

The failure of negotiations at the OECD has increased the pressure for the third WTO Ministerial Conference to put investment onto the agenda of the WTO. UNCTAD is also involved in the consideration of how a global instrument might be negotiated.

FRAMEWORK AGREEMENTS

An early example of a framework agreement is the 1988 agreement between the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) and the France-based MNE Danone. This agreement set forth union company co-operation in four areas and pledged the company and the IUF to implement trade union rights as defined by ILO Conventions Nos. 87, 98 and 135. Five subsequent implementation agreements based on the 1988 agreement have been signed. Of particular note is the 1994 agreement consisting of a joint charter guaranteeing full exercise of trade union rights throughout the entire operations of this global company. In June 1995, the IUF signed a similar agreement with the ACCOR hotel and catering chain on trade union rights that also applies throughout the global operations of this company.

The International Federation of Building and Wood Workers (IFBWW) reached an agreement with IKEA which covers suppliers. The agreement incorporates ILO core standards and provides for an annual review by a joint committee. The sanction for violations is cancellation of the supply agreement. An agreement negotiated between the International Chemical Energy and Mine Workers' Federation (ICEM) and the Norwegian oil company Statoil commits the company to respect the principles contained in ILO core conventions. The agreement explicitly provides that the company shall not oppose the organisation of its employees.

The ICFTU considers that international investment policies should also include strong workers' rights and environmental clauses to ensure that incentives for TNC investment do not include violation of core labour standards or lax enforcement of environmental protection. The ILO Tripartite Declaration of Principles on Multinational Enterprises and Social Policy and the OECD Guidelines on Multinational Companies should inform the drafting of any WTO agreement on investment. Furthermore, any international framework agreement on investment should include a development clause allowing developing (and transition) countries which respect fundamental workers' rights to create time and space for national companies to develop before full exposure to the force of global competition from large and well-established multinational companies.

³ op cit., ICFTU (1996), p.25 and 26.

⁴ Havana Charter for an International Trade Organisation.

⁵ The ICFTU has published a "Users' Guide to the Social Summit. Available from the ICFTU, or on our World Wide Web site at <http://www.icftu.org>

PART V

THE WAY FORWARD

THE NEXT STEP

The campaign for a workers' rights clause is now at a critical phase. The trade union movement made significant gains from the Marrakech, and Singapore meetings. These gains were the result of careful planning, a lot of media work and intensive lobbying during the negotiations. Trade ministers left the 2nd WTO Ministerial in Geneva knowing that core labour standards and their relationship to the WTO would figure prominently in talks about the next round of multilateral trade negotiations.

The third WTO Ministerial Conference will be held in the United States from November 30 - December 3 1999. The purpose of this meeting will be to review progress in the implementation of the Uruguay Round of trade talks and to consider launching a new round of WTO negotiations, which will last into the next decade. Campaigning around the issues to be raised at this meeting has already started, and will intensify over the intervening months.

The ICFTU's aims are to keep up the pressure for core labour standards and trade nationally and at world level, and to create and use opportunities to keep the issue in the headlines, such that the Seattle meeting takes decisive measures to move forward on labour standards. The ICFTU is further calling for development, environment, gender and other social issues to be fully included when the decisions are taken at Seattle on the content of the new round (see Chapter Two).

THE RIGHT TIME FOR WORKERS' RIGHTS

Support for a workers' rights clause is growing. Public awareness of international social issues is high. The growth in media and communications technology has shrunk the distance between countries.

The Asian crisis has illustrated the flaws in trying to build up an economy without taking into account the views and needs of civil society, including trade unions. Governments have learnt that they cannot simply pursue growth, without taking human and trade union rights into account. And that the free market cannot simply be left to operate unchecked and ungoverned. As we have argued earlier, the international business community itself campaigns vigorously for global regulation when it comes to matters like copyright control, or the manufacture of counterfeit goods that affect corporate profits. This sits rather uneasily alongside their opposition to a workers' rights clause.

