the

“right to refuse dangerous work”, and the “right to refuse work which harms the environment”.

Local trade union leads joint action on water/electricity conservation in schools For the last 10 years, the Canadian Union of Public Employees Local 474 of school custodians, has been spearheading a collaborative project to reduce consumption of water and electricity in the Public Schools of Edmonton, Canada. Beginning in 1986, students and staff were taught various methods to reduce usage; e.g., shutting off lights, turning down thermostats, controlling fans, and shutting off taps. When combined with a retrofit in 1991, the 183 schools were able to reduce natural gas consumption by 31 %, electricity by 22%, and water by a remarkable 60%, because of this programme. Not only have joint efforts between the custodians, teachers and students resulted in savings of literally millions of dollars; the sustainable development issues involved in this effort have been experienced personally by thousands of school students and staff, hopefully laying the basis for more responsible consumption of water and utilities both at work and home, for years to come.

d) Workplace assessments and actions are a focus for trade unions

Workplace Assessment describes a process whereby trade unions and employers in one or several work-sites, or in a sector or region, agree to joint assessments of workplace performance according to agreed checklists related to environmental, occupational and social criteria. Such an assessment should lead to joint programmes of change to identify and fix problems ranging from the simple (e.g., workplace water & energy wastes or losses) to the complex (e.g., improving workplace conditions on employment or related to social security or technology and other issues) and be of short duration or stretch over several years.

Since the WSSD, trade unions have embarked on a broad-based programme to promote workplace assessments. Recognition by the WSSD of the link between sustainable development and worker health & safety has led to a ICFTU-TUAC/ILO/UNEP initiative to engage trade unions and their members in a process to translate their capacity in workplaces into integrated approaches for action. A Memorandum of Understanding with UNEP calls for development of a number of tools, including a handbook to educate union members on the link between a healthy work place and sustainable development. It will explain workplace assessments, provide clear

definitions and ‘walk’ trade union members through a process their work, and link it to sustainable development.

This process involved a worker health conference and survey organised in 2003 by the Occupational Health, Safety and Environment Institute in Bangkok, Thailand. It was overseen by a group of TUAC/ICFTU, ILO, UNEP and trade union representatives from Asia, Latin America and Africa through an electronic forum. Future workshops are planned in Africa and Latin America as a means of developing regional approaches to workplace assessments tools for sustainable development, and refining this process for wider application.

Workplace actions are linked to effective assessments The WSSD confirmed the value of joint employee-employer partnerships. Workplace assessments are best suited to implement such a policy as they can be set up to examine workplace performance according to social, environmental, and occupational criteria. They can lead to joint plans of action to identify and resolve problems ranging from the simple (e.g., workplace water, energy and resources usage) to the complex (e.g., technology, employment issues or matters related to social security, and public health). They are effective because they build on a tradition in which employers work with trade unions in:

- Joint target-setting, monitoring, record-keeping, and workplace implementation;
- Tracking of progress on such issues as water, energy, transportation, toxic substances, wastes, and public and occupational health, as well as participation and basic security;
- Setting of priorities at specific worksites or across sectors;
- Establishing effective reporting that could eventually feed into local, national and international reporting processes; and
- Applying sustainable development targets to the reality of their workplaces.

e) Trade union HIV-AIDS campaigns link human health with water and sanitation

This CSD review must draw attention to the connection between HIV/AIDS and water/sanitation, as AIDS hits hardest at communities that lack access to basic services. Over half of all newly-infected victims are between the ages of 15-24 years and live in areas without safe drinking water or hygienic sanitation facilities. Sustainable development is impossible without a healthy population, and it is unconscionable to allow such diseases to spread for

lack of "simple" needs like clean water. Using the ILO "Code of practice on HIV/AIDS and the World of Work" as their guide, an international team is coordinating the efforts of trade unions to implement workplace measures to address HIV/AIDS issues.

Global Unions 'Map' HIV/AIDS efforts As trade unions at the local, national and international level now sponsor hundreds of projects and campaigns to combat the HIV/AIDS pandemic, their global organisation have started an international mapping exercise to catalogue where action is taking place. This 'map' shows that much of the activity has occurred in the regional activities of the organizations, not internationally. Not only does the map serve as a useful reference tool for trade unions; it also provides a guide to those considering future engagements or activities in this field. <http://www.hiv-aids@icftu.org>

f) Trade unions forge links with civil society

The trade union movement has forged closer links with partners to work for equality, freedom and decent wages and conditions, as well as negotiating new, innovative arrangements with employers.

European unions join NGO's in call for socially-responsible investment In February 2004, Leaders of the European Environmental Bureau (EEB), the European Trade Union Confederation (ETUC) and the Platform of European Social NGOs (Social Platform) met in Dublin to urge the EU Presidency to launch a major programme of public investment in goods and services with combined social, environmental and employment results at the 2004 Spring Summit. They published a joint *Manifesto for Sustainable Investment* on a range of issues, including detailed proposals on housing and transport. Key demands included a *Stability and Growth Pact* in line with the Lisbon-Gothenburg objectives. <http://www.etuc.org>

Some non-trade union organizations are extremely active in this area, often working together with

trade unions to obtain improvements to governance and social protection for the millions of workers on the fringes of the world's economy. They have organized a large number of campaigns to preserve public, democratic control of services in water, sanitation and other aspects of human settlement. A strong trade union presence at events such as the World Social Forum in Porto Alegre shows our commitment to dialogue and cooperation with groups that share our views about the need for global rules, to strengthen national governance.

By influencing governments and defending public services that are under threat of privatization trade unions are becoming more effective actors in society and on a global level.

IFBWW launches Save-a-Child Labourer Campaign In 2003, the IFBWW launched its Non-Profit Company CHILD LEARN (Child Labour Elimination Resource Network) in Agra, India to promote its vision of a world free of child labour, where every child has access to decent schooling and children and workers' rights are respected.

Some 2200 children are currently in 15 child labour schools in the Indian states of Bihar, Punjab and Uttar Pradesh that IFBWW opened with support of CFMEU (Australia), Bat-Kartel (Denmark), FNV and FNV BOUW (Netherlands) and CLC (Canada). As well, local union campaigns highlight the plight of child labourers and the lack of schools.

