



TRADE UNION REPORT 2009

Amnesty International
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Amnesty International UK

TRADE UNION REPORT 2009

Contents

| | |
|---|----|
| Introduction | 3 |
| Report on trade union activities 2009 | 4 |
| Background..... | 4 |
| Celebrating our 30th anniversary..... | 4 |
| Individuals at risk..... | 5 |
| Country work..... | 5 |
| Campaigns..... | 8 |
| Outreach and engagement..... | 9 |
| International work..... | 10 |
| Staff and volunteers..... | 11 |
| Trade Union Strategy – Implementation Report | 12 |
| TUC Congress 2009 – Speech by Kate Allen Amnesty UK Director | 16 |
| Annexes | |
| Annex 1: Amnesty’s Trade Union Urgent Action casework 2009..... | 18 |
| Annex 2: Trade Union Network terms of reference..... | 19 |
| Annex 3: Trade Union affiliation fees 2009..... | 19 |
| Annex 4: Trade Union Network Committee membership 2009..... | 19 |

Amnesty International UK

TRADE UNION REPORT 2009

Introduction

2009 was a momentous year for the Amnesty UK Trade Union Network as we celebrated our 30th anniversary. This has given us not only an opportunity to reflect on and learn from past achievements but also to focus on future goals based on our Trade Union Strategy, whose progress is reported in this document.

We launched the anniversary with two major initiatives. The joint Amnesty UK Memorandum of Understanding that we signed in February (and is reprinted in last year's report) has been delivering dividends for both partners, a highlight of which was Kate Allen's speech to the plenary of the TUC Congress in Liverpool in September – the first time an Amnesty Director has been invited to address the leaders and activists of the UK union movement. We include the text of her address in this report. The formal launch of the anniversary took place at the Amnesty AGM and Conference in April in Swansea when Vaughan Gething, President of the Wales TUC unveiled the '30 Years 30 Voices' exhibition which has proved to be exceedingly popular and has been widely used.

This year was also the year of our International Council Meeting, which gathers once every two years to set the strategic priorities for the Amnesty movement. We met in Turkey and the focus was on agreeing our next global Integrated Strategic Plan for the period 2010-2016. There is much within this plan that will delight our trade union affiliates and partners. The notion of partnership as a core value – working with rather than for human rights defenders – mirrors the approach that we have taken in the network for many years.

Amnesty also agreed to focus on 'people on the move' – addressing the plight of migrant workers, asylum seekers and those who have been trafficked in an increasingly globalised world. On this issue there are plenty of opportunities for collaboration with unions. The emphasis given at the meeting to mainstreaming our work on women's rights is also positive and necessary.

Nevertheless, as this report on activities shows, many serious challenges remain, though there has been progress during the year in the Gambia, South Korea, Yemen, and elsewhere.

We will wrap up the anniversary at our National Conference and AGM at Warwick University in March 2010. It was at this venue exactly 30 years ago that our Trade Union Network Committee held its inaugural meeting. Over the year ahead we hope to recruit more national unions to join us on the Committee as we continue to strive together for human rights

Tom Hedley, Chair
Trade Union Network Committee

Report on trade union activities 2009

Background

The UK Section is changing its accounting period from a fiscal to calendar year basis in order to align ourselves with the reporting period in the international movement. As a result, this is a slightly shorter report than usual, focusing on the period from April 2009 to the end of the year.

As highlighted below, one of our major projects was the '30 Years 30 Voices' exhibition. One of the contributors was Jack Jones, former General Secretary of the Transport & General Workers' Union, who had been a hugely influential figure in the struggles for workers rights before and after Amnesty's birth. In his youth Jack had participated in the International Brigades which went to Spain to fight fascism during the Spanish Civil War, and in retirement he led the UK pensioners' movement in the call for rights and dignity in old age. It was therefore with sadness that we learnt of his death in March shortly after he had given us his moving quote for the exhibition. Jack was a partner in human rights from before Amnesty was formed, and he was also a friend or companion to many in the trade union network. We extend our condolences to his son Mick and to his family and many friends.

Readers are cautioned that this report should be read alongside the Amnesty UK Section Report, which is now available, and the Amnesty International global report for 2010 and the International Trade Union Confederation's latest Annual Survey of Labour Rights Violations, both of which will be published during the year.