Globalisation is a key concern of the whole spectrum of NGOs - and trade unionists have found that at most meetings they attend, whether organised by environmental or women's groups, globalisation is discussed.

INTERACTING WITH THE ASIA-EUROPE DIALOGUE IN ASEM

"ASEM" consists of the 15 members of the European Union (EU) (Sweden, Finland, Denmark, Germany, Netherlands, Luxembourg, Belgium, France, United Kingdom, Ireland, Austria, Italy, Spain, Portugal and Greece) plus the European Commission; the 7 members of ASEAN prior to its latest enlargement (Indonesia, Singapore, Malaysia, Brunei, Philippines, Thailand and Vietnam); and three other Asian countries: China, Japan and Korea. The first ASEM Summit of heads of state or government took place on 1-2 March 1996 in Bangkok.

The ICFTU/APRO prepared a Statement to the 1996 ASEM Summit in Bangkok calling on governments to include the social dimensions of economic co-operation on their agenda. .. An international trade union delegation representing trade unionists from APRO, the ICFTU and the ETUC presented the Second ASEM Summit in London in 1998 with a Social Action Plan for Asia. In particular the unions emphasised that restructuring in Asia must begin with domestic reforms, with a much wider role for social democracy, and said that investment or assistance plans to help the ailing economies must include the protection of core labour standards.

Women's organizations have begun campaigning on these issues because of their awareness of the negative links between the global economy and exploitation and discrimination against women. There have been a number of campaigns to raise awareness about equal wages and treatment for women workers, improving their working conditions and organization into trade unions, including the ICFTU's international campaign on the rights of working women and the campaigns of the ICFTU Asian and Pacific Regional Organization, ICFTU/APRO on "Women Know Your Rights" and "1 + 1 = Women Power". Women trade unionists and women's organizations were effective at the United Nations Fourth World Women's Conference in Beijing in 1995, in ensuring that the final declaration included a strong reference to the importance of guaranteeing workers' rights, including rights to protection against discrimination, in international trade agreements.

Ethical consumerism, fired in part by energetic and imaginative campaigning from the trade union movement and other civic groups has also helped dispel the image of the all-powerful, all-conquering TNC. People are beginning to see that activism can generate political will. All this has created a fertile environment to address workers' rights in the international trading system.

THE MESSAGE

One reason that the message on a workers' rights clause is making progress is that it is a very simple message. Despite (or, perhaps, because of) the vehemence of the opposition, few people doubt that trade and labour standards are connected in just the way that the trade unions maintain - that unscrupulous employers and governments are paying low wages and oppressing workers to maximize profit. It sounds like common sense - and it matches people's experience.

Many of the abuses of workers' rights take place behind closed doors and barbed wire. The abusers are always on the defensive; ministerial pronouncements about "traditional culture" ring hollow when set against images of young children toiling their childhood away in sweatshops and factories; and claims by big companies that they have no control over what happens all the way down the production chain rarely convince. TNCs cannot at the same time boast to their customers about the rigours of their quality control, while maintaining they have no control over what goes on in their sub-contractors' factories.

BUILDING ALLIANCES

Because of the growing concern among different groups in civil society, the time is now ripe for the trade unions to broaden their agenda and to build alliances. The ICFTU is increasingly working together with NGOs on issues of common concern such as debt write-off, transparency; environmental issues; food security and human rights. This is also a means of emphasising the importance of enlarging the circle of participation in decision-making.

TRADE UNIONS BUILDING ALLIANCES

SOLIDAR is an international organisation which is made up of an independent alliance of non governmental organisations working in social welfare, development and humanitarian assistance. Its members have links to the trade union movement and to social democratic organisations.

It is working closely with the ICFTU on its campaign "workers' rights are human rights", which seeks to include core labour standards in international trade treaties. It is aiming to increase collaboration between Northern and Southern NGOs, and between European institutions and NGOs. It has good links to European Women's NGOs, and has been able to sensitise more European organisations on the importance of core labour standards. It has been organising seminars, and meetings to raise awareness on the issue, and through its website gives its members suggestions and ideas for future campaigning. It organised a joint activity with the ICFTU at the European Parliament on child labour. It lobbies governments on the issue of core labour standards, and will be present at the Third WTO Ministerial.