An estimated 171 million children ages 5 - 17 work in hazardous conditions, excessive workloads, work intensity, and excessive hours of work. An estimated 8.4 million children are trapped in the worst forms of child labour as defined in ILO Convention 182, including some 5.7 million in forced & bonded labour. The IFBWW seeks sponsorships of a child for CHF 50/yr, through a CHILD LEARN fund, and has already received many contributions Sponsorships or enquiries can be sent to: IFBWW - Coop Bank, 6-8 Place Longemalle, 1211 Genève 3, Switzerland

Review Area #2 Trade Unions Track Trends in Corporate Social Responsibility (CSR)

Since 1992, a large number of companies, acting unilaterally or through various business or “multi-stakeholder” organisations, have adopted codes and guidelines concerning corporate social responsibility and participated in various CSR initiatives, relating to both ethical trading and investment. Several of these have been directly involved in the CSD12 theme areas of water, sanitation and human settlement. Trade unions are responding to the tremendous growth in this movement with in-depth research into standards, verification, reporting and in some cases, have actually begun to participate in these initiatives.

We expect corporations to be responsible citizens, but they are primarily guided by the interests of their shareholders. We therefore understand the skepticism that faces CSR, and the allegations that some CSR initiatives has been little more than corporate ‘greenwash’, often resulting in more damage than good. However, we have also noted initiatives that have produced significant improvement in workplace and social conditions, and believe that these deserve the attention of this CSD. In the area of ethical investment, for example, the Public Services International is one of several organizations to draw attention to the potential for social good that exists in employee pension funds, particularly those established for the public service. We find it significant that so many corporations, including some of the largest, have endorsed standards for decent labour practices and freedom of association that so many governments have been unwilling to accept.

a) CSR developments can strengthen strategies in water, sanitation and human development

Trade unions have cooperated with academics and NGO’s to identify standards and monitor trends in partnerships as called for by the WSSD. Our focus on the social dimension, particularly on fair labour practices, is captured in: (i) *a database* of trends, areas of agreement, shortcomings and gaps; (ii) *qualitative research* on actual cases; and (iii) *recommendations* for the future of partnerships.

Preliminary findings indicate a lack of concrete definition or agreed standards to determine whether partnerships actually promote sustainable development, in general, let alone the social pillar specifically. This was illustrated in the pre-CSD Rome Forum on Partnerships (3-4 March 2004) in which many of the initiatives that were presented appeared to simply ignore the social pillar, while others could not be distinguished from development aid or corporate charity. The Rome Forum demonstrated that the nature of partnerships in the human side of development by empowering workers and their organizations must be clarified.

CSR projects have shown that social dialogue and negotiations can create actions and agreements that are workable and credible, and that it is important to develop models that promote these as a model for governance of the work place. Industrial relations that are premised on guaranteed rights can be creative and dynamic enough to advance the interests of both sides of industry, and can be adapted in the face of rapid global change.

Governments, employers and all players should be encouraged to engage unions in partnerships that include joint workplace assessments, job training, and capacity building. Unions seek cooperation with employers to increase the collaboration based on mutual esteem and respect, fundamental elements for real sustainable development. Waged agricultural workers, for example, would benefit in such initiatives as the Sustainable Agriculture and Rural Development (SARD) initiative, produced by the UN Food and Agricultural Organisation (FAO) in 1999. It integrates the social pillar of sustainable development that links employment policies with decent work, adequate wages, and integration of health and safety and public health policies into rural development. (See Baker, J., *Social Responsibilities of Business*. September 2002)

b) Trade unions identify weaknesses in CSR

Trade unions have noted several shortcomings in CSR approaches which should be addressed in this CSD Review; e.g., amongst others, a tendency to:

- stress voluntary business responsibility, with little if any role for government involvement;
- focus on the role of management, reducing all other players to the status of “stakeholder”
- apply controversial concepts (e.g., ‘continuous improvement’) to labour and human rights; and
- engage in ‘monitoring’ and ‘verification’ in an inadequate institutional and legal framework
- continue relying on them despite the lack of evi-

dence to indicate their effectiveness.

In general, trade unions feel that the current reliance on codes of labour practice stems from the failure of governments to ensure observance of core labour standards. The International Textile, Garment, and Leather Workers' Federation (ITGLWF) monitors codes in the clothing industry, and notes the negative effects of expansion of global supply chains on labour practices.

Even 'socially-responsible' companies guilty of labour rights violations in supply chain North American union UNITE has drawn attention to conditions faced by workers at Swedish textile giant H&M, a global company with a corporate policy that states "all workers should be free to join associations of their choosing, and they should have the right to bargain collectively."

In U.S. distribution centers, however, police were called to intimidate Latino immigrants who wanted to unionise because they work full-time hours for part-time benefits. As well, a pregnant worker faced harassment and discrimination when she took time off work for diabetes-related complications. When workers in another distribution center tried to unionise, H&M subjected the largely immigrant workforce to surveillance, anti-union meetings and unsolicited advice on how to repudiate membership cards.

In May 2003, over 500 employees of an H&M supplier in Indonesia who walked off the job to protest wages below the legal minimum were locked out and refused reentry. Workers as young as 16 years work long hours and are heavily fined if they lose H&M labels. Those who supported locked-out co-workers faced hired thugs hired. At last notice, locked-out workers have been denied return to work, with no change to conditions. Similar firings & unfair labour practices have been encountered by employees of the Trend Company in Bangkok, another H&M supplier. In January 2004, H&M and Union Network International (UNI) signed an agreement in which the company promised to respect union rights and standards globally.
<http://www.behindthelabel.org/>

c) CSR efforts in water, sanitation & human settlement must involve government

While trade unions are prepared to work with legitimate CSR initiatives, it is the role of governments, not private interests, to maintain standards pertaining to the public good in such vital areas of human need as water, sanitation and human settlement. Democratically-elected governments must maintain standards of social responsibility rather than leaving these to private interests. For this rea-

son, trade unions favour instruments promoted by governments, specifically those relating to freedom of association. Trade union affiliates are now receiving guidance from a *Basic Code of Conduct covering Labour Practices* provided by the ICFTU. It provides guidelines on workers' rights to assist trade unions, NGO's and companies in negotiations or campaigns involving codes of conduct.

Trade union concerns about Codes of Conduct

In a 2003 address to the International Conference on European Social Regulation, ITGLWF General Secretary Neil Kearney commented on the more than 10,000 corporate codes of conduct endorsed by manufacturers, retailers, brand names, and other enterprises. A great many of these, he said, are general in nature and meaningless in practice, a public relations exercise and 'fig leaf' for continued exploitation. He pointed to the textile, clothing and footwear industry, where manufacturers boast corporate codes of conduct, while worker rights abuse increase, as evidenced by the number of complaints that are filed with the ILO, under the OECD Guidelines for Multinational Enterprises, and to governments.