30
YEARS
OF UNION
SOLIDARITY
1979/2009

Celebrating our 30th anniversary

The 30th anniversary has provided us with an opportunity to reach out in new ways to our affiliated trade unions, to the Amnesty movement more widely, and to learn lessons from the past to better educate, agitate and mobilise for human rights in the future.

Though not technically a '30th anniversary' initiative, the joint Memorandum of Understanding with the Trades Union Congress (TUC) that we signed in February is a tangible manifestation of the strength of our relationship and our continuing commitment to solidarity for human rights.

The '30 Years 30 Voices' exhibition which was launched at the National Conference and AGM in

Swansea by Vaughan Gething, President of the Wales TUC, has been exceedingly well received. The quotes from the contributors were almost all newly commissioned and highlighted the breadth of concerns and engagement of trade unionists with human rights and with Amnesty in particular. More than half the contributions came from women, and a third were international trade unionists, including former or current prisoners of conscience. During the year the exhibition has also been displayed at the Wales TUC Conference, the UNISON national conference, the Unite Sector Conference, and has had a dozen further union or Amnesty outings. We have installed a permanent display of the panels in our 'Trade Union Friends of Amnesty' meeting room at the Human Rights Action Centre which will act as a reminder to staff and visitors of the depth and diversity of trade union human rights solidarity.

We wanted to get the '30 Voices' out to an international audience, and we were delighted that the International Transport Workers' Federation agreed to undertake the translations into Spanish, French and Arabic in order that the UK Section could distribute a multi-lingual magazine version to the International Council Meeting in Turkey to share with other Sections from around the world. For our UK trade union audiences, we have reproduced the quotes in our special anniversary issue of *Trade Union Alert* that we produced in spring 2009.

Our second major Anniversary project – an account of the history of Amnesty UK trade union relations during the past 30 years, researched by Professor Edmund Heery of Cardiff Business School, will now be published in 2010.

A third initiative linked to our anniversary was the production of a short 'Introduction to Amnesty' DVD which is intended for trade union audiences. This was previewed at the TUC Congress in September, where Amnesty was given the unprecedented opportunity to show it during a plenary session to an audience of over a thousand union members and leaders. We are now fine-tuning the content with the aim of distributing it to local groups and other activists to be used as a tool for engagement and recruitment of trade unionists and union branches.

With the kind assistance of the Turkish Civil Aviation union, Hava-Is, the DVD was subtitled into Turkish for showing to fifty Turkish trade unionists from two federations, Hak-Is and DISK, who were in the UK on a delegation sponsored by the European TUC. The two-hour session with them, including lively questions and debate will support some upcoming initiatives by the Turkey Section to reach out to trade unions to collaborate

on shared human rights concerns.

The highlight of the 30th anniversary was undoubtedly the speech given by Kate Allen, our Director, to the plenary of the TUC Congress in Liverpool in September. This was an unprecedented opportunity and an historic moment for us.

We published a bumper-sized issue of Trade Union Alert in spring 2009 to highlight the achievements and struggles of the past three decades. We have also made extensive use of a 30th anniversary logo and have produced T-shirts, enamel badges, and a Christmas card to mark the occasion. The TUC adopted our card design, creating a Christmas tree from 30 Amnesty candles as their own annual seasons' greetings card.

Individuals at Risk

Annex 1 lists the trade union-related urgent actions issued during 2009. Once again, Iran, Zimbabwe and Colombia feature prominently, mirroring the countries of greatest concern in the International Trade Union Confederation (ITUC) Annual Survey of Labour Rights Violations.

As well as urgent actions, a great deal of our individuals at risk work has focused on long-term casework in countries of priority to the network. Our support for individuals at risk in Colombia, Zimbabwe, Iran and the Gambia is described in the next section of this report.

During the year we have highlighted the case of journalist Pablo Pacheco Avila, who was arrested in March 2003 during a severe crackdown on the dissident movement in Cuba, and sentenced to 20 years' imprisonment. We profiled his case in the Spring 2009 Trade Union Alert and in June Pablo Pacheco Avila received special recognition for his work as a journalist under threat at Amnesty's 2009 Media Awards. His case was also selected for the 2009 Greetings Card Campaign.

Another case that featured in the Greetings Card Campaign this year was Konstantina Kuneva, a Bulgarian migrant worker and trade union leader, who was attacked in Athens in December 2008 on her way home from work. Unknown men threw sulphuric acid at her; she lost the sight in one eye and her larynx, oesophagus and stomach were seriously damaged.

