

Future Work Plan for the Mining and DGOJP Section

This ICEM World Conferences for the Diamond, Gems, Ornaments and Jewellery Production (DGJOP) Industries and the Mining Industries having met from the 22 to 25 November 2004 in Boksburg, South Africa and have having analysed, discussed and debated the trends and challenges we face in those industries. The conference participants hereby unanimously adopt the following conclusions:

1. Merging the DGOJP and Mining Sections

We resolved to consolidate and merge our members of the two different sections into a single section. We view the merger as a natural step forward in building greater global unity and co-operation amongst workers in the mineral value-adding chain under the banner of "from mine to fashion". Conference will elect a Chair and Vice-Chairperson of the new section both of whom will be ex-officio members of the ICEM Executive Committee. We salute and congratulate our members in the DGOJP Section on the eve of their Centenary Celebrations for their tireless efforts and commitment to building international workers solidarity. We look forward to the 100th anniversary celebration to be held in Surat, India in 2005 and will spare no effort in marking the occasion globally.

We wish to extend our salutations to Gijs Honing, Chair of the DGOJP Section, for his sterling work to promote internationalism in the sector and wish him well in his retirement after 35 years of selfless dedication to the cause of workers solidarity in the DGOJP industries.

2. Promoting Beneficiation

Conference, having discussed the importance of beneficiation of locally extracted minerals in promoting jobs and economic development through diversification, calls on our affiliates to explore strategies to engage workers, employers, governments and communities in promoting, developing and implementing local beneficiation policies. To this end, the ICEM Secretariat in collaboration with the Section Chair and Vice-Chair and the Presidium will undertake, over the next four years, activities to support worker-to-worker exchanges to investigate and share ideas and experiences in good beneficiation policy.

3. Promoting A Decent Work Agenda

The ICEM undertakes to increase and strengthen its campaign to promote the International Labour Organisation's Decent Work Agenda across our industries globally. To this end we seek to ensure that multinational corporations observe and adhere the principles outlined in the ILO Fundamental Rights and Principles at Work and the United Nation's Global Compact initiative. An effective mechanism for achieving this is through meaningful, inclusive and regular social dialogue. We will engage employers at the highest level possible through the International Council for

Mining and Metals to set up a joint consultative structure to monitor global compliance of these instruments. We direct the ICEM President, the General Secretary and the Section Chair and Vice Chair to meet urgently to discuss the establishment and terms of reference of this joint structure and to report progress to the first ICEM Presidium in 2005.

Given the relationship between the extractive and processing sectors in the construction, transport and manufacturing industries we will seek to build greater workers solidarity through the relevant global union federations namely the IFBWW, ITF, IMF and the IEMO. We welcome the opportunity to participate as a multi-stakeholder in Communities and Artisanal and Small Scale Mining (CASM) project that has as its central object the upliftment of workers and communities that depend on small scale mining for their livelihoods. Our participation seeks to promote good social and environmental standards in this very important sector.

We will seek to set up a partnership and develop alliances with progressive Global Civil Society organisations that support our campaign to promote the Decent Work Agenda.

We need to double and strengthen our efforts in promoting the ILO campaign and conventions against child and forced labour. Programmes have to be worked out jointly with the ILO and our members to have our share in the total eradication of child labour in mining and diamond and gem polishing.

Following the complaint lodged by the CFMEU against BHP Billiton with UN Secretary General, Kofi Annan, we will vigorously pursue companies that sign up to the Global Compact and yet fail to comply with its principles. In this regard our affiliates must identify signatory companies in their countries and monitor compliance at local level. Violations should be immediately brought to the attention of the ICEM Secretariat and to the Global Compact Office. The conference endorsed a strong view that those companies who do not wish to comply with the principles of the compact should not sign on, as not to endanger the credibility of the initiative.

Regular reports on progress on the matters will be tabled and discussed at the Presidium.

4. The Mining Growth Scenario

Conference, having analysed the current investment, supply and demand trends in the minerals and mining sectors confidently concludes that global mining is a sunrise industry. We anticipate sustained growth particularly in the southern hemisphere. We insist that such growth must be accompanied with increased union density. The ICEM at all levels will seek to identify recruitment and organising possibilities in such growth areas under the theme of "organising the unorganised".

We need to develop our capacity to monitor local and global consolidation, ownership and control trends through mergers and acquisitions in the industry. Such data will

increase our ability to monitor the movement of multinational companies across the globe.

We also recognise that mature mining nations are not encouraging the development and recruitment of new young skills and talent, particularly amongst women, that is needed to accompany this growth. Developed mining nations are recruiting these skills from developing countries thus competing for the same global pool of mineworkers.

The ICEM should convene a conference to further examine the opportunities and even the threats provided by the growth scenario in order that we respond effectively to this scenario.

