



突破



Resounding Support for *Breaking Through* Plan

Japanese affiliates host outstanding
World Congress in Nagasaki



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With this special bulletin, we aim to capture the highlights of the Third UNI Global Union World Congress in Nagasaki. We had a remarkable Congress. It was organisationally perfect, thanks to the outstanding support from our affiliates in Japan.

We broke attendance records, with over 2,000 participants. We made the most of our time together. We reinforced each other and committed to growing UNI Global Union.

We had a week of reawakening to the dangers posed by nuclear weapons.

A new Breaking Through Strategic Plan was adopted. We cracked the glass ceiling to ensure 40% women's representation in all our decision-making structures. We adopted a new approach to affiliation fees. We will launch an organising fund in 2011.

We have developed our own character as a Global Union; this is rooted in our values of solidarity, our visions for the future and our preparedness to take a stand.

We aim to change the rules of globalisation. We will grow our influence globally to represent our members in the global labour market. We will organise the new workforce. We will fight for dignity in the new workplace to counter the "anything goes" corporate mentality.

Our Nagasaki Breaking Through policy gives us a strong mandate.

The combination of strong values and strong goals will take us to our next World Congress in Cape Town in 2014



Bang the Gong: Spectacular opening ceremony launches UNI Congress

UNI's Third World Congress got under way with a stunning opening ceremony, which combined impressive displays of Japanese culture with a call to action to the 3,000 present at the launch of the Congress theme, *Breaking Through*.

An energetic demonstration of the art of playing traditional Japanese taiko (drums) was mixed with a superb rendition of two choruses from Puccini's opera *Madame Butterfly*, a demonstration of Japanese calligraphy and a performance from the Junshin Senior Girls' High School choir, who perform each year at the commemoration of the dropping of the atomic bomb on Nagasaki on 9 August 1945.

Nobuaki Koga, President of the Japanese trade union federation RENGO, welcomed Congress participants to a city which takes the lead internationally in campaigning for peace. He was followed Hodo Nakamura,

Governor of Nagasaki prefecture, who urged the world to ensure that Nagasaki was the last ever place on earth that suffers from the horrors of a nuclear bomb, and by the Mayor of Nagasaki, Tomihisa Taue, who welcomed participants to "the city of peace".

Takaaki Sakurada, chair of the UNI Liaison Council Japan, welcomed participants on behalf of the Council.

Sharan Burrow, General Secretary of the International Trade Union Confederation, also urged the trade



On the organisational front, UNI's fifteen affiliates and the UNI Liaison Council Japan (UNI-LCJ), chaired by Takaaki Sakurada, put in a remarkable organizing effort. Aside from all their work planning and organising the Congress, the Japanese host unions brought an army of young union member volunteers to Nagasaki who acted as guides, ambassadors, interpreters and all-around helpers for Congress attendees. The volunteers helped create a wonderful atmosphere at the Congress.



Upon the initiative of the Japanese Postal Union JPGU, Japan Post produced a special stamp to commemorate the UNI World Congress. Mr. Shirakane, the Deputy Managing Director of Japan Post, and Mr. Nomura, Chief Executive of Kyushu Region presented the stamp to UNI President Joe Hansen and General Secretary Philip Jennings. This was only the second time in the history of Japan Post that a “union” stamp has been issued.

union movement to fight for peace for workers and their families everywhere. She congratulated UNI on its first ten years of action, under the leadership of Philip Jennings, “a global warrior”. “Our message is

simple: corporate bullies beware,” she warned, announcing that the ITUC would identify one corporation for particular attention in 2011. “We will decide who is our number one target in January at an organizing

forum in Washington and we will pool our determination and our resources to ensure that this company respects workers rights,” she said.

UNI’s President Joe Hansen called for renewed pressure on Walmart to negotiate a global framework agreement with UNI. Companies like Walmart, which aspire to be global leaders, need to understand their responsibilities to their workers, he said. Corporate responsibility, workers’ rights and environmental sustainability go hand in hand.

It is a UNI tradition that the voice of youth of the host nation be heard at the opening ceremony of a World Congress. An inspiring moment of the opening ceremony was a personal account by postal worker Mai Sasaki from Osaka, who was celebrating her 23rd birthday. She described how she, and other young post office colleagues, were becoming actively engaged in the life of her union the JPGU, explaining that for her, “it all started with a slice of cake...”



UNI President Joe Hansen, ITUC General Secretary Sharan Burrow, UNI General Secretary Philip Jennings and UNI Apro President Joe de Bruyn before the opening of the Congress. At the conclusion of the Congress, Hansen stepped down as president and delegates elected de Bruyn to succeed him.



Delegates demonstrated their support for a breakthrough at T-Mobile.

UNI Congress participants endorse Breaking Through plan

Under the chairmanship of UNI President Joe Hansen, the first full day of the UNI World Congress in Nagasaki got off to a strong start. Delegates cheered as Philip Jennings asked them if they were ready to support the Breaking Through plan and fight for a world at peace, a world with justice, a world that a strong labour movement can bring.

As Philip said in his speech, “Breaking Through is not just the theme of this Congress. Breaking Through is our call for action. We are seeking a new

mandate to organise more workers, to win more agreements, to have more women leaders, to connect to new generations and to mobilise for our new Breaking Through Plan.”

Then he told all the participants that if they were ready to Break Through, they should take action.

With Philip’s concluding words, “Let’s get it started”, the congress hall erupted into action with the popular song of the same name by the Black Eyed Peas playing as young break dancers

took to the stage and UNI staff, UNI Youth and UNI Women lead a rally inside the hall. All 2000 delegates clapped and cheered along as the excitement built for the new plan.

Delegates also shared their stories of how their unions are breaking through with UNI.

From Brazil, Rita Berlofa of Contraf-CUT described how Banco Santander, viewed as a good employer in Spain, has much poorer employment practices in Latin America



Organising Fund created to help UNI unions Break Through

As the day drew to a close, by an overwhelming majority delegates voted in favour of a new fee structure that simplifies UNI dues and sets up a dedicated organising fund that UNI will use to support its members as they organise around the world. The organising fund will support UNI unions who want to break through!

As part of the session on Breaking Through for Union Growth, UNI-Americas President Ruben Cortina conducted interviews with representatives on their successful campaigning breakthroughs.