The attack is believed to be linked to Konstantina's trade union activities and followed an escalation in tension between herself and her employers. As secretary of the Attica Union of Cleaners she had been defending migrant workers against exploitation and fighting for better conditions and pay.

We received good news in December when we learnt

that the prosecutor assigned to Konstantina Kuneva's case has sent it for further investigation. This represents a significant step forwards.

Amnesty has been campaigning for some years on the case of journalist Ebrima Manneh, who was arrested in the Gambia in July 2006 by plainclothes police officers. Since his arrest the government and police officials have denied that he is in custody. It is believed that Ebrima Manneh was arrested for attempting to publish an article that criticised the Gambian government. Our collaboration with our trade union partners intensified following the conviction of six Gambian journalists - including three executive members of the Gambian Press Union - on six counts of sedition and defamation on 6 August 2009. The six convicted journalists and union leaders were: Emil Touray, Secretary General of the Gambian Press Union (GPU); Sarata Jabbi Dibba, Vice President of the GPU, Pa Modou Faal, Treasurer of the GPU; Pap Saine and Ebou Sawaneh, Publisher and Editor of *Point* newspaper; and Sam Sarr, Editor of *Foroyaa* newspaper. Sarata Jabbi Dibba was at the time nursing a six-month-old baby. In the run-up to the court cases Amnesty joined with the TUC and NUJ in the UK, and with the ITUC and IFJ globally to mount a campaign for their release, and calling for news and freedom for Ebrima Manneh. A joint demonstration was organised outside the Gambia High Commission on 21 July, while a region-wide series of actions, press conferences and demonstrations, led by Amnesty and backed by the ITUC, took place across West Africa the following day. The 'Gambia Six' were all released in early September, one month into their sentences. Amnesty continues to campaign for Ebrima Manneh and against enforced disappearances in the Gambia.

Country work

Colombia remains, once again, the most dangerous place in the world for trade unionists. Contrary to the claims of the government, trade unionists are not simply targeted as part of the internal insurgency, but often find themselves especially at risk while organising in the workplace or while in dispute with their employers. Dozens of trade unionists were killed during the year, and many more - including family members - have been threatened, harassed and victimised.

During the year we have continued to campaign on behalf of the foodworkers' union SINALTRAINAL, which was one of the long-term cases selected for our 2008 Greetings Card Campaign which ran until the end of January. In March the union got in touch to thank us

for ‘hundreds of solidarity letters, especially from England’ that they have received: ‘Please extend our immense gratitude to your members and let them know how valuable their solidarity is to us. To a great extent it has been our motivation to continue existing as a trade union and to carry on helping build another Colombia for the large majority of its people. Thank you very much, dear partners.’

We received much graver news later in the year when we learnt that SINALTRAINAL member Gustavo Gómez had been killed. According to information provided by SINALTRAINAL, on 21 August 2009 two armed men arrived at Gustavo Gómez’s house in the municipality of Dosquebradas, Risaralda Department, western-central Colombia. When Gustavo Gómez opened the door, the men asked him if he was indeed Gustavo Gómez. They subsequently shot him ten times, fatally injuring him. He died of his wounds later in hospital. There are no reports that Gustavo Gómez had previously received death threats. His cousin, José de Jesús Marín Vargas, also a SINALTRAINAL member, was killed on 22 November 2007 in the same municipality. Gustavo Gómez’s killing took place in an area in which paramilitary groups are known to be operating.

In addition to the urgent actions listed in the annex, we are continuing to collaborate with Justice for Colombia and the International Centre for Trade Union Rights on casework and country concerns in Colombia.

Iran continues to be a country of great concern to the network. On and around May Day a number of trade unionists were arrested and detained and Amnesty issued urgent actions on their behalf.

The continued detention and death sentence against teacher trade unionist Farzad Kamangar remains a matter of grave concern, and throughout the year we have collaborated with the 30-million strong global union Education International to appeal for his release and to monitor developments.

Mansour Ossanlu, head of the Tehran busworkers’ union, and his deputy Ebrahim Madadi, remain in jail, imprisoned, Amnesty believes, solely for the exercise of their legitimate trade union and workers’ rights.