EMERGING AREAS OF CONSENSUS

As this document has shown, the debate about whether and, if so, how to encourage the simultaneous improvement of basic workers rights and the opening up of global markets is not new. It was a major topic of discussion and agreement in 1947 in Havana at the first post-war international conference on trade. It gained significance since the signing of the Uruguay Round agreements in 1994 in Marrakech. The ILO, UNCTAD, the World Bank and the OECD have discussed the issue extensively and a number of serious studies have been produced. There are some signs of an emerging, if partial, consensus upon which trade ministers can build.

Firstly, there is widespread agreement on the ICFTU's proposals for the following seven core ILO standards, supported by the Copenhagen UN Social Summit, the Beijing UN 4th World Women's Conference, the Singapore (1996) and the Geneva (1998) Declarations by WTO trade ministers, and the ILO Declaration of Fundamental Principles and Rights at Work. As points of reference:

- Conventions 29 and 105 on the abolition of forced labour;
- Conventions 87 and 98 on the rights to freedom of association and to bargain collectively;
- Conventions 111 and 100 on the prevention of discrimination in employment and equal pay for work of equal value; and
- Convention 138 on the minimum age for employment (child labour).

These standards are amongst the most highly ratified of the ILO. Over 100 states have ratified at least six of the seven. They are not industrialised country standards; they constitute the most accepted standards in the world for the following reasons:

- they assert the right of workers to form and join unions and to negotiate conditions of employment that are fair and appropriate for their country's level of development;
- they outlaw forced labour or slave labour, which prevent workers from having any say in where they work or in the terms of their employment;
- they seek to end discrimination in employment which stops particular groups of workers such as women or migrant workers, from benefiting from trade growth; and

- they seek to end the commercial exploitation of children, and will lay the foundation for a programme of aid aimed at communities and families who presently depend on child labour to survive.

Adherence to the seven basic ILO standards would prevent the most extreme forms of exploitation and cut-throat competition. It would not end developing countries' comparative advantage, but it would establish a process by which conditions of employment could gradually be improved as trade increases. This would encourage the growth of consumer markets, stimulating both domestic and foreign investment and, most importantly, jobs.

This would help to ensure a more balanced expansion of world trade and a smoother process of adjustment to changes in the global division of labour. At the Copenhagen Social Development Summit in 1995 there was a very broad consensus that these are core labour rights to which all countries should and can commit themselves. Furthermore, as stated in the Programme of Action adopted at the Summit (paragraph 6), "...social progress will not be realized simply through the free interaction of market forces. Public policies are necessary to correct market failures, to complement market mechanisms, to maintain social stability and to create a national and international environment that promotes sustainable growth on a global scale."

KNIT ONE, CARRY ALL

There have been some examples of the way in which a Code of Conduct can help workers. For example the Trade Union Congress of the Philippines successfully used a Code of Conduct adopted by a multinational enterprise to support its union-organising among 275 workers in Monasteria Knitting, Inc, in the Bataan EPZ. Union organisers convinced local workers and the management that if buyers, which included the GAP clothing retailer, learned that the company was violating its own code of conduct they would cancel their contract with the local supplier.

The threat eventually paid off, because after first sacking or transferring 63 union activists, Monasteria Knitting backed down, in the face of workers' support for the union and faith in the code of conduct. The union was recognised, and the dismissed activists reinstated

A second point of growing consensus is that the global market is set to enlarge and will affect significantly an ever increasing number of workers. Such intensification of competition is already causing trade tensions to rise between states. This calls for a much closer interaction between trade policy and policies in such fields as the environment, foreign direct investment, business practices and labour. The WTO therefore must adapt to these pressures and increase its collaboration with other agencies, such as the ILO.