L-R: Heinrich Bleicher-Nagelsmann from ver.di, Germany, “If all in UNI work on the strategic plan - the future is ours.”; Judy Lock and Christine Monk spoke to the Congress about their successful campaign to improve the lives of cleaners in the Netherlands. More than 1,000 Cleaners in Holland were on strike for over 9 weeks in the spring of 2010 in the longest-running strike in the Netherlands since 1933. The cleaners won their fight with gains from the settlement including a 3.5 percent pay raise over 2 years, Dutch lessons for migrant workers and reinstatement of temporary workers who lost their jobs while on strike.

and the US. Unions throughout the Santander group have worked together to secure basic trade union rights, she said.

In the commerce sector, Didem Firat from Turkey described the successful campaign by her union TEZ-KOOP-IS to organise workers in the country’s 49 supermarkets run by UK-based Tesco, helped by support from the UK shop workers’ union USDAW. Negotiations continue for a collective agreement covering its Turkish employees, she said.

It is a similar story in southern Africa, where the retailer Shoprite Checkers (based in South Africa and operating in sixteen African countries) has signed a Global Agreement with UNI, thanks to efforts led by local union SACCAWU.

In an innovative trans-national union partnership, the Communications Workers of America (CWA) and Germany’s largest union ver.di are offering joint membership to US employees of Deutsche Telekom’s subsidiary T-Mobile. Lothar Schroeder of ver.di described how Deutsche Telekom, despite a close and

Breaking Through in Japan

UNI’s Japanese affiliates are breaking through—organising more workers than ever before and hitting the 1 million member mark. Kazuhide Hashimoto from commerce union UI Zensen spoke on behalf of the UNI Liaison Council explaining that the unions are reaching out to non-regular workers, who have never been organised before.

The Congress congratulated the UNI LCJ for not only having made an extraordinary contribution to the infrastructural and organisational arrangements – but also for having achieved all the targets they set themselves in the run up to the Congress. Not only did they successfully reach their one million membership target but they also succeeded in obtaining the first Global Agreement signed between UNI and a Japanese company, Takashimaya. Congress participants were also able to witness first hand the magnificent achievements of the Japanese outreach programme for young people, with courses in English and on the trade union movement. Many of the 200 “red jacket” Congress volunteers had participated in these courses.

A very interesting report on Working Life in Japan was presented by the UNI LCJ and the UNI Tokyo Office. The report demonstrates how the life-long employment model has been replaced by precarious work contracts.

The UNI General Secretary has been invited to attend the next meeting of UNI LCJ in Tokyo in February 2011 to discuss phase two of the UNI LCJ breaking through programme.

Breaking Through Awards recognise unions taking on organising challenge

UNI presented four unions with the Breaking Through Award, which was launched at the Congress to recognise unions who have taken on major organising challenges.

The winners were the STRM of Mexico, who are in a tough fight to organise thousands of call centre workers at Atento; Dutch union FNV Bondgenoten, who won a tough contract fight for cleaners in the Netherlands; the UNI Malaysia Liaison Council for organising successes including the formation of 14 new unions in the commerce sector; and South African commerce union SACCAWU, which led the successful campaign for the Global Agreement with Shoprite Checkers.

productive relationship with his union in Germany, was refusing dialogue in the US. “The company must end this double standard,” he said. He and Larry Cohen, CWA President, described the joint activities the two unions have arranged, which have included exchanges between German and US workers.

Joe de Bruyn, President of UNI Apro, described how his union, the SDA, had successfully signed a national

collective agreement for Australia’s 85,000 McDonald workers. The union had negotiated better pay for the staff, and had also now received access rights for union organisers. “We want the visit of a union organiser to a McDonalds to be as normal as the sale of a Big Mac,” he said.

Delegates unanimously passed the motion to support the Breaking Through plan and follow it for the next four years.



Newly appointed UNI Deputy General Secretary **Christy Hoffman** spoke to the Congress about UNI’s work on global agreements. She pointed out that the world’s largest private sector multinational employers in the world are in UNI sectors:

1. Walmart, with 1.9 million workers;
2. G4S: with over 600,000 employees in 115 countries, and
3. DHL: almost 500,000 workers.

UNI has already negotiated 40 global agreements covering 10 million employees.



Juan Somavia, Director General of the International Labour Organisation, in a message to the Congress said: “I have followed UNI’s achievements in just a decade. They are truly impressive. You have made UNI a powerhouse of 20 million members and a thousand affiliated unions in the skills and service enterprises. With this strong base you are able to defend the fundamental right to organise without fear; and to ensure that the collective voice of your members is heard. Not easy tasks, as you know well Jobs with justice, work with dignity, solidarity in adversity – this is at

the heart of your fight. Crucial in a world where the dignity of work has been greatly devalued by an increasingly deregulated global economy where greed knows no boundaries. With values at heart, UNI has confronted the challenges of a globalizing world with a clear vision and a practical hand.

You have been innovators in globalizing solidarity in a fragmented world. By negotiating international framework agreements you have given strength to national unions to fight for decent work for their members.”

Congress gives unanimous support on women's representation

Delegates passed unanimously a resolution on women's representation that says both genders need to hold at least 40 percent of the seats in every UNI leadership structure. This paves the way for more women helping lead UNI as it Breaks Through.

"We're looking for real, substantial and sustainable change," said Denise McGuire, President of UNI Women. "We need to have women taking their place at the table and being leaders in their union. This isn't about allowing a few women through the glass ceiling, it's about breaking down the walls for all women," she said.

Across the Congress hall, women and men rose to their feet as one to support her call.



President of UNI Women reflects on Breaking Through for Equality plan

Denise McGuire, President of UNI Women



Before I even spoke there was a standing ovation — lots of noise and energy — showing support for the fabulous World Women's Conference we'd had and for the motion on representation, a demand for at least 40 percent women and 40 percent men on all UNI decision-making bodies.

Women representatives from each UNI region stood with me as I reported on the World Women's Conference and explained the reasons and benefits of a more equal UNI.

I concluded by asking the conference to stand for equality and they did! They stood and they stood and they stood. The noise was enormous and it seemed to go on forever. It was awesome. I thought it would never stop.

When it eventually did, Maxine Gay of New Zealand stepped forward and sang "Never Going Back"! A beautiful voice and just the right sentiment.

