



MENA Oil and Gas Unions' Regional Network Meeting

19-20 April 2017, Beirut, Lebanon



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**Diana Junquera Curiel
Energy Industry Director
IndustriALL Global Union**

Results of Questionnaire

When?

April 2016

Who answered the questionnaire?



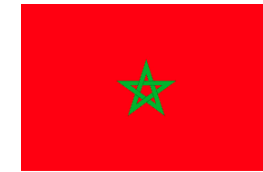
Egypt



Mauritania



Tunisia



Morocco



Algeria



Yemen



Iraq



Jordan



Labor and trade union legislations & ILO Conventions

- Ratification ILO conventions especially 87/98?



C087 - All of them except Iraq, Morocco and Jordan
C098 - All of them

- Key challenges for workers in ratified laws?



Absence of the application
Public sector workers are not included
Arbitrary dismissals

- National law to organize and protect trade unions? key challenges trade unions?



Absence of the application

- Where is freedom of association guaranteed in national legislation?



Constitution and Labour Law

- Main Labour Legislations



Labor Code
Labor law
Frameworks conventions

- How does this affect oil and gas workers and unions?



Weak labor laws
More advantages for employers



Occupational Safety and Health (OSH)

- **Legal coverage for ensuring OSH in the workplace**
 All of them
Absence of application
- **Are trade unions represented in OSH bodies at workplace, sector or national levels?**
 All of them
Algeria is controlled and monitored by the labor inspector
- **How much employers and government respect the laws and rules in place?**
 Commitment but also corruption
- **What impact does this has on workers?**
 More commitment by employers and unions
- **What does unions do to improve health and safety conditions?**
 Training
Legal, cultural and economic assistance
Tool for development and productivity enterprise
- **How does this affect oil and gas workers and unions?**
 Sectorial characteristics
Refugees



Wages



Egypt



Mauritania



Tunisia



Morocco



Algeria



Yemen



Iraq



Jordan

Minimum Wage

61 \$

100 \$

220 \$

370 \$ Public
265 \$ Private

170 \$

100 \$

214 \$

310 \$

Minimum Wage
for O&G

340 \$

500 - 1.000 \$

Who is responsible
for wages
negotiation?

Governments

How are wages
decided?

Collective Bargaining



Workforce, unionization, organizing and union structures



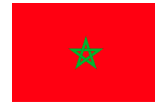
Egypt



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Jordan

Country Workforce	28.3 M	1.32 M	2.35 M	11.73 M	11.15 M	7.1 M	8.9 M	1.9 M
Oil & Gas Workforce	0.5 M	0.03 M	0.06 M	0.72 M	1 M	0.025 M	6.67 M	0.01 M
% Country Unionization	35%	20%	25%		20%	85%	45%	8%
% Oil & Gas Unionization	40%	20%						10%
How to increase membership?	Individual membership, training, campaigns, meetings for unemployed, reject precarious work							



Precarious Work

- Situation precarious work in Oil and gas
- Percentage of precarious workers in the sector
- Kind of precarious work
- Evolution Precarious Work (last 5-10 years)
- Differences in working conditions
- Union challenges
- Causes of precarious work expansion



High level



Around 60%
Iraq not in Public sector
Yemen 5%



Irregular employment
Direct daily employment
Fuel Stations



Between 50% to 100%



Temporary or not contracts
No social security
Low salaries



Unionizing
Organizing



Weak legislation
Weak union affiliation
Refugees

Multinational Companies



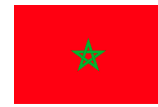
Egypt



Mauritania



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Yemen



Iraq



Jordan



Shell



TOTAL



ENGIE



Statoil



LUKOIL



PETROBRAS



ENI



REPSOL



Others

BP
Exxon Mobile
Apache
Methanx

Kinross
MCM

DNO
VIVO
Slumberger
Baker Hughes

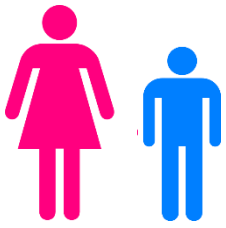
Coral Petroleum
Matargaz

DNO
OXY
Coyali
Canadian Ox.

BP
Exxon Mobile
Heltron
Mitsubishi

Aston
AL Manaseer

MNCs
operating
by country



WOMEN & YOUTH

- Rate of women and youth within the workforce
- In Oil and Gas sector?
- Rate of women and youth within unionization
- In Oil and Gas sector?
- Women and youth in the union decision making process and leadership position
- Policies to improving participation of youth and women at different levels



Women 15%
Youth 40 %



Women 15%
Youth 30%



Women 6%
Youth 40%



Women Morocco 30%
Youth Algeria & Jordan 70%



Quotes in Parliament
Morocco Quote 30% W&Y



Social Dialogue and Collective Agreements

- How effective is the social dialogue in our country?