The third area of consensus is that the international community should exert pressure on countries that violate basic standards not only out of concern for basic human rights but also because such violations call into question the legitimacy of a trading system that allows unscrupulous companies to gain short-term competitive advantage by abusing fundamental workers' freedoms. Already a number of governments and some socially aware companies and trade associations are responding to such concerns by introducing workers' rights provisions into national or regional trade laws or into codes of conduct. However such actions cannot provide a general solution. It is high time for the WTO, together with the ILO, to create a multilateral framework to stave off the danger that even well intentioned unilateral measures could be used for protectionist purposes.

A fourth area of common ground is that fears that core labour standards could negatively affect economic performance are unfounded. Studies of the relationship between trade liberalisation and labour standards show a positive two-way relationship over time in which improved observance of basic workers' rights acts as an incentive to raise productivity through investment, especially in education and training, and helps to create a more stable social framework attractive to foreign direct investment. Nevertheless efforts to extend basic labour standards can be undermined by governments which seek to gain a short-term advantage by suppressing labour rights, typically in Export Processing Zones. The countries most at risk from such behaviour are typically developing countries with similar levels of labour productivity and which are consequently under pressure to weaken established workers' rights. International action is therefore needed to promote adherence to basic standards and prevent destructive competition which is damaging both for the country and the workers concerned as well as the international system.

THE ILO

The link between the ILO and the WTO is crucial to the success of a workers' rights clause. The final declaration of the Singapore meeting clearly gives the WTO a mandate to co-operate with the ILO.

The ILO's pre-Seattle work programme will therefore provide some vital occasions to follow-up on the gains made at the Trade Ministers' Meetings in Marrakech, Singapore and Geneva. The ILO Governing Body Working Party on the social dimensions of globalization meets regularly. The priority at the ILO Governing Body will be to continue the pressure to enhance ILO supervision of the core conventions.

The ILO Conference itself brings together representatives from all the main players in the workers' rights clause debate – governments, business, and unions. It is a perfect platform from which to highlight

the link between trade liberalization and labour standards. One of the main centres of attention in 1998 was the debate on strengthening the supervisory mechanisms for the core Conventions which led to the adoption of a Declaration on Fundamental Workers Rights, and of new supervisory mechanisms which give the ILO the capacity to examine the situation in respect of those rights in countries which have not ratified the relevant conventions.

It is also significant for the ILO's future that its new Director General is Juan Somavia, past Chilean Ambassador who was the moving force between the UN Social Summit and its "Ten Commitments" to uphold social standards.

In the late 1990's, the ILO was thrust into the international spotlight as attention worldwide focused on the issue of child labour. A major factor in this was the hugely successful Global March Against Child Labour, a coalition of non-government organisations and trade unions which mobilised millions of people in every continent.

In 1998, the ILO's annual Conference started debating a new international treaty on the subject and on the opening day of the Conference, children from all over the world marched into the opening session and Kailash Satyarthi, the leader of the Global March, addressed the delegates in front of the world's media.

In 1999, the new treaty, ILO Convention 182 on the Worst Forms of Child Labour was adopted by the tripartite Conference, for the first time in living memory that an ILO Convention was approved by unanimous consent. Trade unions, supported by the NGO's, managed to push through a range of key proposals, which bind governments to take immediate action on child slavery, forced military service, sexual exploitation and hazardous work. Children involved in these forms of exploitation must be withdrawn from work and put into school. The new Convention works alongside the existing Convention 138 on minimum employment age, and reinforces the role of the ILO in dealing with exploitation and abuse in the global economy. Unions are now planning their strategies, along with NGO's, to hold governments to the promises they made at the ILO and to make sure that the work of the WTO and other international institutions supports the ILO's efforts to end child labour.

THE NEED FOR DIALOGUE

There is clearly a need for further dialogue. The ICFTU and its affiliates have had extensive discussions with governments, international organizations, employers and many other interested experts and non-governmental organizations. These have revealed widespread recog-

inition that a problem exists and that practical solutions need to be found which reinforce the integrity of the open trading system and improve the observance of basic workers' rights. We are convinced that the elements of consensus that are emerging could be enlarged through a deeper and more considered examination of the options and in particular the procedural mechanisms for co-operation between the ILO and the WTO.