Abuses are increasingly accompanied by violence, even where production is destined for brand name companies that publicly endorse corporate codes of conduct. Too many codes are not enforced and their multiplicity creates confusion, annoyance and disdain, he said. Few ask proper questions about freedom of association and union-free plants). The main beneficiaries of these codes appear be the social audit companies that scramble to meet demand, often with overstretched and under-trained audit teams that rely on checklists and a very limited understanding of labour relations or trade unions.

Collective bargaining is so closely-linked to ethical standards in employment that exploitation and abuse of workers is very often linked to an absence of independent trade unions. For this reason, trade unions favor the development of an international framework for CSR using the ILO Tripartite Declaration Concerning Multinational Enterprises and Social Policy as a base, and building upon the Global Compact, ILO Instruments, the OECD *Guidelines for Multinational Enterprises* and the Global Reporting Initiative (GRI) as buildings blocks for linking government regulations and enforcement measures within an integrated programme of action: The CSD should consider promoting such an approach for addressing this and subsequent years' themes.

Review Area #3: Trade Unions Assess Developments in Vital Human Services

A review of the manner in which services related to water, sanitation and human settlement are owned, controlled and delivered must form part of this CSD Review. Recent trends towards deregulation and privatization, and in particular, towards public-private partnerships has increasingly transferred these areas, together with the social responsibility they imply, from government to private interests, with particularly drastic effects for lower income populations and vulnerable groups. This erosion of government undermines the link between democracy and equity, creating both a 'governance gap' and a 'democracy deficit'. Even where vestiges of public regulation and oversight remain, 'de facto deregulation' occurs because of under-resourcing of the public sector, or worse yet, corruption or political interference. Two decades of experience have clearly revealed the costs in this approach, and shown why governments must play a leading role in guaranteeing services that are keys to sustainable development and a decent life for all.

a) Trade unions respond to privatisation and deregulation of vital human services

The Public Services International (PSI) is a global confederation that represents unionized workers who provide public services in 156 countries. It has provided leadership against privatization and deregulation undertaken to contract services to the private sector, usually through a concession or management contract. Together with broad community coalitions, it has argued against private sector domination of decision-making in areas so essential to sustaining life, social progress, and economic development. Today, market forces affect too heavily the basic questions of who gets water (only those who can afford to pay), the impact of water decisions on the environment, and a range of other questions. Water should remain a public good, owned and operated by the public sector. (*Water in Public Hands: Public sector water management – a necessary option* by David Hall, PSIRU, June 2001)

In their campaigns, the PSI has encountered the water division of the World Bank, bodies such as the Global Water Partnership that favour private sector solutions to water problems, and multinational water companies themselves. They criticize the World Bank and the IMF for prescribing privatisation as a pre-condition for funding for water and sanitation, basing their case on research conducted by such affiliated groups as the Public Services International Research Unit (PSIRU) at the University of Greenwich in the U.K.

b) Trade unions provide research on privatisation and deregulation

Led by the PSI, trade unions have published studies to show that, instead of relieving the strain on government, or providing more affordable, accessible service delivery, the result where human services have been deregulated or privatized has

been greater income inequality, less access and increased social and environmental damage. According to research provided by the PSIRU (see Box below) this has been particularly evident where services in water, sanitation, energy utilities and garbage collection are concerned.

In a similar way, trade unions have opposed privatization of collection and disposal of municipal waste services. Waste quantities around the world continue to increase, and unfortunately most of it is still being landfilled, as waste recycling rates are increasing only slowly. As waste management is a labour intensive industry (about 65% of the environmental jobs in the EU are in the waste management sector), it illustrates the employment prospects for a sustainable future. It has also been a test case for public sector provision, as it is an area of service in which the retreat of the world's large waste companies has been quite dramatic. (S. Davies, *European waste management: background to a discussion on EWCs*, PSIRU report, March 2003 and <http://www.corruption@psiru.org>)

Public Services International Leads Global Anti-Privatisation Campaign The Public Services International (PSI) is a global union federation of 20 million workers in 150 countries, many of whom work in public water and sanitation authorities. Together with its national unions, the PSI has taken the lead with an information and organisational campaign to build awareness, expose the fallacies associated with privatization, and organise and lobby governments to retain public ownership and control of these human services. In these initiatives, they have partnered with hundreds of community, research groups and environmentalists in cities and countries around the world. See <http://psi-world.org>

Local government has been particularly hard-hit, as cutbacks in funding have left them with the responsibility, but not the resources - leading to further degradation of services, and reinforcing the case for privatisation. It has also led to a de-skilling of government departments, as they lose their capacity to regulate, let alone offer the services. The PSI has published a *Guide* which describes problems with private sector involvement, the achievements of public sector systems, and the potential for development and capacity-building through public-public partnerships (PUPs).

Problems arising out of the privatisation of vital services have been clearly illustrated with experiences in privatised management of water systems, whether through concessions, leases, management contracts, or build-operate-transfer (BOTs). These have been summarized in PSI research (D. Hall, *Water in Public Hands: Public sector water management – a necessary option*, PSIRU, 2001), which lists the following:

- 1) a lack of competition, with two globally dominant multinational companies;
- 2) higher prices, often where privatisation is used for debt reduction purposes;
- 3) difficulty in terminating unsatisfactory concessions;
- 4) poor results from private management;
- 5) private sector reluctance to extend water and sanitation access to the poor;
- 6) multinationals use of water profits to subsidise other global investments; and
- 7) difficulty in regulation, lack of transparency, secrecy and cases of corruption.

As most of the services that are crucial to human needs constitute a natural monopoly, competition really does not exist. Water users become a captive market without any choice in their purchases, and no democratic control over the service provider. As well, even the so-called 'success stories' of water privatization often hide a multitude of negative experiences; e.g., huge tariff increases with currency exchange fluctuations, consortiums that put pressure on the public authority, increases in non-accountable water under private management, extensions of service without authorization, etc.

An incentive to engage in corrupt practices can be attributed to the long-term nature of monopoly concessions, as shown by the hidden costs of bribery and corruption in water rates charged to consumers

in Grenoble, France. Corporations don't exist to serve the poor. However, it is the job of government to make sure that their inherent goals for profit do not undermine the progress toward the full promotion of the social dimension, as it relates to the equality and access to vital services. (PSIRU, *Private to Public: International lessons of water municipalisation in Grenoble, France* by David Hall and Emanuele Lobina, 2001).