Algeria No SD
Tripartite Meetings
Agreements without application

- On which level are the collective agreements exist?



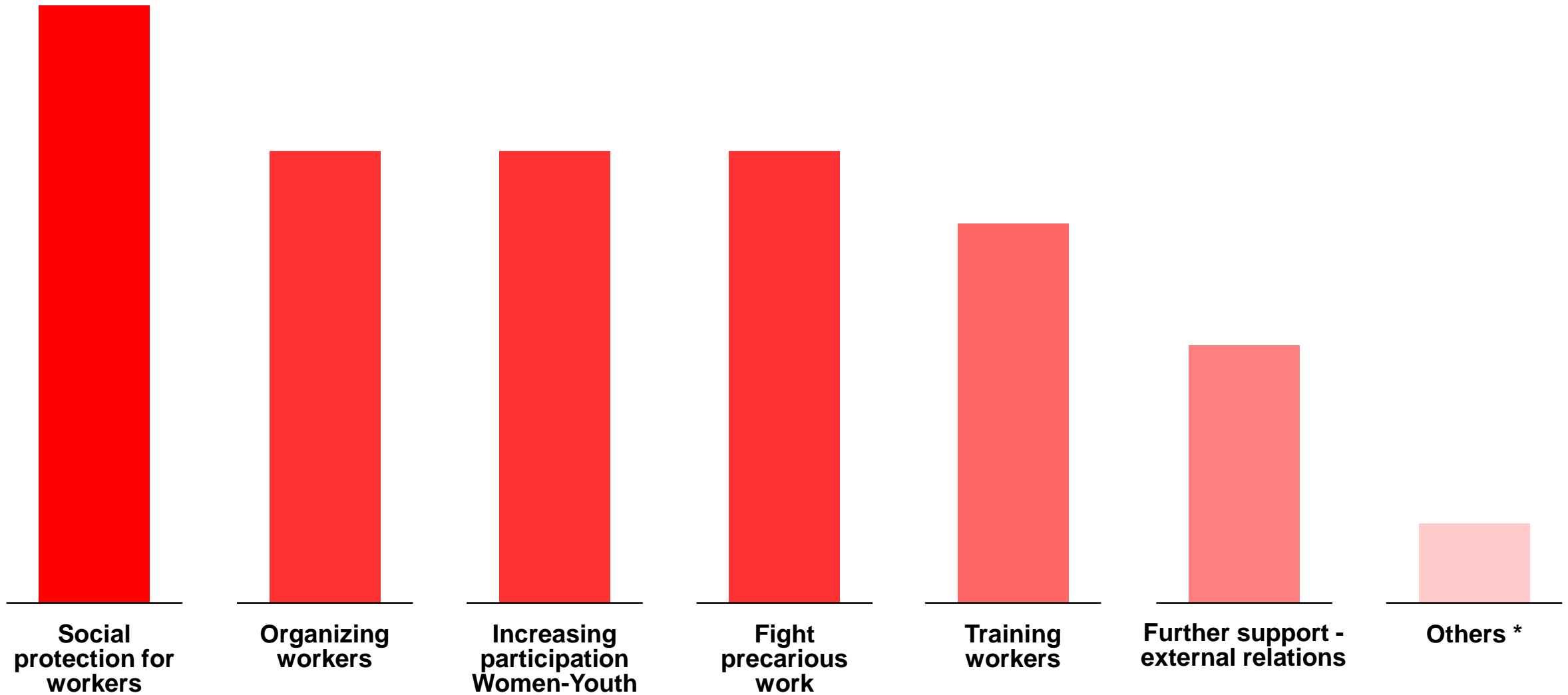
Egypt, Tunisia, Yemen & Jordan – MNC's Level

- Oil and gas sector?



Morocco 4 Agreements

Objectives and priorities



*Improve workers situation in MNC's, Raising workers' economic level, Issuance the Freedom of Association Law (Iraq), Holding conferences, Coordinating and arrangement with government agencies such as the Iraqi Parliament and ministries (Iraq), Improve coordination between national unions, Protecting unionists from state persecution, Activation of the Contracting, Health, and Safety Committee (Morocco), Work on a unified collective agreement, Participate in a community dialogue to prepare labor legislation (Yemen)

Thank you very much for your attention!

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Please visit
www.industrialunion.org