On July 28th Amnesty International supported a Global Action Day for Iranian Workers’ Rights. This was the most successful of the action days so far, in terms of the number of countries participating, and in some locations, in Denmark, Iceland and Poland, Amnesty Sections lead the way. In the United Kingdom, the Action Day protest outside the Iranian Embassy in London was led by the TUC, AIUK and the International Transport Workers’

Federation. As part of the protest, 16,000 individually signed protest cards, calling for freedom for Mansour Ossanlu and other jailed trade unionists and for respect for workers’ rights, were presented to the Embassy. This astonishing number of cards had been collected by Amnesty in the preceding months. Kate Allen, AIUK Director, spoke at the protest on behalf of the Section. A further protest was organised in Newcastle by the Northern TUC and local Amnesty groups.

The unrest and repression preceding and following the Presidential election in July resulted in a significant mobilisation of Amnesty activists worldwide in support of civil and political rights in Iran. Regrettably, the repression of dissent and of trade unionists has continued. In late summer of 2009, we learnt of Mansour Ossanlu’s deteriorating health following his transfer to a general criminal prison to the west of Tehran. Amnesty UK launched an online action, supported by our national and international trade union partners, which resulted in over 10,000 appeals being sent within the first four weeks. Amnesty, alongside the ITF and ITUC, continue to monitor his case and that of his colleague Ebrahim Madadi,

Journalists have also come under particular attack in the run-up and post-election period. We have issued a number of urgent actions on their behalf, and collaborated with the International Federation of Journalists in exchanging information.

During the year the suppression of independent workers organisations has continued, notably at the Haft Tapeh sugar refinery, where five union leaders were charged and imprisoned for the exercise of their legitimate union and workers’ rights. We have worked with the International Union of Foodworkers on their cases, which are due shortly to be included in the long-term case portfolio alongside the Tehran busworkers’ union. At the time of writing, four of those convicted have been released, but the leader of the union President Ali Nejati remains in prison, where he could spend two years or more on charges of ‘endangering national security’. The union’s communications officer Reza Rakhshan is still awaiting final sentencing for his conviction last year on similar charges.

The situation in Zimbabwe continues to present risks to trade unionists and workers. During the year a number of cases were reported of arbitrary detention or violence against trade unionists and other human rights defenders. In the autumn of 2009 Amnesty met with Vimbai Mushongera, parliamentary and advocacy officer of the Zimbabwe Congress of Trade Unions (ZCTU) and with

Gertrude Hambira, General Secretary of the agricultural workers' union GAPWUZ during their separate visits to London. Their inspiring accounts of continuing struggle against repression of workers and women in Zimbabwe featured in the January 2010 issue of *Amnesty Magazine*.

We were deeply concerned when we learnt that on 3 November 2009, three armed men forced their way into the home of Gertrude Hambira. Gertrude was away at the time of the attack but her husband, her elderly mother and the couple's children were at home. Her husband was awoken by the men, who demanded to know the whereabouts of his wife. He was pinned down by the intruders, and they threatened to shoot him if he called for help. One of the men fired a single shot into the roof of the house, and they only left when a security alarm was activated. Her husband immediately alerted a neighbour before calling the police. Following this report Amnesty issued an urgent action in support of Gertrude.

At the time of writing, the situation for Gertrude has become even more perilous. She is now in hiding and fears for her safety. She fled after individuals identifying themselves as officers from the CID (Criminal Investigation Department) raided the union's head office on 24 February 2010, in a search for her. Five days earlier she had been called to a meeting at Police Headquarters in Harare, where she was interrogated by a panel of seventeen high-ranking security officials. During the interrogation the panel stated that she should be behind bars. Amnesty has updated its appeal, and the TUC, ITUC, ACTSA, IUF and others have joined us in this action.

In October Amnesty International activists and staff took part in the World Day for Decent Work event hosted by the TUC at which Wellington Chibebe, General Secretary of the ZCTU was keynote speaker. We were able on that occasion to renew our commitment to solidarity with his union, which features in our long-term portfolio and to hear direct from him about the current situation of the ZCTU and the workers struggle in economically bleak and politically troubled times.

This year was the 30th anniversary of our network but it was also the 50th anniversary of the establishment of a truly formidable alliance for human rights: the Anti-Apartheid Movement. The trade union network is working closer than ever with the AAM's successor, Action on Southern Africa, ACTSA. We are pleased to be deepening our collaboration with their activists

The Philippines does not feature as one of the staffed country campaigns in AIUK, but it is certainly a priority for some of our affiliates, especially UNISON, and we

have continued to work closely with them and with the Campaign for Human Rights in the Philippines to tackle political killings and enforced disappearances, especially of trade unionists. Early in the year, Guy Ryder, General Secretary of the ITUC, observed that the Philippines had become the 'second most dangerous country in the world to be a trade unionist' after Colombia.