After all the standing, the outcome was clear but it still felt like a great achievement when the motion was adopted.

Financial Crisis: We need to change the rules of the game

Denise McGuire, President of UNI Women, chaired the first session on Jobs and Justice in a Global Economy in Crisis, which looked at how to change the path of globalisation in the wake of the economic crisis. Ruben Cortina, President of UNI Americas, chaired the second session on this subject, which took place on the final day of Congress.

The keynote speaker was Sony Kapoor, Managing Director of Re-Define (Rethinking Development, Finance & Environment) – an international think tank working to reform finance, improve governance and drive sustainable development.

In the past there were only small cars on the street with speed limits and security checks, now we face enormous traffic with big trucks, drunk drivers, no speed limits or any other regulation and it's also foggy. The trucks can't see each other and drivers of small cars stay at home to avoid accidents.

That's the picture Sony Kapoor used to describe the current financial market.

Technology made it possible to get information from all over the world. Local markets became global and suddenly everything is connected. The soy harvest in India has an influence on the price in Brazil. The speed increased and the system changed into a "just-in-time-finance" model, which doesn't leave any time or possibility to correct problematic developments. Competition doesn't exist anymore as small banks don't have a chance against global players in tax havens. Banks are not competing



Sony Kapoor – "We need to change the rules of the game"

anymore, not on innovation, quality or price. And the global financial market has become more and more complex, deregulated and without

any coordination. It's ruled by bankers earning inappropriate amounts of money without any link between effort and profit.

UNI at the G20

Bernadette Ségol, UNI-Europa regional secretary, reported back to Congress on her experience as part of the trade union delegation to the G20 meeting in Seoul.

She said that she was hopeful that, thanks to their intervention, the previous position that there would be no reference to employment in the final G20 statement would be amended. She argued for unions to participate in international fora, and said that otherwise union concerns would not be heard. She said that UNI will be well placed to take on this role.

She thanked colleagues for their support for her current candidacy for the post of General Secretary of the European Trade Union Confederation and said that she hoped she could count on their continuing encouragement in this post.

Congress responded with a standing ovation and loud applause. On 1 December, the ETUC Executive Committee unanimously endorsed Bernadette Ségol as the next ETUC General Secretary.

Kapoor gave the audience a lively picture of the current financial market and raised the questions: What sort of financial system do we need? How we can make sure that the system doesn't crash again?

"We must change the rules of the game," Kapoor said.

He called on the global trade union movement to take responsibility. The trust in the financial system has gone and nothing really changed since the start of the crisis – the same bankers and regulators are in place. The political discussion still turns around what went wrong in 2007 instead of what happened in the past 20 years.

People have to be more engaged in the financial sector as it is the brain of the global economy, Kapoor said. We need a more regulated, transparent and simplified financial market and responsible bankers, who get back to the original tasks to deliver resources where they are needed. The goal is to create a system which works for us and does not squeeze us to make a profit.

Philip Jennings described Sony as the intellectual warrior fighting on our side.

"We need to change the rules of the game," became the motto of the Congress as it started debate on the motion on the financial crisis.

Pierangelo Raineri from FISASCAT-CISL (Italy) was among those speaking. He warned of the effect of private equity companies who are now taking an interest in smaller companies. Their focus entirely on profit is having a disastrous effect on industrial relations. He also called on UNI to engage in trans-national bargaining.

Jean-Marie Roux of CGT-Finances (France) called for finance to be put back in the hands of society. He also

wanted a more diverse financial sector, including mutual organisations.

Yoko Sekizaki of JSD (Japan) called for social dialogue in the Japanese distribution sector. Her sector was facing a wave of shop closures, a

result of years of deflation as well as an ageing population.

Andy Ross from COPE/SEPBB (Canada) described the lengthy and intrusive searches he had endured whilst travelling from Canada to

Changing the rules for APEC: UNI calls for 'Race to the Top'

UNI affiliates from the APEC countries gathered just before the start of the Congress in Nagasaki to call for change in the rules of the game and to replace the competitive and destructive 'race to the bottom' that is threatening living standards and rights in APEC member states.

The union delegates, representing UNI affiliates from the APEC countries, unanimously agreed a statement, which was presented to the APEC leaders' meeting held in Yokohama, Japan, on 13-14 November, calling for a move away from APEC's focus on free trade agreements towards a broader approach to economic and social development.

UNI General Secretary Philip Jennings said the trade union voice must get stronger in the Asia-Pacific region, whose economic power was clear as both the UNI Congress and G20 met in the region for the first time in November.

"This reflects the economic power shift in the world," Jennings said. "However, the shift in the balance of the global economy towards Asia requires a strong trade union movement here, working to ensure basic labour law protection and adequate social protection. Workers' rights have gotten short shrift in the region and we are here to change the rules of the game."

UNI Apro President Joe de Bruyn said the global economic meltdown reinforced the need to reform APEC, the Asia-Pacific Economic Cooperation pact, which brings together 21 states around the Pacific Rim, including China, Japan, US, Russia, the Philippines and Australia.

"The present economic and environmental crisis requires deeper and bolder changes in the global economic architecture, including reforms in APEC. A guiding reform principle should be how to put workers and people at the centre of development. This means abandoning the narrow neo-liberal approach which worships on the abstract altar of free trade," de Bruyn said.

UNI and its unions will fight for a "race to the top" in Asia and around the world to raise global labour standards and ensure that companies respect them. The initiative will involve close co-operation between UNI Apro and UNI Americas.



Japan, but said that if he was a dollar bill he would have been able to travel around the world instantly, without hindrance. Indeed, governments were falling over themselves to support financial transfers. “Our governments put dollars, euros and yen ahead of our people,” he said.

Monika Brandl from ver.di (Germany) said that her government, like those elsewhere, were seeking to reduce the debt burden by cutting social expenditure. “Show the red card to our government,” she said.

Carlos Silva from SBC (Portugal) reminded delegates that Portugal had for many years lived under a dictatorship. “We still live under a dictatorship, that of capital,” he said.

Maxine Gay from NDU (New Zealand) asked UNI to focus on regional as well as global multinationals. She described the problems in her country with Australian and South African based companies, most recently with a food logistics company headquartered in South Africa.

Chester Humphrey from GTAWU (Grenada), who is also president of the Caribbean Congress of Labour, said that the small nations in the Caribbean were suffering particularly, with high unemployment rates. High debt to GDP ratios meant that the abilities of their governments to be able to intervene to help stop the deterioration of social conditions were severely limited.