PSI Research Unit (PSIRU) yields leading edge research on services A Public Services International partnership with researchers in Greenwich University has yielded a wealth of in-depth studies into public sector issues. PSIRU produces dozens of studies annually, e.g., *Water finance: A discussion note* (Jan. 2004), *Resistance and alternatives to energy privatisation* (Dec. 2003), *Problems with private water concessions: A review of experience* (Nov. 2003), *A critique of the EC green paper on Services of General Interest* (Sept. 2003), *Public solutions for private problems: Responding to the shortfall in water infrastructure investment* (Sept. 2003), *Water privatisation and restructuring in CEE and NIS countries, 2002* (Apr. 2003) <http://www.psiru.org/reportsindex.asp>

PSI research also shows that manipulation of profits is a serious problem; e.g that Vivendi used profits from its water operations (among others) to buy movie studios, record companies and entertainment parks. After acquiring Universal Studios and Seagrams, Vivendi split the company, and put all 15 billion Euros of debt onto the Environment (read water) division (including the debt it incurred in acquiring and investing in media/communications/entertainment companies).

This Review should ask why the success of the more than 90% of water services currently being delivered by the public sector is so often obscured. In reviewing the record of the International Financial Institutions, it should ask why capital markets have not been more accommodating in the area of public sector financing. This Review should also recognise that subsidies are flawed instruments which do not reach many of their target groups in a profit-based pricing regime, that for-profit delivery means that final risk is borne by consumers. The role of democracy, accountability, transparency, participation and inclusiveness in delivery of services such as water must be taken into account as decisive factors in planning for sustainable delivery of human services.

c) Quality services in human settlement infrastructure linked to Decent Work

The IFBWW is one of several Global Union Federations to draw the link between privatization, contracting-out and the quality of work. It has found that as major construction companies shift to non-traditional services, they often reserve for themselves the lucrative services, with more and more contracting-out and piece-work done by migrant labour and insecure workers.

As construction groups sell off their housing construction divisions to focus on services and public sector infrastructure (e.g., streets, water, power, etc.), the trend toward BOT projects (Build Own/Operate Transfer) grows, in which the contractor is not only responsible for construction, but financing, as well as for operation over a certain concessionary period (at a fee).

BOT projects, described as Private Finance Initiative (PFI) or Public Private Partnership (PPP) initiatives in transit projects, e.g. the London underground, as well as institutions such as hospitals and prisons. *International Federation of Building and Wood Workers (IFBWW) IFBWW Study (2002) The Most Recent Milestones of Globalisation in Building, Building materials and Wood and Forestry Industries* See: <http://www.ifbww.org>

d) Trade unions question sustainable development partnership label for PPP's

This CSD Review must ask whether many public-private partnerships (PPP) actually contribute to inter-governmental commitments in Agenda 21, the Programme for the Further Implementation of Agenda 21 or the 'WSSD commitments'. Providing such information and reporting by the partnerships registered with the Commission should be transparent, participatory and credible. Trade unions argue that partnerships are intended to be a complement to, and not a substitute for commitments undertaken by governments.

To be eligible, a PPP must satisfy criteria and guidelines established in the WSSD process, including the Bali Guiding Principles, and General Assembly resolution A/RES/56/76, adopted by the CSD in 2003, stating that they should:

- contribute to the implementation of the WSSD commitments;
- not substitute for commitments made by Governments;
- bear in mind the economic, social and environmental dimensions of sustainable development in design and implementation;
- be designed and implemented in a transparent and accountable manner, exchanging relevant information with Governments and other relevant stakeholders;
- be publicly announced with the intention of sharing the contribution that they make to the implementation of WSSD commitments;
- conform to the inter-governmentally agreed mandates and should not lead to the diversion to partnerships of resources otherwise allocated for their mandated programmes.

Trade unions call for demonstrated improvements to access and human rights issues within both privatized and deregulated operations.

NGOs, Unions Reject Corporate Agenda for the Privatisation of Water Services

KYOTO (21 March 2003) – An impromptu walkout occurred at the launch of the Camdessus report in the World Panel on Financing Water Infrastructure at the World Water Council, as trade unions and NGO's challenged its position on infrastructure, dam development, privatization and pricing policy.

"Instead of pumping more money through corporate channels and bailing out the water multinationals, we should be investing in public water systems," said David Boys of Public Services International. "That's the best way to meet people's right to water and ensure community control of innovative and sustainable water systems."

Civil society groups argue that water is a human right, not a corporate right, and should therefore not be subject to the marketplace. Central to their critique of the World Water Council was a rejection of the Report's call for drastic changes in the financing of water delivery systems and billions of public dollars for large dams and other destructive water infrastructure projects. Citizens groups across the globe are condemning the report as a blueprint for global water corporations to profit from water systems through a market model that will do nothing to improve access to quality water in developing countries.

Review Area #4: Trade Unions to Track Government Social Responsibility (GSR) in all CSD Theme Areas over the Next Decade

Corporations and individuals should all be expected - indeed *obliged* - to behave in a socially and environmentally-responsible manner. However, they are not equipped nor disposed to take on overall responsibility for the common good; governments have the authority and responsibility to do this. This is why they are elected and remain accountable in democratic societies, in a manner that corporations and individuals cannot be. In light of this basic understanding, trade unions are alarmed at the rate at which governments appear to be giving up this responsibility for the common good, in what we call an 'age of globalisation'. Trade unions are therefore tracking the record of governments on the 'human side' of sustainable development, tacking information from Country Reports to the CSD and other intergovernmental organizations, as well as other sources. Our findings indicate the following priorities for this CSD Review.

a) All Member States are bound by the ILO Fundamental Principles & Rights at Work

Pursuant to the WSSD Declaration (par. 25) and the JPOI (par. 9b), trade unions note that *all member states are bound by the ILO Declaration of Fundamental Principles and Rights at Work* adopted by the 1998 International Labour Conference. Therefore, whether or not they voted for or ratified other ILO instruments, all governments must uphold the following principles: a) freedom of association and effective recognition of the right to collective bargaining; b) the elimination of all forms of forced or compulsory labour; c) the effective abolition of child labour and d) the elimination of discrimination in employment and occupation.

The lack of formal acceptance by government representatives at the CSD, or even by the CSD Secretariat (through the Secretary General's *Reports for CSD*), undermines the implementation of core elements in the social dimension of sustainable development. At CSD2004 trade unions will hand deliver to each government delegation a record of of the agreements, instruments and standards to which their capitals have agreed.

b) Denial of trade union rights reduces worker capacity to address issues related to CSD theme areas

Above all, citizens have a right to expect government to defend democracy as a key aspect of sustainable development. However, trade unions are today being assaulted in even the most democratic countries. The ICFTU's *Annual Survey on Violation of Trade Union Rights*, a country-by-country review of how these rights are respected, provides evidence that that the stain of anti-union repression is spreading. More than anything, the latest Survey illus-

trates the devastating effects which crude free trade has on workers' rights (See Box below).