On October 23rd Amnesty co-sponsored, together with UNISON and CHRP, an evening event at the Human Rights Action Centre at which the keynote speaker was Edita Burgos, mother of Jonas Burgos, a human rights and student activist who had been abducted in April 2007 by unknown assailants. Jonas' brother, an artist, displayed poignant paintings and introduced a moving and poetic documentary about the plight of the disappeared and those who long and yearn for news. CHRP reported that over the past eight years there have been over two hundred enforced disappearances. Amnesty's researcher for the Philippines contributed on the platform and there was an opportunity to share strategies for addressing these abuses.

Throughout the year, the Section has liaised with the Secretariat and the ITUC, as well as the TUC and UNISON in the UK, about the potential adoption of long-term labour rights casework in regard to Burma. Burma (or Myanmar as it designates itself) has an exceptionally poor record for non-compliance with International Labour Organisation core conventions, and for the use of forced labour.

In May, Amnesty reported on the case of a number of Burmese prisoners of conscience who had been transferred over 1,000km away from their homes and families and whose health was cause for serious concern. Amnesty noted that the number of political prisoners had almost doubled to 2,100 since the wave of protests in 2007. Amongst the cases highlighted was that of Su Su Nway, who suffers from a congenital heart defect and whose health has deteriorated while in prison. She was given mental health medication by the prison authorities, which has only made her health worse. She was being held in solitary confinement.

Su Su Nway is a pro-democracy activist who was prosecuted and imprisoned in 2005 after she became the first person to successfully sue local authorities for the use of enforced labour after filing a complaint that she, along with other villagers, were forced into working on a road construction project by the local authorities. She was released in 2006 following international campaigns and appeals, but was arrested again during the protests of 2007. She was sentenced to 12 years and 6 months in prison on 11 November 2008.

In December her case was adopted for long-term Amnesty work, opening the way for case collaboration in the context of Amnesty's and the labour movement's human rights activism ahead of elections in Burma announced for 2010. There is the potential for other labour rights and union case collaboration as circumstances develop.

During the year Amnesty campaigned on behalf of Tunisian workers and trade union activists who had received long prison sentences following unfair trials. We were therefore relieved to learn that, in November 2009, 68 detainees were released, including trade union leaders Adnan Hajji, Bechir Laabidi, Adel Jayar and Tayeb Ben Othman, who were among 38 people sentenced to prison terms of up to eight years on appeal in February 2009 after grossly unfair trials. They were accused of leading the unrest which occurred in Gafsa in the first half of 2008 and which involved protests against unemployment, high living costs, nepotism and the unfair recruitment practices of the major employer in the region, the Gafsa Phosphate Company. However, the presidential pardon in November applies only to those whose sentences are considered final, not to those who went into hiding and were tried in their absence, believed to number around 50, who face re-trial if they are found and arrested. Amnesty continues to monitor these cases, including that of journalist Fahem Boukadous, who had covered the unrest.

Amnesty's work on Israel and the occupied Palestinian Territories continues to interest some of our national affiliates. As well as seeking justice and accountability following the war in Gaza, including support for the Goldstone enquiry, which was commissioned in April and published in September, Amnesty has been calling for unimpeded access for rebuilding materials to Gaza, and denouncing water rationing in Palestinian communities.

There has been plenty of one-off collaborations and engagement with unions in support of human rights, and often this has been opportunistic in the positive sense of the word - responding to emergencies and crises and new challenges as they arise. It is beyond the scope of this report to list all such instances, but one case does stand out.

It is highly unusual for Amnesty to comment upon industrial disputes – in fact our union partners would not wish us to do so, as we are neither representative nor accountable when it comes to industrial relations. However, sometimes egregious instances of human rights abuse accompany disputes. One such case concerns the occupation by 800 laid-off workers of the paint shop at the Ssangyong Motor plant in Pyeongtaek, Gyeonggi

province, South Korea. During the two month conflict, which had begun in late May, workers clashed with more than 3,000 riot police and hundreds of private security personnel hired by Ssangyong, resulting in injuries on both sides. One worker suffered a Taser wound to the face. The workers were denied access to food, water (including sanitation) and necessary medical treatment. In an apparent attempt to bring an end to the occupation, police helicopters were reported to have been dropping liquefied tear gas during the day and playing loud music throughout the night since 20 July. On 31st July Amnesty called for immediate and unimpeded access to food, water and medical treatment, and that the police comply with international standards for the conduct of law enforcement officials. The occupation came to an end soon afterwards, and Amnesty's humanitarian intervention, which received widespread publicity domestically, was welcomed by the global union involved, the International Metalworkers' Federation.