After the lively discussion, the resolution on combating the financial crisis was put to the vote and passed unanimously.



Young and old, global and local: Breaking Through for Peace at the UNI World Congress

The afternoon of the second day of Congress, chaired by UNI Apro President Joe de Bruyn, was devoted to the theme of peace.

Peace Messengers and spread a message of peace and nuclear disarmament when they returned home.

“We are all Nagasaki peace ambassadors working for peace in the world,” Taue said.

From the World Congress opening ceremony to closing, many speakers noted the importance of Nagasaki in world history and the need to ensure that Nagasaki is the last place in the world where nuclear weapons are used.

Nagasaki has a program for young people who become Peace Messengers and submit a petition for the abolition of nuclear weapons to the United Nations every year. They also spread a message of peace around the world.

Nagasaki Mayor Tomihisa Taue called on the more than 2000 Congress participants to become



The UNI General Secretary, Philip Jennings, the Governor of Nagasaki prefecture, Hodo Nakamura, the Nyon high school peace prize winners, Daniel Fyfe and Niels Renard, and the Mayor of Nyon, Daniel Rossellat, and the Mayor of Nagasaki, Tomihisa Taue.



At a ceremony at the Nagasaki Peace Park, participants joined the women of UNI Africa in singing “We shall overcome”. In the background is the symbolic peace statue. The creator of the statue, Seibo Kitamura, stated that “the statue was created as a signpost in the struggle for global harmony”. It is the “symbol of the highest hopes for mankind.”

The right hand points to the threat of nuclear weapons, while the extended left hand symbolises eternal peace.

The Congress showed their agreement with loud applause.

A Congress session devoted to peace and nuclear disarmament brought together a dynamic group of speakers.

Two eighteen year olds from the high school that is located opposite UNI’s head office in Nyon were in Nagasaki after winning a competition for students at the school on the theme of peace. The two winners were Niels Renard and Daniel Fyfe. Daniel, who has played the piano since he was nine, composed an orchestral work entitled My Soul at Peace. The piece, “tries to describe the experience of suffering, of pardon and the feeling of peace. To be at peace means to be able to forgive but not to forget the

suffering,” he told the conference.

Niels Renard was inspired by the story of Sadako Sasaki, irradiated by the atomic bomb at Hiroshima, who suffered leukaemia as a consequence. The story her friends told her was that she would be cured if she could fold 1000 origami cranes, “I will write peace on your wings and you will fly all over the world,” but sadly she died having completed only about 644. Niels himself completed the remaining 356 cranes and produced a video showing them floating in a stream in Nyon.

Two of Nagasaki’s Peace Messengers, Aoki Masanori and Haruka Saso, high school students from Nagasaki appealed directly to the Congress for peace and a

nuclear free world. Masanori and Haruka are part of a group of school children who every Sunday gather signatures on a peace petition. Both students were extremely moving as they described their family members’ feelings of fear and uncertainty after the bombing of Nagasaki.

The conference was silent, listening intently to the testimony of Ayako Okumura, who lost her family in the atomic bombing of her city of Nagasaki and only survived herself by chance. For many years she felt unable to talk of her experiences, but in recent years she has worked tirelessly to share her story so the world remembers and pledges never again to use weapons of mass destruction.

Her moving testimony was followed by a performance of music and words about the Nagasaki bombing and the need for peace by the Nagasaki performance group Koseishi, made up of union members and their families from Nagasaki.

Gareth Evans, co-chair of the International Commission on Nuclear Non-Proliferation and Disarmament, reminded delegates that there are 23,000 nuclear warheads in the world today, with the power of 150,000 Nagasaki bombs. More than a third of these are actively deployed operationally, ready for use. “There is only one answer, and that is to change the rules of the game, to stop the proliferation of nuclear weapons and to



The congress welcomed two of Nagasaki’s peace messengers, Haruka Saso and Aoki Masanori, pictured here with Ayako Okumura, a hibakusha, who also made a very emotional presentation to Congress on her experience as a survivor of the Atomic Bomb attack.

Addressing delegates, UNI General Secretary Philip Jennings reminded them that the park is dedicated to global peace – a destination for all those who dedicate themselves to peace, democracy, justice. “It is a symbol for the aspiration for world harmony, a place where we remember the victims of war and repression everywhere, and a place where we claim a world free from fear and free from nuclear weapons,” he said. “Look around you and you will see symbols of peace from around the world. There are shrines here to all the people from different nations who lost their lives in 1945,” he added.



reduce the existing stockpiles to zero, starting now,” he said. He was very concerned, however, that this would not take place. “I believe we are at a watershed, and that unless the relevant actors get serious about moving forward, there is a very real danger of the remaining momentum stalling and the nuclear non-proliferation project falling apart,” he warned.

Finn Erik Thoresen, a former UNI World Executive Board member, introduced the work of the Norwegian

People’s Aid, a humanitarian organisation set up by the Norwegian labour movement in 1939 that since the early 1990s has been campaigning against the use of landmines and cluster munitions. He pointed out that 80 million cluster munitions remain in Laos, forty years after the end of the war there. One million of the four million cluster munitions dropped by Israel in Lebanon remain. “I’ve talked to a mother who lost her ten year old son who thought that the cluster munition hanging in a tree was a toy,” he said.

His organisation had been instrumental in successfully campaigning for the international ban on landmines, now endorsed by 157 countries (though not by the US, Russia, China and a few other countries). A similar ban on cluster munitions is now endorsed by 45 countries.

At the end of the discussion, in an immense show of solidarity the participants of the Nagasaki congress who represent unions from over 900 unions all across the world marched the 2 kilometres from the UNI congress hall to Nagasaki’s symbolic Peace Park. Accompanied by a fantastic brass band of local school girls from Nagasaki the participants marched with joy and solidarity together, waved on by local Nagasaki citizens.

UNI leaders from Africa, the Americas, the Asia-Pacific and Europe echoed the call for peace, speaking in French, German, Spanish, Arabic and English. Participants held a moment of silence to honour the memory of the victims of war and terror throughout the world.