These frightening trends must be addressed in this CSD review and, more importantly, by member states. Not only are trade union rights being suppressed; legitimate protests are often harshly repressed, at the same time as governments or employers refuse to engage in dialogue.

Export processing zones are 'hotspots': Today's export processing zones have come to symbolize hostility towards trade unions, even in democratic countries. According to the last ICFTU count, there were some 3,000 such zones, employing nearly 50 million workers, primarily women in assembly plants producing household appliances, furniture and textiles. In most EPZ's, trade unions are unwelcome, if not banned outright, taking a toll in working conditions, environmental damage and living standards, especially in the areas of water, sanitation, waste disposal, and housing.

Violations of Trade Union Rights Reported in ICFTU Survey The ICFTU's Annual Survey on trade union rights violations covers 133 countries and territories across the world. It notes 213 cases of murdered or "disappeared" trade unionists in 2002, with a terrifying record number of 184 assassinations, 27 attempted assassinations and 189 death threats in Colombia alone. Nearly 3,000 trade unionists were arrested worldwide, 1,000 injured and 30,000 sacked. The survey identifies the stubborn anti-democratic stance of certain states and fierce competition in the global economy as trends that can only be combated by international trade union solidarity and government action. <http://www.icftu.org/focus.asp?issue=tur&andLanguage=EN>

International Mission Condemns Abuse of Trade Union Rights in EPZ's

An international Trade Union mission to the Dominican Republic in advance of WTO Ministerial Meetings in July 2003 condemned labour conditions in Export Processing Zones (EPZ's) and demanded the WTO act to halt further trade-fuelled worker exploitation. The mission cited:

- * Conditions experienced by the hundreds of thousands of workers in EPZ's;
- * The often brutal repression of attempts by workers to unionise;
- * The use of thugs to terrorise, harass and intimidate union members and leaders;
- * Attempts by employers to promote conflict between workers to stave off unionisation;
- * The role of the exporters' associations in fuelling union-busting;
- * Complacency of governments in the face of widespread daily abuses in EPZs.

The mission expressed full solidarity with workers in EPZ's and pledged renewed international support. They will strengthen efforts to engage multinational retailers and international institutions, including the World Bank, the ILO, and the OECD in the fight against the exploitation of workers in these zones, and provide all possible support to trade unions in these areas. The mission asked the WTO to ensure that respect for international labour standards be a key conditionality for participation in world trade. See <http://www.icftu.org/>

Child labour continues in spite of universal condemnation, as irresponsible companies continue to use the cheapest form of labour available to cut production costs. Some 250 million children from 5 to 14-years-old currently toil in developing countries, nearly half on a full-time basis. An estimated 171 million work in hazardous conditions, with adverse effects on their safety, health (physical/mental) and moral development. Hazards also derive from excessive workloads, physical conditions, and hours of work. In addition to the number of children in hazardous work defined by ILO Conventions 138, 182, about 8.4 million are trapped in the worst forms of child labour as defined in ILO Convention 182, including some 5.7 million in forced and bonded labour.

Chemicals' management must be addressed: Another aspect is exposure to chemicals and other hazardous substances that have disastrous effects on water quality and community environment. Trade unions were instrumental in achieving international coordination of chemical standards, but these have

yet to be accepted by countries. See: <http://www.icftu.org/focus.asp?Issue=childlabour&Language=EN>.

Kenyan workers hit by chemicals Workers at one of Kenya's biggest pineapple plantations claim their health and safety is being put at risk by poor working conditions. The workers, backed by human rights groups and trade unions, are campaigning for improved conditions, including adequate protection from toxic pesticides used in pineapple production. Toxic pesticides classified as Extremely Hazardous (Ia) and Highly Hazardous (Ib) by the World Health Organisation are being used on the plantation. In addition, wages for casual workers and seasonal needs, sanitation and living quarters built by the company are disgraceful, as are medical benefits. Internal trade union leaders are being intimidated many workers' wages are being cut in a restructuring process.

Two million women and men die each year from occupational accidents and work-related disease; with some 270 million occupational accidents and 160 million cases of occupational disease.

- Each day, 5,000 people (average) die as a result of work-related accidents or disease, with 5,000 first aid treatment occurring for each fatality.
- There are some 355,000 on-the-job fatalities each year, with one-half in agriculture, and a high risk in mining, construction and fisheries;
- A cost amounting to 4% of the world's gross domestic product (US\$1,251,353million) – a loss 20 times greater than all official development assistance to developing countries;
- 12,000 children killed on the job each year;
- 340,000 workers killed annually by hazardous substances; asbestos alone claiming 100,000;
- An estimated 1.1 million workers worldwide monitored for exposure to ionizing radiation;
- Heart disease and musculo-skeletal disorder over half of all costs of work-related disease;
- Cancer, the biggest cause of work-related death, responsible for 32% of all such fatalities;
- Accidents and violence cause as many work-related deaths as communicable diseases.
- Studies suggest between 50-60% of all lost working days in Europe related to stress at work.

Our review of water and sanitation issues confirms a need for continued cooperation between governments and intergovernmental bodies to promote and implement chemical harmonization. In this regard chemicals should be considered a special cross-cutting issue because they:

- Are inherent in all WEHAB areas (water, en-

ergy, health, agriculture & biodiversity);

- Can be the basis of convergence between workers and employers (JPOI 44a);
- Provide a link between occupational and public health in WSSD workplace partnerships; and
- Are readily translated into concrete programmes of action, e.g., on Persistent Organic Pollutants (POPs); a world ban on asbestos, etc

European frameworks for action Since 1996, some 600 European Works Councils (EWC) have been established for employer and workers under the European Works Council Directive. EWC's have the legal right to be informed and consulted on the economic and financial situation of their employer, development and employment trends, new working methods, and substantial organisational changes.

Companies need not be European, nor does the host state need enabling legislation. If a threshold number of employees exists in Europe, a "special negotiating body" is struck with representatives of all employees in Member States in which the employer operates. It negotiates an agreement that applies to all undertakings and employees. Research into European Works Councils indicates that they increase trust, employee involvement, understanding, a positive corporate culture, and evidence of a company's concern for its employees.