Campaigns

The most significant development of the year was the winding-down of the long-term Stop Violence Against Women campaign, whose goals will now be mainstreamed within a number of strands of Amnesty's work. The campaign has certainly had a significant impact in the UK and the energy of trade unions and the partnership within the End Violence Against Women coalition, of which the TUC is a part, has left a mark both on UK government policy, and the day-to-day experiences of women at home and abroad.

Amnesty's global anti-poverty campaign, 'Demand Dignity' is meanwhile ramping-up. Three initial areas of work in the Section and globally relate to indigenous peoples' rights, corporate social responsibility and maternal mortality. All three of these strands have involves some trade union engagement, with potential for more as the projects and activism develop. In the development of this work, Amnesty UK has insisted both within the movement and more widely, that due recognition is given to 'Decent Work' and the eight International Labour Organisation core conventions as a contribution to the challenge of poverty and economic disenfranchisement. Late in the year we warmly accepted an invitation to join the TUC's International Development Group, a forum which brings together trade unions tackling global poverty and disenfranchisement.

One particular new focus of work is on sexual and reproductive rights for women and girls, and for those who are at risk for delivering these rights. This is an

area for potential partnership and activism with unions. This, together with Amnesty's growing work on maternal mortality (in countries including Sierra Leone, Peru, and USA), and our ongoing casework for doctors and medical personnel who are human rights defenders, has caused us to review, during the year, the Health Professionals' Network, which had been brought under the umbrella of the trade union network. No decision has yet been taken, but the contribution that health workers and their unions could make to this 'Demand Dignity' strand is increasingly apparent. The Head of Activism is leading on this review.

In relation to lesbian, gay, bisexual and transgender rights, the progress for the network has been slow. In part this is due to the paucity of casework adopted by the Secretariat, but is also due to the limited capacity within the Section and infrequency of synergies with the trade union agenda. In 2010 we hope to better address some of the unfulfilled potential. One highlight of the year was an impromptu Amnesty counter-demonstration against a picket of the opening of the 'Gay Icons' exhibition at the National Portrait Gallery in July: the call was put out to the TUC LGBT Conference which had been meeting in London that afternoon to support the event and over thirty trade unionists ensured that we outnumbered the anti-LGBT protesters by five-to-one. It was classic example of trade union solidarity.

As the concerns of migrant workers and asylum seekers grows in prominence within Amnesty through the 'people on the move' strand of the next Integrated Strategic Plan, our opportunities for collaboration with unions are bound to grow. During the year Amnesty issued very substantial reports and action plans concerning migrant workers – and their trade unions – in South Korea and Malaysia. The months ahead will give us an opportunity for some strategic planning, but as the case of Konstantina Kuneva (see individuals at risk above) demonstrates, the challenges for migrant workers to demand their rights exist not just far away but in our neighbourhood as well.

One specific example concerns the plight of the Moroccan migrant workers living in Gibraltar. Our affiliate Unite represents the majority of those employed amongst the 1,200 there today, many of whom have lived on the 'Rock' for decades. The union is pressing the local and UK authorities to grant civil and political rights to these long-term residents, but is also demanding immediate respect for their economic and social rights. During the year we have discussed their cause and looked at ways of moving forward to support them, potentially in relation to access to housing, visitation, social security, education and other core rights. These discussions are ongoing but the

plight of these workers and their families has been brought firmly to Amnesty's attention and we hope to report more next year.

In regard to visitation rights, the case of the 'Miami Five' – Cuban activists jailed in the USA for monitoring the activities of anti-Cuba groups in Florida – continues to be a case for concern. We have continued to protest the denial of travel visas to Adriana Pérez and Olga Salanueva, Cuban nationals whose husbands, René González and Gerardo Hernández, are serving lengthy prison sentences in the USA.