Koki Nakagawa, a local Japanese musician and son of the union official of the Johororen Office in Nagasaki also sang a song of peace especially composed for UNI and the Nagasaki Congress. He was joined by the UNI Apro Youth chorus, who also sang well-known standards including “All You Need is Love” by the Beatles.



Freedom from fear and eradicating workplace violence

This session, chaired by Bones Skulu, President of UNI Africa, focused on creating a world where workers live free from the fear of attacks on human and trade union rights.

John Hannett, USDAW (UK) General Secretary said, “Every minute in the UK a shop worker is abused or insulted just for doing their job. Ten percent of public-facing workers have been physically assaulted.” USDAW has created the Freedom from Fear charter, which better employers have signed up to. He welcomed the adoption by UNI of the freedom from fear theme.

Lynn Bue, from the Canadian postal workers union, talked of an ‘epidemic of worker-to-worker violence’, particularly due to sexism, homophobia, racism and discrimination against those who are differently abled. A hidden violence is the extension of domestic violence into the workplace, and she reported on cases where partners had entered the workplaces of their partners and assaulted or even killed them. But she also urged unions to tackle better the ways in which disagreements between union members and activists could be resolved. “We can be very cruel to each other. In my

union, we’re trying to make a commitment to change the seeds of violence which we have in us,” she said.

Hildebrando Leon, president of UNEB (Colombia), talked of the repression suffered by trade unionists in his country, where the political opposition has been assassinated and four million people displaced. But he said the spirit of fighting back was strong. “This is a time of hope, we must dare to dream,” he said.

Lars-Anders Häggström, president of the Swedish commercial workers union, raised the risks faced by his members in facing armed robberies. “This is the biggest problem for commerce workers. Three shops are robbed each day in Sweden,” he said. A new scheme to encourage employers to provide training for staff on ameliorating the risks was under way.



Edgardo Iozia of Italy and President of UNI Finance said that we need more “down to earth, practical and tangible action” that improves the situation of people and victims of war and violence. Edgardo introduced a project run by Progetto Solidarieta, which he said was independent of any government influence and allowed the union to provide help in a



UNI recognises winners of the Freedom from Fear peace awards

UNI General Secretary Philip Jennings introduced UNI’s Freedom from Fear peace awards. He said that UNI was committed to fighting for human rights issues and had sent missions to Colombia and the Philippines. “We see it as part of our job – if there is a problem in a particular part of the world, we go,” he said. He thanked UNI members and staff who participated in this difficult work.

The UNI Freedom from Fear peace awards were given to the trade unions in El Salvador for their work in bringing back a democratic government and rebuilding the trade union movement, to UNI members in Guinea who had worked for social stability in the time after the military government, to the trade unions of Nepal who had been in the front line of the battle for democracy and to UK unions for their solidarity work with unions in Colombia.

Jennings spoke movingly of the killing in 2008 of Leonidas Gomez Rozo, whose killers had still not been brought to justice.

UI Zensen appeals for solidarity as retailer AOKI attacks the union

The president of the Japanese union SSJAAOKI, affiliated to UI Zensen, spoke of their ongoing battle with management at this national chain of menswear shops. Threats of victimisation had been used by the company to reduce the number of union members from over 1600 to around 250. These bullyboy tactics are unusual in the Japanese context, and the struggle at AOKI is receiving national media attention.

non-bureaucratic manner. Examples he described included psychological assistance to trade unionists in Colombia who had become victims of torture and detention.

José Catarino Nascimento Silva from the Brazilian communication workers' union reminded the audience that peace is not just about the workers, it's also the responsibility of employers. He further called for solidarity from the Congress for two broadcasting workers in Brazil who lost their jobs because of their union activism.

Niang Ndeye Founé, General Secretary of the telecommunications union of Senegal, talked about the migratory trend from Senegal towards Europe, especially Spain and France. Many young workers leave their country to make a better living elsewhere but often fall into the hands of criminals, Founé said. She added that migrant workers often suffer from exclusion, exploitation and racial discrimination, and called for investment to raise awareness among young workers as well as to work with governments for the better treatment of migrant workers.

Claudia Wörmann of ver.di, Germany shared an inspiring story about a South African girl who left her country to work in Germany as an au pair. What she encountered in her new work was far from her expectations, as she was forced to work long hours with practically no free time, she was paid a very small salary and her passport was confiscated by the family for whom she worked. When she complained her employers threatened her that she could be deported for being an illegal worker. However, she was persistent and managed to get in touch with ver.di and their advisory centre for migrant workers. She fought for her rights in court and won. This important court case made it clear that even undocumented workers can claim their rights, Wörmann said. She called for real international solidarity for undocumented workers to make sure they are no longer exploited.

The motions for freedom from fear, trafficking against women and eradication of work place violence were adopted unanimously.



UI Zensen members take the stage to talk about their problems at AOKI.



Unions speak out on climate change and sustainable development

Peter Skyte from Unite (UK/Ireland) reminded Congress that climate change is a workplace issue, with a half of carbon emissions being caused either at the workplace or workplace-related travel. His own union had produced a guide *How Green Is my Workplace?* that proposed a range of initiatives, including union environmental representatives. He suggested that executive pay should be linked to environmental performance.

Juan Martin Sanchez from FUVA (Argentina) and the UNI Latin America network called for the movement to raise the joint demand for decent work and for environmental sustainability.

Gustavo Triani from FAECYS (Argentina) suggested that

environmental clauses be included in global agreements. “Enterprises need to be accountable on their social and environmental performance,” he said.

Arlette Puraye (CNE-CSC, Belgium) raised her concern that countries could sidestep their Kyoto commitments by relocating production to other countries. She called for carbon audits to take into account goods produced abroad and imported.

Kumi Naidoo, executive director, Greenpeace International spoke to the conference by video. He stressed the importance of trade union engagement in environmental issues. Workers’ rights are inextricably linked with these issues. “The poor are the first to suffer from climate change, even though they are the least responsible for it,” he



said. The call must be for a safe and sustainable planet.

The motion on climate change was passed unanimously.



Young union activists call for decent work

Céline Masson (FO, France) called for UNI and its affiliates to help young people find decent work. “Give young people their rightful place in their union. We’re keen to take it,” she said.

Sofie Connysson (Handels) introduced herself as a shop worker from Sweden, aged 29. She said unions needed young people actively engaged, not only because they represented the future of the union movement, but also because young people’s working conditions were often particularly poor. “We need more

women in the union movement – and we also need more young people,” she said.