At a European Climate Change Conference 9-10 December 2003, unions endorsed a plan to combat climate change, boost employment and well-being. In order to ensure a just transition, workers and unions must be involved in dialogue with employers through works councils and sectoral committees. Not only distribution of income, but also working conditions and individuals' education and training needs can be positively affected by this process.

c) Trade unions seek a stronger link between public and workplace health

The WSSD reaffirmed the vital link between occupational and public health (JPOI 46m) and the link between occupational health and safety with environment (JPOI 22, JPOI 44a). This implies:

- Better integration between Environment and Health/Safety Ministries, especially to promote workplace synergies between environment and OH&S concerning chemicals, risk assessment and management, pollutants and pesticides.
- More coherence and integration of environment management systems with occupational health and safety (OHS) management systems.
- Promotion of ILO OHS 2001 Guidelines, the only international OHS management system

which has been negotiated and approved by governments, employers and trade unions. The guidelines provide for worker participation, employer responsibilities, training and education, hazard prevention, performance evaluation, as well as monitoring and reporting.

d) Decent employment linked to water, sanitation and human settlement

Not only do development strategies in a globalised economy often ignore impacts on workers; sadly, many developers actually seek a competitive advantage by violating core labour standards – with little response from the international community.

World Commission demands 'fairer globalisation'

The *Report of the World Commission on the Social Dimension of Globalisation* has been welcomed by ICFTU for "closing the ever-increasing gap between the haves and the have-nots." It calls for a Globalisation Policy Forum of international organisations to address the social impact of developments, and greater cohesion and complementary policies amongst international institutions on social issues.

The Report recommends that the International Labour Organisation, the UN's only tripartite body of governments, trade unions and employers' must play a role in bringing social and employment concerns to the forefront, with formal structures for such consultation in such institutions as the World Trade Organisation (WTO), the World Bank and the International Monetary Fund (IMF). The essential role of collective bargaining in promoting productivity, ensuring equality and giving workers a voice, must be supported by international bodies to ensure fair labour standards. Finally, the Commission recommended that the ILO be mandated to promote the social agenda. *ICFTU Press Department Brussels, 24 February 2004*

This CSD Review must review the manner in which it is tied into inadequate regulation of financial markets, structural adjustment programmes, unpayable external debt (often inherited), and policies of central banks and international financial institutions (IFI's). It must also evaluate government policies that entrust such vital areas as water, sanitation and human settlement to the 'invisible hand of the market'. Trade unions do not accept the view that national sovereignty confers a freedom to violate human rights or to deny basic services. Neither do we believe that globalisation has deprived governments of capacity to protect citizens against such violations or denial to access of services. Governments can and must take action.

Trade unions engage in action at workplaces, communities, national and international levels to end the exploitation of workers and their communities. In so doing, they contribute to the Social Dimension of sustainable development.

e) A ‘business orientation’ in government’s approach to social responsibility

Trade unions believe that a qualitative difference between governments and private enterprise must be recognised to ensure effective governance for sustainable development. Drafting and application of mandatory standards is seen as a primary function of government and its institutions; today, however, the voluntary nature of business involvement

is being stressed instead, with a focus on management systems and “stakeholders”, and little place for government oversight.

Not only do ‘monitoring’ and ‘verification’ lose much of their meaning under such an arrangement; the concept of “stakeholder” itself often obscures the true nature of relationships in an enterprise - workers are more than stakeholders. Events have shown that sound legislation backed by a strong regulatory regime is required, with strong enforcement mechanisms, staff training, and political will to make them work. This CSD must review changes that have taken place in public governance, particularly as they affect worker and citizen participation.

C. Trade Union Recommendations for Workplace and Community

This Review should enable the CSD to reassert a people-centered model of development to protect the environment, provide a stable economy, and meet the needs of people in the areas of water, sanitation and human settlement. Our challenge is to find ways of working together to achieve this goal. Towards this end, we believe that this Review Session should provide the following:

1. Strengthen the linkages between occupational and public health

Workers are in the best position to identify and evaluate the social, economic, and environmental impacts that their work and workplace are having on the community. Trained workers serving on health and safety and environmental committees know that the hazards they are working to control are not confined to the workplace. Governments and employers must therefore act to ‘free this capacity’ through guarantees of freedom of association, backed up with programmes to build occupational health and safety as a basis for joint action on sustainable development.

2. Endorse public provision and regulation in water, sanitation or human settlement

Services associated with water, sanitation and human settlement must play a central role in sustainable development, with access to quality services for all is a fundamental feature of the human dimension. As public services have major implications for a review of poverty and exclusion,

CSD12 must also consider how to *strengthen the public sector* in all the theme areas, at the same time as it takes a definitive stand against the more glaring abuses that have occurred under the umbrella of public/private partnerships (PPP’s).

Lessons can be drawn from a large number of successful public sector water undertakings (PWU’s) in transition and developing countries, as well as in developed countries. Public authorities faced with pressures to privatise have shown that:

- PWUs score well on efficiency indicators, and have better public support
- a PWU can take various forms, ranging from a department to a corporatised body
- transparency, accountability and defined managerial autonomy can be built in
- business plans and pricing policies can include a range of cross-subsidies
- PWUs can turn around their finances and improve collection of bills.

Based on a thoroughgoing review of these cases, international financial institutions should be encouraged to move more resources into the public sector, instead of promoting privatization, utilizing effective GSR and CSR principles. Capital markets can become much more creative in devising new mechanisms for investment, as with worker pension funds that have created investment mechanisms that can be used for this purpose. The role of the private sector in general must be more clearly defined, as it is not equipped to integrate and be responsive to the myriad social issues involved in water, sanitation and human settlement.

3. Build true partnerships to provide vital services in a sustainable manner

The public sector must find new ways of meeting the Millennium Development Goals (MDG) for water, sanitation and human settlement. A lack of financial resources presents the biggest obstacle, and whereas it is commonly-believed that the private sector can make capital flow more readily, the evidence shows that this does not occur to the degree claimed by proponents. More attention must therefore be given to public finance mechanisms; e.g., water bonds, sub-sovereign guarantees to public utilities, etc. Official Development Assistance and International Financial Institutions must not impose conditionalities requiring privatisation.

Whether a public or private regime is in place, worker participation remains a key, as the vast bulk of the specialised knowledge for delivery of public services exists in the workforce. Not only are workers essential partners to change; they are also consumers, family members, and community activists. In addition, workers in industrial plants are the ones best able to assess and find solutions to unsustainable patterns of industrial consumption and pollution of water and sanitation. There is every reason to consult them.