Outreach and engagement

Our outreach to trade unions is underpinned by our participation at trade union conferences and events such as the Tolpuddle Rally. This programme is led by our Chair, Tom Hedley, and we are grateful for his commitment and good humour in this endeavour, and for the support of volunteers and staff. Unfortunately our goal for mainstreaming of Trade Union event and conference support, one of the bullet points of the Trade Union Strategy, will be delayed as consequence of a recently initiated review of event management within the organisation to which we will contribute, with the anticipation that this will be in place in time for the 2011 season; two years later than envisaged by the Strategy.

Speaking engagements have ranged from the TSSA Conference to the Reading Local Group, but the highlight by a mile was our Director Kate Allen's address to the TUC Congress, which is reproduced below. Supporting trade union education programmes is a core part of our work, and we were pleased to explain Amnesty's work to the PCS Young Members School and at UNISON's International School. Our media outreach has included features in the ASLEF journal, the CWU magazine and the TUC Congress brochure. During the year we have also been featured in the trade union publications of Amnesty sections in Austria and France, and our news has featured on the LabourStart website, to which we became an accredited correspondent in 2009.

Trade Union Alert magazine remains our flagship, with significant, original and very well received writing, often by prominent partners and Amnesty experts. It serves us well in relationship-building, in bringing a trade union voice into the movement, and in articulating new campaign priorities to our union partners. The magazine was reviewed in 2007 and we are meeting or exceeding our objectives except with regard to a subscription system.

As reported last year, our Trade Union Activism Pack is now available and with the financial support of Trade

Union Unity Trust we have been able to distribute it to all existing and new affiliates, to provide them with a core resource for local campaigning. We are especially pleased to have come together with the Local Groups Campaigner to rebrand some of his key resources for our audience.

As mentioned under the anniversary heading, we previewed an Amnesty trade union DVD at the TUC Congress. This is intended to act as an introduction to Amnesty for trade union audiences and as an outreach tool for the use of other constituencies and staff in their engagement with unions. Following feedback, further work needs to be done before this is distributed, but we are confident of delivering a long-term and inspiring resource.

Elsewhere in this document we report on the implementation of the *Trade Union Strategy*. Since its adoption two years ago there has been significant progress on many items, but it is disheartening that we are still not addressing the fundamental objectives required for effective organising and mobilising. It has taken us until the summer of this year to rectify the calamitous breakdown in our affiliations renewals process. We can now report that in 2009 we have shown a 10% growth above our 2006 baseline affiliate membership, but that is scant progress over three years, given our growing activism programme and outreach (this figure is net, including 'lost/merged/data-deficient' affiliates; actual new recruits in 2009 were 20% of total during the year – pointing to the level of growth that has the potential to be tapped). Thankfully, the remedial work – which has seriously distracted us from other priority activities – is now complete and the reaffiliation process is now bedded-down and operating smoothly. The good news is that the average trade union 'tenure' has grown from 60 months to 72 months – meaning that once recruited (and retained) our affiliates stay with us for six years or more on average.

We announced two years ago that we would extend the membership of the network to embrace individuals with an affinity for our trade union work. This was probably the most fundamental single change in the network since its formation. The e-comms programme to fulfil these promises was launched in 2008 but came to a prompt halt due to technical problems with our web emailer. We have still not overcome these. The same deficiencies have prevented us from using all but the most rudimentary means of communication with our affiliates. As a consequence there has been no e-comms programme for individual supporters or trade union affiliates at all in 2009. In light of this we have made no efforts to recruit individuals to the network, whose membership remains static and unserved.

The basic functionality and signposting we have been seeking for the trade union pages of our website also remains undelivered. It is exceptionally difficult to navigate to the trade union pages from the front page and we still do not know what our footprint is. On the positive side, we are especially pleased that the 'Amnesty in the Community' goal of our Strategy appears to be comprehensively addressed in the proposed 'Groups Tool' project which aims to use web tools to enhance local coordination and collaboration between Amnesty's various constituencies. It is nevertheless disappointing that basic functionality and support for content is still an unfulfilled priority in the Strategy.

The problems with our web e-mailer that lie behind our affiliates and supporter e-comms challenges are further compounded by serious delays with our database project 'Mascot' which is still not able to deliver a platform for classifying and segmenting communications to partners, affiliates, contacts or network members for the activism side, though it has been used in membership management for some months. As a consequence we have not been able to develop the subscription model for *Trade Union Alert* envisaged in the plan for the year, nor are we able even to tag our contact and partner interests and relationships in a manner that allows us – as so often required – to communicate efficiently and rapidly with them on urgent casework and human rights concerns.