Kwasi Agyemang-Prempeh (Unite, UK) described the work which his union had been undertaking to improve the conditions of young cleaning staff.

Senator Malaka Parker (ABWU, Antigua and Barbados) said she was unusual in being both a young person as well as president of her union. She expressed her concern at the effect of the current form of globalisation on jobs and work conditions.

The motion on young workers was passed unanimously.



Keith Pollard, President of UNI Youth, called for 20% youth participants at the Cape Town World Congress in 2014.





Resounding endorsement for UNI Global Union's strategy for action from 2010 to 2014

The Congress recognised the work of the 23-member Resolutions Committee, chaired by UNI Vice-President Ann Selin (PAM, Finland) and with UNI Deputy General Secretary Christy Hoffman as secretary.

36 motions and a number of proposed amendments were submitted by affiliates to the Congress.

As a result of the work of the Resolutions Committee, several of these were combined or integrated into existing motions. As a result, recommendations on 17 motions were referred by the Resolutions Committee to the Congress for adoption.

Congress agreed to refer two motions, 'Developing Transnational Collective Bargaining' and 'Linguistic Non-Discrimination' to the World Executive Board for further follow up.

The fifteen resolutions adopted by the Congress, the full text of which will be circulated in a publication, affirm UNI Global Union's position on the following matters:

1. UNI Global Union Breaking Through Strategic Plan
2. Breaking Through on the Representation of Women in UNI Global Union
3. UNI Global Union Affiliation Fees 2011-2010
4. Financial & Economic Crisis
5. Peace
6. Migration and Trafficking of Women
7. Reaching Out the Grassroots
8. Supply Chain – Ethical Trading Protecting Workers
9. Step Up Actions on Behalf of P&MS
10. Social Security and Health Care are Essential to Decent Work
11. UNI Global Union Strives to Eradicate Workplace Violence
12. Health Care is a Human Right Essential to Decent Work
13. Climate Change and Sustainable Development
14. Middle East
15. Young People and Decent Work

Statements were adopted in solidarity with:

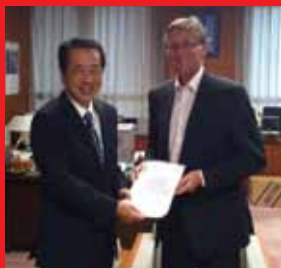
- DHL workers faced with anti-union and anti-workers rights actions across the globe. UNI Post and Logistics, along with the International Transport Workers' Federation, are fighting for a global agreement to secure workers' rights globally.
- The people of Burma, denouncing the sham elections that took place on 7 November 2010 in Myanmar/ Burma and calling for the immediate and unconditional release of Aung San Suu Kyi and all 2200 political prisoners and the restoration of democracy.
- UNI affiliates in the US, Canada, Poland, India and Portugal facing unfair anti-union treatment by Securitas, in violation of the provisions of the Securitas-UNI/Swedish Transport Workers' Union Global Agreement.
- UNI Post and Logistics union members suffering under the effects of post liberalisation and privatization, calling on the European Union to institute immediately a moratorium on the implementation of the 3rd Postal Directive.
- SACCAWU members at Pick n Pay on strike over an unresolved, protracted wage dispute.
- Turkish bank workers who are not allowed to strike by law as they are considered an 'essential service'. The Turkish Government promised to change the law but recently withdrew from this commitment.
- Wal-Mart workers calling on the company to conclude a Global Agreement with UNI Global Union that would set fair standards for worker and union rights for the company's global work force.
- T-Mobile employees calling on Deutsche Telekom to end the double standard for workers in its global operations and to sign a global agreement and end its repressive tactics against our brothers and sisters outside Germany.
- AOKI Group Union, a member of UNI affiliate UI ZENSEN, faced with unfair union busting by the AOKI Holdings Inc. and AOKI Inc. management, calling on the company to immediately stop unfair labour practices and intimidation and to restore respect for AOKI workers and their right to organise.
- Employees of Danske Bank's Republic of Ireland branch, National Irish Bank, following a unilateral decision to close the staff's defined benefit pension scheme before the completion of mediated negotiations with the employees' representatives, IBOA The Finance Union, and offering employees a once-off 5% bonus to forego future benefits.



Breaking Through around the world

Japanese Prime Minister tells UNI Congress “employment is the foundation for growth”

UNI General Secretary Philip Jennings met with Japanese Prime Minister Naoto Kan during the ITUC’s Asian and Pacific Labour Network (APLN) meeting in Tokyo in November.



Unable to attend the Congress personally due to commitments at the G20 Seoul Summit, Kan sent his Deputy Chief Cabinet Secretary Tetsuro Fukuyama to convey a message on his behalf: “I believe the themes discussed at the Congress,

such as future policy issues of UNI in a more than ever globalised society and discussions for the better treatment of unstable workers in the world-wide service industry, are very timely topics to discuss given the current circumstances in the society we live in today. I believe that employment is the foundation for growth. With stable employment there will be growth in demands, and with this the economy will revitalise, creating even more employment. Wages will rise and we can bail out of the deflationary spiral. Currently I am powerfully implementing the rebuilding of our nation under a virtuous cycle of growth and employment. I have heard there will also be discussions under the theme of world peace. I will spread the importance of nuclear disarmament and nonproliferation.”

UNI pledges to work for peace in the Middle East

Philip Jennings reported to Congress on the recent four-person UNI delegation to Palestine and Israel, which spoke with trade unionists, political leaders, representatives of NGOs and government ministers. “We are trying to open a new chapter in our engagement there,” he said.

We want peace and we want two states living side-by-side in peace, he said. “We must support the building of a democratic Palestinian state. We want a Palestinian state with a strong trade union movement and strong labour market institutions. It cannot stop there. Palestine needs all the apparatus of a democratic state to be in place — education, health, energy, water, transport, judiciary, police and defence.”

The Congress unanimously passed a motion calling for peace in the Middle East, a two-state solution and cooperation between Israeli and Palestinian trade unions to work towards peace. The motion called on affiliates to urge employers to stop doing business with companies who profit from the settlements that are all illegal.

Takashimaya: First Japanese Global Agreement

Koji Suzuki, president of the Japanese based retailer Takashimaya, explained why his company was the first in Japan to sign a Global Agreement with UNI.