Developing countries working to improve the rights of their citizens at work at the same time as increasing their participation in the global market have most to gain from a reinforcement of basic workers' rights. Responsible business, that recognises that the security and productivity of their investments ultimately depends on the degree to which the system in which they operate produces social justice, would also benefit. In 1998, the European employers' confederation UNICE said in their statement on "Forthcoming WTO Multilateral Negotiations - Preliminary UNICE Objectives" that, "In order to win balanced results, that can be supported by political leaders to secure the widest possible endorsement by public opinion, the negotiators should aim simultaneously at reconciling liberalisation of international trade and investment with realisation of other objectives of general interest, such as economic development of the least developed countries, application of internationally accepted labour standards and protection of consumers or the environment".

Support could also be expected from industrial country governments that are trying to adapt to a new global world economy and stave off the dangers of a protectionist backlash. And workers everywhere would be able to face rapid and sometimes intimidating changes with a greater degree of confidence. This basis of support was and remains vital to the GATT system and for the future of the WTO.

The ICFTU, for its part, is more than ready to participate in an open dialogue with all concerned. What is needed is an organized forum for such discussions so that by the time ministers or heads of state and government meet again at the WTO for the first time in the 21st century, they can examine specific policy options for the international community. A WTO Working Party should therefore be set up with a remit to study and report on how the Organisation can contribute to furthering the observance of basic international labour standards in an open trading system with well-defined non-discriminatory mechanisms for action.

The promotion of trade and enabling workers to exercise their basic rights are mutually reinforcing. There is no evidence that respect for workers' rights weakens the competitive position of developing

countries, indeed by laying the foundations for co-operation between workers and employers, core labour standards contribute positively to trade and development. A workers' rights provision would strengthen the political authority of the WTO and break, rather than build, barriers to world trade. It would provide a means of solving disputes that, if allowed to persist, might increase pressures for protectionism. And it would serve to reinforce the case for enlarged access for developing countries to world export markets. A workers' rights provision in the WTO would need to be backed up, where necessary, by international financial and technical assistance through the ILO, particularly to fund programmes designed to eliminate child labour through the expansion of education facilities and increased income-generating opportunities of the poorest families.

The Seattle Trade Ministers' Conference of the WTO in November 1999 is an opportunity to move on the process of finding a way forward on a issue which threatens to provoke serious disagreement. What is required is a cool objective examination of how the WTO, working closely with the ILO, can take action to improve the likelihood that the benefits of trade growth will be more broadly spread within and between countries, thus widening the constituency of support for trade liberalisation. Such an initiative is vital to ensuring a non-protectionist means for securing basic workers' rights in an increasingly competitive world market.

THE NEXT WTO SUMMIT: AN OPPORTUNITY TO MAKE PROGRESS

The WTO talks in Seattle should incorporate a range of issues including strengthened provisions for preferential treatment for developing countries and for internationally-recognised core labour standards and environmental clauses. An assessment is needed of the effects of trade liberalisation on economic growth, income and wealth distribution, respect for human and democratic rights and the ability of countries to determine and pursue their own social and economic objectives.

The 3rd WTO Ministerial Conference should explicitly make provisions to:-

- include core labour standards on the agenda of future WTO negotiations;
- start an examination of how to incorporate the issue of labour standards and trade into WTO mechanisms and processes. Such a work programme should enhance ILO-WTO collaboration, on an equal basis, in areas such as WTO trade policy reviews and disputes settlement procedures and oversee the incorporation into

the WTO's existing mechanisms of core labour standards. It should consider issues such as the gender implications of trade liberalisation. A monitoring committee should meet at regular intervals to review the results of the process and make recommendations to ensure its success.