4. Encourage planning and investment to link poverty alleviation to decent employment

The full participation with governments of all social partners will be necessary in the decade to come, if we are to address the obstacles separating so many of the world's people from decent, secure employment, and create an enabling framework for change. This CSD Review must now highlight the ILO Global Employment Agenda as central to poverty eradication goals. Creation of quality employment, allowing people dignity and personal fulfillment, with socioeconomic security for themselves and their communities is a prerequisite to their acceptance of a sustainable development agenda. Our conclusions can be guided in this regard by the ILO's, *Decent Work: Report of the Director General to the International Labour Conference, 87th Session 1999*.

Vision, political will and capacity are required to guarantee decent work for the millions of workers who live in poverty and exclusion. Such programmes will also require concrete measurement indicators, targets and goals to guide them in the right direction.

5. Create enabling frameworks for joint workplace assessments and actions

This CSD Review must encourage joint action at all levels, but particularly in the workplace, to address problems related to water, sanitation and human settlement. Trade unions and employers have already developed extensive capacity for dialogue, co-operation & negotiations that provide a firm basis for collaboration on social and environmental questions at local, national and international levels. This CSD Review must result in a challenge to industry to engage with social partners in joint action, such as in workplace health and safety committees. Finally, the CSD must recognise the ways in which trade unions can exert pressure for positive change, either alone or working in coalitions with other popular and mass membership organisations.

6. Encourage consensus-building as the basis of action in workplace and community

Fixing today's problems requires a broad political consensus that includes trade unions, employers and other organisations in civil society – at the local, national, regional and international levels.

Democratic governance can only be achieved on the basis of full involvement of the social partners in genuine dialogue, with a strong role for the state and public authorities. This Review must issue a call for fair and balanced dialogue built on trust, confidence and full recognition of workers' rights. Trade unions can have a positive impact in this regard, as we have a history of constructive dialogue between unions and management. Codes of conduct, consultation agreements, new strategies for the representation of the workers and the creation of international networks represent new avenues for enlarging relationships between industry and trade unions. Collective bargaining will continue to move to the international level, and enlarge its scope to such areas as childcare, quality employment, pensions, discrimination, benefits and services.

7. Reinforce a commitment to freedom of association and individual rights

Recognising the important role that trade unions play in the workplace and community, this CSD Review should recognize that UN member States have already agreed to implement the social dimension issues contained in JPOI (par. 9b) for worker and trade union rights, and for employment quality. Member states must be urged to ratify and imple-

ment ILO Conventions that pertain to the *Fundamental Principles and Right at Work*. Trade unions will continue to forge alliances with other groups, notably non-governmental organisations that share their belief in human rights and human services, as such alliances have proven to be a key element in successful campaigns over water and other public services. We believe that progress comes about when people are involved in their own development, and the defense of their own interests.

8. Support instruments that promote observance of core labour standards in supply chains

It must become standard for sourcing companies to require suppliers and subcontractors observe internationally-recognised labour standards. Where companies employ a code of conduct for this purpose, they should base it on the standards and procedures contained in the ICFTU/GUF *Basic Code of Conduct covering Labour Practices* (1997). The provisions of this code can be adopted by any company doing business internationally, whether in manufactured products or services.

Cases in which companies decide to provide environmental education and training on a voluntary basis should be publicized, particularly where an MNC is operating in a country where mandatory requirements are deficient. As an example Faber-Castell of Germany (a manufacturer of writing and painting products) negotiated an agreement to implement the recommendations and recommendations of the International Labour Organisation (ILO), thereby agreeing to promote internationally-accepted labour standards in all of its world-wide operations.

9. Support instruments that promote social protection and justice

This CSD Review provides an opportunity to take action against the growing deficit in social protection around the world. It can draw attention to the majority of the world's people who have no form of statutory protection, and consider ways to progress towards the four 'pillars': i.e., health care, unemployment insurance, pension and child education. The world's economic system is globalised; *it is time to globalise Social Justice!*

This CSD must conclude that much of the standard-setting which relates to social justice is voluntary, and suffers from a fundamental lack of support systems and legitimacy of government institutions and

ITGLWF calls on countries of the South to take labour standards out of competition While work is a route out of poverty, unregulated, unprotected work is a passport to permanent poverty, as evidenced in the textile, clothing and footwear industries. According to the International Garment Workers' Federation (ITGLWF), China and Mexico now dominate the North American clothing market, but instead of bringing higher wages or rising labour standards to the millions of workers, the value of the legal minimum wage in Mexico fell by almost half during the 1990s, and in China, 8,000 cases of unpaid wages were reported in Shenzhen alone in 9 months in 2001. Today, real wages are falling and working conditions worsening everywhere in a desperate race to the bottom, as core labour standards are jettisoned in the name of competitiveness", said Mr. Kearney. Since the legal minimum wage for Bangladesh's garment workers was last raised in 1994, its value has halved to US\$17 a month - the country's 1.5 million garment workers, among the 1 billion of the world's poorest people, are unable to think, plan or dream beyond the daily struggle to survive"

Governments in the South must recognize that they are competing among themselves in ways that threaten their economies, and are themselves largely responsible for the decline in wages and labour standards. As a key player, China must be urged to join in an international floor on wages and working conditions in industries such as textiles, clothing and footwear", said Mr. Kearney.

Governments need to insist that the ILO and the WTO join forces to devise a regulatory trade and labour regime to deter abuses of workers' rights and reward national labour law enforcement" concluded Mr. Kearney. "This is the only real route out of poverty. The alternative of doing nothing will ensure that the bottom will continue to fall, with tens of millions working deeper into poverty and confirming the view of the cynics that poverty will always be with us. It is neither an attractive nor an acceptable alternative. See <http://www.itglwf.org/>

processes. Towards this end, this CSD must encourage countries, intergovernmental bodies, and Major Groups to cooperate to bring about:

- Support for the effective implementation of the OECD *Guidelines on Multinational Enterprises and Social Policy* to bring coherence to standards, procedures, programmes;
- A consensus to support the ILO labour standards and other measurable social indicators;
- Standard-setting and administration as core government functions and strengthen public regulatory regimes for this purpose;

- A change in the tendency to deal with social responsibility as a management concept, and ensure meaningful participation by all groups, including workers and their representatives;
- A response to features of current instruments that render implementation impractical, including their voluntary nature;
- A recognition of the different purpose of codes and the competence necessary for legitimacy;
- An answer to a narrow accounting model of social responsibility, with appropriate guidelines for environmental and social reporting;
- Independent workplace monitoring with the participation of workers and trade unions, along with others who are directly affected; and
- An answer to the tendency to tie CSR to a ‘business case’; i.e., with a focus on ‘brand value’ or company/country reputation only.