Further work needs to be undertaken to examine the role of uranium and coal mining in future energy scenarios. Urgent attention must be paid to the development and transfer of clean coal technologies to reduce carbon dioxide emissions in line with the Kyoto Protocol. In this context affiliates in the coal industry agree to collaborate, through networking, in the exchange of ideas and experiences on how to improve health safety and environmental standards in the coal sector.

5. Global Agreements and Networks

We will continuously pursue to global agreements and networks as part of our global strategy to unite and organise workers; to promote social dialogue with employers and employers organisation in the implementation of human, trade union rights, health and safety and decent work.

The existing ICEM Rio Tinto Global Workers Network will be expanded to now include workers in the diamond and gems cutting and polishing industries.

We support efforts by the NUM to focus on building closer cooperation and links with AngloGold workers across the globe. This must also be accompanied by a review on the scope and applicability of the current agreement.

The priority target for an ICEM Global Workers Network is BHP-Billiton, the largest diversified global resources company.

6. Promoting a People-Centred Developmental Mining Industry

We will pursue both nationally, regionally and globally, mining policies which have as their main objective of safe, humane and productive industries that meet basic human needs, promote economic development, create decent work, promote human and trade union rights, peace and security.

We insist on the centrality of governments to develop, promote and regulate the mining and energy industries to meet these objectives. The development of national

and/or industry policy must be underpinned by the principles of transparency, democratic participation of trade unions and building consensus. We welcome the establishment of the intergovernmental Global Dialogue on Sustainable Development. As stated in their stakeholder engagement policy, we look forward to the opportunity for a structured, meaningful and on-going dialogue with them to achieve common goals.

Within the ICEM we will continuously strive to promote greater communication, sharing of information, training and cooperation amongst and between affiliates, through existing structures and networks, in order to build our capacity to actively promote and campaign for sustainable mining policies that meets the needs of today's and future generations. As part of this strategy we will work with our affiliates to expose undemocratic and corrupt practices both in the private and public sector.

We send a clear message to public and private finance institutions that we do not accept the "one-size-fits-all" mine privatisation and sector restructuring model spearheaded by the international finance institutions, in particular the IMF and the World Bank. Following the social devastation we see in countries such as Sri Lanka, Poland and Ukraine we warn these institutions that the unilateral imposition of any restructuring that is not socially sustainable is bound to fail. We must continue to communicate these policies to the IFI's and international energy agencies and engage them with a view to ending their finance-driven model of privatisation at the expense of social interests.

We fully endorse the brave struggles of our affiliates in Nigeria, Columbia, the DRC and Botswana to force governments to recognise fundamental trade union rights to organize, represent members, bargain collectively and to be fully consulted on workplace changes. And we assure them of our full support until they have achieved their demands.

The strength of the ICEM is its affiliates. By using our founding slogan, "Unite and Organise" we can still grow stronger through recruitment of new members, and forging greater unity and solidarity amongst all workers in the extractive, processing and manufacturing at national, regional and global level. Our regional and global networks must be strengthened and focused to achieve this goal. Our strategy of pursuing global agreements and global networks must be used by our affiliates to achieve this goal through targeted recruitment to organise the unorganised. Building our strength must be accompanied by building our resources to succeed.

7. Peace and Social Justice

Conference condemns the unilateral invasion of Iraq and call on the international community to ensure the early election of a truly democratic government and the withdrawal of all occupying forces.

Conference further calls for immediate action to secure a just settlement of the Palestinian / Israeli conflict, including the formation of an independent and viable Palestinian State.

In addition to the above, this conference identified the following areas of work:

- a. Develop long-term policies in the search for acceptable solutions regarding the relationship between gender equity, employment security, job creation and sustainable development in the industry;
- b. Explore how our affiliates can take forward and promote the ILO Decent Work Agenda through their respective bargaining arrangements;
- c. Campaign for the ratification for ILO Convention 176 on Mine Health and Safety in all mining nations. To assist affiliates in creating awareness ICEM Secretariat will make available the Global Health and Safety Campaign Manual. (As the United Steelworkers of America said "the most important thing to come out of a mine is the mineworker" – we must never stop reminding employers of this fact);
- d. Ensure that mining corporations that are engaging and benefiting from resource wars are exposed and brought to justice;
- e. Continue to build local partnerships in the fight against the HIV/AIDS epidemic;
- f. To set up a discussion amongst our affiliates organising asbestos miners to agree a way forward on the implementation ILO Convention 162, the employment and social impact of the call for a ban on asbestos mining.

Finally we conclude by our congratulating the people of South Africa on the occasion of the 10th Anniversary of Freedom and Democracy. In particular we salute the role played by the South African labour movement in the liberation struggle. We are deeply inspired by your courage and determination to protect and advance workers rights at home and around the globe.

We extend our sincere appreciation to our host, the National Union of Mineworkers, for their enormous contribution to making this historic conference a resounding success. We are confident that the sprit of hospitality, cooperation and solidarity that has been demonstrated at this conference will grow, be strengthened and serve as an inspiration to all ICEM members.

Amandla !!! Awethu !!!!