The 3rd WTO Ministerial should therefore establish a WTO committee on the relationship between trade (and investment) and core labour standards, along the lines of the WTO Committee on Trade and Environment (CTE) established at the Marrakech Ministerial Conference in 1994. The CTE has accomplished significant progress during its six years of existence, clarifying the issues surrounding the relationship between trade and environment and laying the basis for a likely consensus at Seattle on the establishment of a negotiating group on outstanding trade and environment issues. It provides a promising precedent for the establishment of a committee on trade and labour standards which would similarly seek to clarify the issues and arrive at a consensus for WTO decision-making. In view of the subject matter and the acknowledged expertise of the ILO in monitoring and reporting on observance of core labour standards, the WTO should provide a full role for the ILO in such a committee's work.

CONCLUSION

The campaign for a workers' rights clause is probably the most wide-ranging in the history of the trade union movement. It is a campaign that goes a long way beyond the confines of that movement. It touches every aspect of the global economy at every level.

In this campaign, the trade unions are asking governments and corporations whether the global economy as it stands now really represents the kind of a world they want to create; or whether they have the courage to face a different vision; and whether they have the courage to face the facts about the global economy, rather than the fantasies; to look behind the sound-bites and the buzz words at the reality of globalization.

THE RIGHT TO AN ETHICAL PUBLIC PURCHASING POLICY - BURMA (MYANMAR)

The European Union has recently invoked a WTO panel against the US state of Massachusetts, concerning a 1996 act which imposed a penalty on any company bidding on a contract with the Massachusetts state government if that company was doing business in Burma. While the EU panel is presently in abeyance, pending a legal challenge to the Massachusetts legislation within the US itself, the case raises important questions of principle.

The ICFTU, together with the European Trade Union Confederation (ETUC), stated at the time of the EU panel request that, "If the actions of the state of Massachusetts in putting the human rights of the Burmese people above the interests of a few multinational companies are at variance with the rules of the WTO, then it is the rules of the WTO that need changing and not the actions of Massachusetts. In the long run, of course, such changes to WTO statutes to introduce the notion of respect for core labour standards are just what the European and international trade union movement have been advocating for many years. The case of Burma and Massachusetts may at least have the effect of making it even more clear to world opinion that it has become imperative to modify world trading rules in that way."

In essence, the Massachusetts law amounts to an ethical purchasing policy. The ICFTU considers that all consumers - whether individuals, local authorities or indeed governments - have the right to take into account the processes used to make a product when they take a decision on what to purchase. Consumers anywhere should have the right to express their views through their right of choice not to buy a product made under conditions of slave labour, child labour, denial of freedom of association or other violations of basic human rights. Indeed, it is their moral duty to do so. In the same way, consumers have the right to refuse to purchase any goods made by a company that is making part of its profits from activities which are violating human rights. Consequently, we believe that the rules of the WTO need urgently to be amended. Any negotiation on government procurement within the WTO must establish the principle that an ethical purchasing policy is absolutely legitimate.

The global economy is asking people too many people to make too high a sacrifice for too uncertain a reward. The injustice of all the trappings of the global economy - the export processing zones, child labour, discrimination, persecution of trade union activists - could not be plainer. We have to confront the international community with those injustices, and we have to ask them to choose between that vision and between ours; between looking backwards and facing the future.

The global economy needs global rules. In an era when multinational corporations have more money, better technology, and more raw power than many nation-states, it makes no sense to pretend otherwise. Responsibility must come with opportunity.

There is a wide consensus that such rules should apply to tariffs, standards, and all the practical paraphernalia of getting goods and services across borders and into as many market places as possible; there is broad, if grudging agreement that they need to cover the environment - no country can keep its own air pure, and few can keep their own water clean; and there is passionate agreement (especially among the multinationals) that they should cover copyright and the protection of intellectual property. Why should these rules not cover workers' rights?