“Since signing the Global Agreement, unions and management at our company are engaged in a process of mutual review of the management action plan at the highest consultation level. As the first union and management in Japan to sign a GFA we intend to fulfil together the responsibility of being pioneers and not let the agreement end up dormant,” he said.

Thanking Suzuki, Philip Jennings told delegates that Takashimaya had held a thousand workplace meetings to promote the agreement, so that every member of staff was briefed on it. “We need business leaders to have a sense of responsibility. Too often issues of the environment, of corporate responsibility and of taking care of working people are pushed to the margins,” he said.

New Breakthrough: UNI Sport Pro launch in 2011

The Congress welcomed the initiative to create UNI Sport Pro Global Union in 2011. Just prior to the Congress, the UNI World Executive Board accepted the 30,000-strong EU Athletes into membership. This organization represents professional sports people throughout Europe. UNI Europa Sport Pro and UNI Sport Pro Global Union will be UNI’s newest start up.

In his address to Congress, Walter Palmer, General Secretary of EU Athletes and a former professional basketball player, reminded delegates that players are workers with real issues and concerns about their employment situations and often earning relatively low pay. A 2008 survey of basketball players found almost half earned less than EUR 30,000 for example. “Sport is a global business and athletes need a global union,” Walter said.

UNI signs Grow Russia agreement to Break Through for Russian workers

UNI signed an agreement with its Russian unions that cements the joint commitment to organise Russian workers in the multinationals that have signed Global Agreements with UNI, enforcing the agreements and ensuring the workers have collective bargaining rights.

UNI General Secretary Philip Jennings signed the agreement along with Mikhail Shmakov, president of the Federation of Independent Trade Unions of Russia (FNPR),

at the UNI World Congress in Nagasaki. It will also be signed by Anatoly Nazeykin of the FNPR in Russia.

The organising drive by the Russian unions will be supported by UNI as part of its GROW initiative to Get Recognition – Organise Workers. GROW is a key part of the Breaking Through plan, which focuses on building power in unions by organising new members.



Congress paid tribute to the creator of the Congress video clips, Sebastian Menasse.

UNI Congress elects new leaders

Joe de Bruyn elected UNI President

Joe de Bruyn was unanimously voted as UNI's new President.

Speaking to Congress, Joe said that he felt humbled by the honour which was being bestowed on him. He pointed out that he was the first President from the Asia-Pacific region of UNI. His appointment was an honour to the Australian labour movement, his own union the SDA and also an honour he felt personally, after "thirty-seven years or more in the union movement". He thanked Joe Hansen for his great contribution as the outgoing President.

"My commitment as President will be to work for all the goals we have set ourselves. We are united and we have a common programme, but there is a lot to do," he said. The work shouldn't be left just to Philip Jennings and the staff team, he added: "We all have to be involved".

"When we meet again in Cape Town, we need to be able to genuinely say, 'Yes, we have broken through, we have made the world a better place for the members we represent'," he said.

Philip Jennings re-elected as General Secretary

Philip Jennings was unanimously re-elected as General Secretary.

Philip thanked Congress for their support, which he said was very important for him. He stressed the new work programme on which UNI was embarking. "We have the plan, we are getting the means and we have no time to lose. This is a team effort," he said.

He thanked Christy Hoffman for her support as Deputy General Secretary and paid tribute to Philip Bowyer's contribution in the same role before his recent retirement. He also thanked his wife Birgit and family for their support.

Philip also paid fulsome tribute to Joe Hansen's role as President. "Joe, I thank you personally for your support. This role requires the closest possible cooperation with the President, and Joe has always found the time for me."

Joe Hansen steps down as UNI president

Joe Hansen closed the Congress with his own thanks to all who made Congress a success. "The last seven years have been one of the most rewarding things I've done," he said.

The Congress also elected a new World Executive Board. Michel Gobet from SYNDICOM (Switzerland) has been re-appointed by the World Executive Board as UNI Treasurer.

Congress elected four member auditors and four substitutes:

MEMBER

Jorunn Berland, FSU, Norway
Rob McGregor, UNITE, UK
Christian Roland, SETCa, Belgium
Mirco Serena, UNIA, Switzerland

SUBSTITUTE

Magnus Nyström, FSU, Sweden
Agnes Tolmie, UNITE, UK
Myriam Delmée, SETCa, Belgium
Verena Wiesner, GPA-DJP, Austria

See you in Cape Town! UNI Congress in Nagasaki comes to an exciting close

The UNI World Congress started with a bang and finished with a bang of Japanese and African drums making a symbolic transition to Cape Town, South Africa, site of the UNI World Congress in 2014.

“This UNI Global Union knows where it wants to go,” Jennings said in his closing address. “There is no time to lose. We are stronger together. This is a team effort. You elected me but you endorsed a team.”

Jennings said the team, in offices around the world, will work together on Breaking Through.

Jennings thanked the Japanese team for their “Brilliant Congress.”

“Please feel proud,” he said. “You could not have done better.”



A few days after the Congress, UNI General Secretary Philip Jennings and Head of UNI Commerce Alke Boessiger joined representatives of UI Zensen in front of AOKI's head office in Tokyo.



“To South Africa: 2014 is just around the corner,” Jennings said. “In Berlin, Chicago and Nagasaki the bar has been lifted. Together we will take the 2014 Congress to a new level again.”

At the closing Jennings also announced the news that pro-democracy leader Aung San Suu Kyi would be released from house arrest after more than 7 years in detention. The UNI Congress released a solidarity statement denouncing the sham elections in Burma and calling for the restoration of democracy and the release of the Nobel Peace laureate and all 2200 of the country's political prisoners.

Two days after the conclusion of the UNI Global Union World Congress in Nagasaki, Jennings attended the Peace Appeal ceremony of the 2010 world summit of Nobel Peace laureates in Hiroshima.

The ceremony at the Hiroshima peace park was addressed by six Nobel Peace Prize recipients who echoed many of the themes from the UNI World Congress debate on peace and freedom from fear.

The Dalai Lama said, “People power could change the world. Prayer was not enough. People must take action”.