10. Address issues in land tenure as the basis for sustainable patterns of human settlement

Sustainable development in water, sanitation and human habitation requires a significant redistribution of land, resources and incomes. Land reform, as one strategy, must be carried out in such a way as to promote universal access to water, sanitation and other basic amenities, through measures which increase the personal incomes of workers, especially those of today’s most vulnerable groups. Access to land under reasonable terms is a prerequisite if much of the world’s population is to have access to water, be able to install proper toilets and other facilities. Land reform is also the basis upon which current patterns of production and consumption can be reoriented to serve local needs, instead of those of international markets. In short, people must be given the opportunity and tools to produce food for themselves and to plan their own water consumption and sanitation. In providing these conditions for change, government will create an enabling framework that will allow dependency on world markets to be gradually reduced.

11. Address discrimination, exploitation and exclusion of vulnerable groups

This CSD Review should conclude with a call for equity as an important element of the social dimension. As this concerns youth, for example, countries should be asked to ensure that youth are provided a secure and healthy future, including an environment of quality, improved standards of living and access

to education and employment. Children everywhere, boys and girls alike, must be able to complete a full course of primary schooling and have equal access to all levels of education. This CSD Review must therefore call for greater content and support for efforts to provide the vulnerable groups everywhere with the keys to a sustainable future. There is a need, in this regard, to identify targets and to measure progress against agreed indicators.

Global unions call on IFI’s to promote social goals

Global unions called on the IMF and World Bank at their 2003 meetings in Washington DC to play key roles in a global stimulus plan to provide decent employment and improve living standards for those of lowest incomes, in set out in the Millennium Development Goals. This will require a reform of policies and practices to actively support labour standards and bring meaningful consultation into IFI operations. Positive statements by the World Bank on the importance of comprehensive social protection measures to cushion people against economic shocks and reduce poverty are being countered by pressure to reduce labour costs through increased flexibility, lower minimum wages and growing violations of worker rights.

Country-level policy advice and loan conditions must be consistent with support for the labour standards, and integrated into procurement guidelines in contractual requirements. No funding should be provided for projects when employees do not have the freedom to join a union, or managers refuse to negotiate. As well, countries must be encouraged to maintain comprehensive social programmes, as components of effective long-term poverty reduction strategies. Finally, IFIs are asked to improve the quality and the quantity of country-level consultations with trade unions. Statement by Global Unions to 2003 Spring Meetings of the IMF and World Bank, Washington, 12-13 April 2003)

12. Support multilateral institutions and instruments in the social dimension

Globalisation requires appropriate international institutions and initiatives. A democratic system of governance requires respect for fundamental rights of workers and citizens. For this to occur, global institutions such as the IMF, the World Bank and the WTO must cooperate more closely with the ILO and the rest of the UN system, to ensure that trade and natural resource play a positive role, and to promote such objectives as debt relief, democracy, environmental protection, poverty eradication and decent employment. Related CSD mandates must be redrafted with clear guidelines for cooperation

with the ILO, as well as such other UN Agencies, as the United Nations Environmental Programme (UNEP), and the World Health Organisation (WHO).

Particular attention should be given to the tradition of communication and cooperation developed by the International Labour Organisation, a tripartite body which has brought social and workplace partners together for successful meetings on thousands of occasions. Other bodies, such as the Organisation for Economic Cooperation and Development (OECD) also provide excellent models for inter-organisational cooperation for sustainable development.

13. Define a leading role for governments in sustainable development

The growth of CSR and the privatization of public services has seen a transfer of responsibilities away from governments and their international agencies. Trade unions therefore ask this CSD to recommend a leading role for government, and a stronger public sector. A reassertion of the role of government

could only invigorate our common efforts to achieve sustainable development on behalf of the human beings who inhabit this globe.

Such leading world organisations as the WTO must redefine trade as only one of the elements in the three pillars of sustainable development, with a wider, more far-reaching agenda needed to assist national governments achieve development and higher living standards for their people. As such, WTO agreements must promote the ability of democratic governments to conduct their own education, social welfare and public investment policies. It must be encouraged to address the power imbalances between nations, and to achieve consistency with the goals of such instruments as ILO instruments and the MDG. In the same manner, environmental and social concerns must be incorporated fully throughout trade mechanisms to include pressing environmental, gender and social concerns, including the right of all to a sustainable future in water, sanitation and human settlement.



28 April At CSD 2004

New York Labour Chorus

This year, in conjunction with 28 April Commemoration Ceremonies throughout the world, the New York City Labour Chorus will sing at the Opening Session of CSD 2004. This is a distinct honour for the Chorus and the workers and trade unions they sing for. They have sung on the occasion of every CSD since 1996, when the first 'Initiation Ceremony' took place and are part of the World Harmony Network that grew out of CSD99.

World Harmony Network:

CSD 1999 agreed *“to promote sustainable development through music, art and drama and to participate in such educational activities”*. The World Harmony Network for Sustainable Development was launched to bring together artists, musicians, as well as choral and musical groups to promote, among other objectives the uses of live music and performances for sustainable development.



28 April International Commemoration Day for Dead & Injured Workers

28 April honours workers in the past twelve months who have died (over 2 million), were injured (over 1.2 million), or became ill (over 160 million) due to unsafe, unhealthy, or unsustainable workplaces.

28 April is observed internationally, through a wide range of activities, large and small, that combine candle or incense-lighting ceremonies with music, poetry, marches and public awareness campaigns.

Production & Consumption: 28 April links a commemoration for the dead and injured with a celebration of life and the living through renewed commitments to sustainable forms of production and consumption. As such, April 28 reaffirms such trade union objectives as 'just employment & social transition' for workers and their communities, as a way of promoting involvement in sustainable workplaces.

WSSD call on governments to:

“Strengthen and promote ILO and World Health Organization (WHO) programmes to reduce occupational deaths, injuries and illnesses, and link occupational health with public health promotion as a means of promoting public health and education”
[WSSD JPOI 46m].

1996 CSD History: The first international event was held on 28 April, 1996 during the UN CSD in New York, when a candlelight ceremony was organized in combination with activities of trade unions in over 70 countries. Now commemoration ceremonies are held every year in nearly 100 countries. Ten Governments or Territories have formerly recognized 28 April, nationally: Argentina, Bermuda, Canada, Brazil, Dominican Republic, Panama, Peru, Portugal, Spain and Taiwan.



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