The ICFTU is focusing its efforts on the Seattle meeting in December 1999. The events of the last year - the WTO Meeting in Geneva, the ILO Declaration of Principles, and the heightened interest in fighting child labour are all signs that the tide is flowing in our favour. And we intend to achieve a commitment that workers' rights are important and are discussed in the next round of WTO trade negotiations. **It is no longer possible to separate trade policy from equally vital issues such as progress on international workers' rights, development, environment and gender. The 3rd WTO Ministerial Meeting must reach agreement to integrate trade policy with development goals and social and environmental issues, including core labour standards.**

GLOSSARY

AFL-CIO	American Federation of Labor - Congress of Industrial Organizations
APEC	Asia Pacific Economic Co-operation
ASEAN	Association of South East Asian Nations
ASEM	Asia-Europe Meeting
ETUC	European Trade Union Confederation
ETUC/TCL	European Trade Union Committee: Textiles, Clothing and Leather
FDI	Foreign Direct Investment
FIET	International Federation of Commercial, Clerical, Professional and Technical Employees
FIFA	International Federation of Football Associations
FKTU	Federation of Korean Trade Unions
FTAA	Free Trade Area of the Americas
FTUB	Free Trade Unions of Burma
FTUC	Fiji Trade Union Congress
G7	Group of Seven largest industrialized countries
GATT	General Agreement on Tariffs and Trade
GDP	Gross Domestic Product
GSP	Generalized System of Preferences
ICFTU	International Confederation of Free Trade Unions
ICFTU/AFRO	ICFTU African Regional Organization
ICFTU/APLN	ICFTU Asia Pacific Labour Network
ICFTU/APRO	ICFTU Asian and Pacific Regional Organization
ICFTU/ORIT	ICFTU Inter-American Organization of Workers
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
IMF	International Monetary Fund
ITGLWF	International Textile, Garment and Leather Workers' Federation
ITO	International Trade Organization
ITS	International Trade Secretariats
IUF	International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations
KCTU	Korean Confederation of Trade Unions
MAI	Multilateral Agreement on Investment (of the OECD)
NAALC	North American Agreement on Labor Co-operation
NAFTA	North American Free Trade Agreement
NGO	Non-governmental Organization
NIC	Newly Industrializing Country
OAS	Organization of American States
OATUU	Organization for African Trade Union Unity
OECD	Organization for Economic Cooperation and Development
SLORC	State Law and Order Restoration Council (Burma)
TNC	Transnational Corporation
TPR	Trade Policy Review (of the WTO)
TUAC	Trade Union Advisory Committee to the OECD
UN	United Nations
UNCTAD	United Nations Conference on Trade and Development
UNICEF	United Nations Children's Fund
WTO	World Trade Organization

USEFUL ADDRESSES

ICFTU REGIONAL ORGANISATIONS

- **APRO the Asian and Pacific Regional Organisation**, with headquarters in Singapore. ICFTU Asian and Pacific Regional Organisation, Trade Union House (3rd Floor), Shenton Way, Singapore 068810. Tel.: 65-222.62.94 - Fax: 65-221.73.80 - E-Mail: icftu-apro@icftu-apro.org.sg
- **AFRO the African Regional Organisation** with headquarters in Nairobi, Kenya. ICFTU African Regional Organisation (AFRO), P.O. Box 67273 - Ambank House (14th floor), University Way - Nairobi, Kenya. Tel.: 25-42-22.13.57 - Fax: 25-42-21.50.72 - Internet: icftuafro@form-net.com.
- **ORIT the Inter-American Regional Organisation of Workers**, with headquarters in Caracas, Venezuela. Avda. Andrés Eloy Blanco (Este 2), Edificio José Vargas - Piso 15 - Los Caobos, Caracas, Venezuela. Tel.: 58-2-574.57.52 - Fax: 58-2-574.85.02. Poptel: orit@ven.net

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- **Universal Alliance of Diamond Workers (UADW)** - Tel.: 32-3-232.48.60 - Fax: 32-3-226.40.09
- **Media and Entertainment International (MEI)** - Tel.: 32-2-223.55.37 - Fax: 32-2-223.55.38 - E-mail: mei@pophost.eunet.be
- **International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)** - Tel.: 41-22-793.22.33 - Fax: 42-22-793.22.38 - E-mail: iuf@iuf.org
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