Our favourite parts

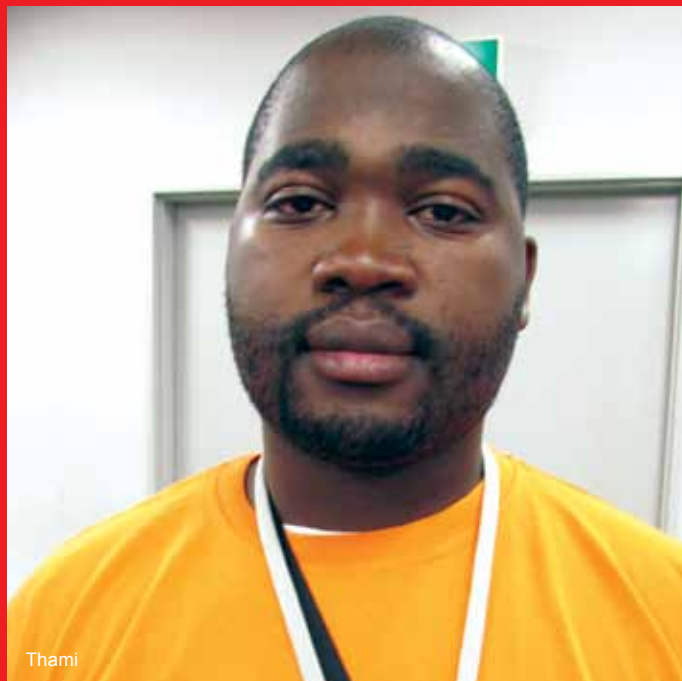
Prithviraj, UNITES India

What was your favourite part of the Congress?

The peace march was a strong statement, 2000 unionists calling for peace and making a difference.

Which speech or presentation has inspired you?

Sony Kapoor was able to explain in a simple way how to handle the financial crisis.



Thami

Thami, Communication Workers Union KZN, South Africa

What was your favourite part of the Congress?

The debates and discussion on solidarity: As young people we need to be more active as what affects us in South Africa affects others elsewhere, like in Zimbabwe. What I have seen in the Congress on this engagement, supporting us all to send resources to Zimbabwe to help organise young workers like ourselves.

Which speech or presentation has inspired you?

The presentations have all been inspiring especially the first day, but I have also been inspired by what is outside of the Congress. To be here in Nagasaki and visit the A-Bomb museum was inspiring. In South Africa we were under apartheid for over 100 years, many people dying, but so many died in Nagasaki in just one second. Nagasaki has since rebuilt itself to become a very beautiful city.



Martina

Martina, ver.di Germany

What was your favourite part of the Congress?

It is difficult to say what my favourite part was as there were quite a few. Of course the section on Peace [was one of my favourites]. When all the women came on stage together and talked about their work, we could feel the passion and see that they shared the same idea of trade union work and participants were warm and welcoming



Rainier & Michelle

of this. It was clear women are a part of the whole thing. The women felt that UNI is the best platform for reaching their goals.

Which speech or presentation has inspired you?

The two women cleaners for the Netherlands!

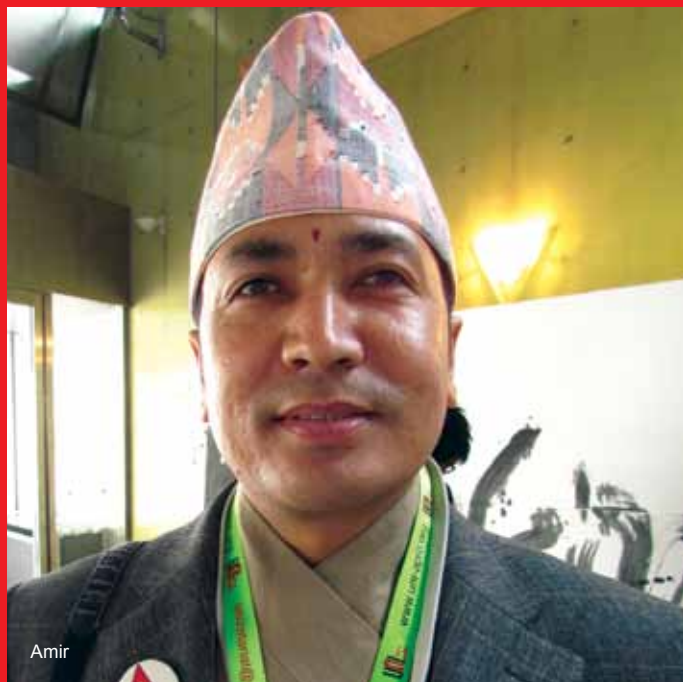
Rainier & Michelle NUBE, Malyasia

What was your favourite part of the Congress?

The opening was great! The Peace Rally was really meaningful to us. To experience this for the first time in Nagasaki, it has a different meaning. It was good for the unions to take up issues not just about our working rights but for the greater good.

Which speech or presentation has inspired you?

The Atomic Bomb survivor, of course, and Mr. Philip Jennings's opening speech: it has encouraged us. We feel the Congress delegates are well informed on youth issues, but it would also be good if there was an opportunity for more young people to speak. We also really liked the videos.



Amir

Genoeg). The activists were here telling their own stories. As service industry workers on low pay, they took action for such a long time.

Amir, CWU Nepal

What has been your favourite part of the Congress?

To see what is going on in the world, the problems we face and how the unions are dealing with them. Not just discussing problems, but solutions and Break Throughs!

Which speech or presentation has inspired you?

Many inspired me. Tomorrow will come. We must not be stopped but keep on moving.



Ingrid

Ingrid, NDU New Zealand

What has been your favourite part of the Congress?

The Women's Congress was inspiring. I have never been to such a big meeting of women before. I enjoyed the stories of their struggles and victories from all around the world.

Which speech or presentation has inspired you?

The Dutch Cleaners campaign inspired me (FNV Schoon



Devi

Devi, AME Malaysia

What has been your favourite part of the Congress?

I have been motivated seeing how the rest of the unions around the world have been successful in some way.

Which speech or presentation has inspired you?

The Breaking Through Awards are proof of our achievements! They were very inspiring.

Priyesh, UNITES India

What has been your favourite part of the Congress?

The video presentations and the atomic bomb survivors.

Which speech or presentation has inspired you?

Many things have inspired me. I will take back the information on the Atento struggle and also share the story of the Basketball Players. Even they are organising! I can use the videos from the Congress to show how people are uniting globally. The Atomic Bomb survivor was really moving.



See you in Cape Town!



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