2009 has been a dreadful and dismal year for the network in terms of our core capacity to recruit, organise, mobilise or communicate through the web or via email, notwithstanding some marginal progress in areas such as online affiliation.

Technical problems have not, however, impeded our partnerships and collaborations which continue apace, not only with our trade union affiliates and supporters but also with other NGOs and activist organisations. These are too diverse or specific to report in detail, but include the London Mining Network, War on Want, ICTUR, CHRP and embrace many more with whom we have shared platforms and activism.

International work

The Amnesty UK international contribution on trade unions is set out in a memorandum of understanding between the Section and the Secretariat. In practice the priority goals under that agreement – to renew and populate with content the global email list and to hold open trade union engagement workshops for Sections and at the Secretariat – have been delayed due to other challenges during the year. Nevertheless, this work

remains a priority for the network and the Section and we have continued to provide advice to the movement during the year. This agreement is due for review and renewal in 2010.

Our relations with the ITUC and Global Union federations are now well established and we are working with an ever greater number of partners to ever greater impact. Our collaboration with the International Metalworkers' Federation over the Ssangyong Motor plant dispute in Korea (reported above) was a new relationship, while we are especially grateful to the ITF and its General Secretary David Cockroft, for sponsoring and providing three language translations of our '30 Voices' project.

The International Council Meeting in Turkey in August was, of course, a landmark for our future work. We are in discussions with our global union partners on how we can make the outcomes work for our shared human rights goals.

During the year we met with a variety of sections, including Denmark, Finland, Italy and USA to share expertise on TU engagement. We collaborated or communicated with many more Sections over our casework, campaigns or specific concerns.

The Turkey Section of Amnesty had identified trade union engagement as a priority for them. As a result, in March 2009 an open exchange was held with the General Secretary of the principal transport trade union Tümtis, facilitated by the aviation union Hava-is, at the margins of other meetings in Brussels. It was clear from that encounter that the trade unions in Turkey would welcome a closer relationship with Amnesty, not only in relation to their domestic human rights concerns, but also as a vehicle for international human rights solidarity. That encounter was followed up by a number of discussions both internally and externally, which led to the inclusion of workers' rights' concerns – especially non-compliance with the International Labour Organisation's core labour standards – within Amnesty's 'statement of concerns' for the period July-December 2009. In early 2010 Amnesty UK was invited to lead the session on NGO collaboration for a major delegation of Turkish trade unionists visiting London under the auspices of the European TUC. At the time of writing the detailed preparatory work of 2009 looks likely to translate into both Amnesty workers' rights activism on Turkey, and Turkish trade union engagement with the Section, supporting their capacity-building. This is a very positive development.

Staff and volunteers

During the period of this report, we have relied on a

few stalwart hands to support the networks' activities. Katy Fattuhi has been a core help throughout; she has supported us with everything from minute-taking at committee meetings, to engaging trade unionists at conferences and providing administrative backup. In all of these tasks she has shown talent and creativity and we thank her for that. Charles Fulford joined the team on a provisional basis to research a trade union human rights education pack which could not, in the event, be pursued given the other challenges of the year. We nevertheless thank him for his contribution which will support our future work in this area. We are also especially grateful for the patience and perseverance of Ed Heery, whose diligent and in depth research into the origins and history of the trade union network will see the light of day in 2010, and promises to be a lively, useful and relevant read.

The breadth of activity reflected here is a mark of the talents and contributions of an enormous number of staff and activists, and it would be indiscreet to single any out anyone above the many others who have helped deliver the achievements of the year. However, it would be remiss not to mention the special dedication – indeed tenacity – of Bruce Wylie, Head of Activism, who retired in the summer of 2009 and under whose tenure the trade union network blossomed. We wish him well and welcome his successor, Dr Champa Patel.

Shane Enright,
Trade Union Campaigns Manager
Amnesty International UK

AIUK Trade Union Strategy

Implementation report for 2009

Amnesty's Trade Union Strategy 2008 and Beyond is the outcome of an intensive year-long Review of the Network, overseen by the Trade Union Network Committee, which has involved a root-and-branch reassessment of what we do and how we do it.

The Strategy has been considered by the Active Membership Sub-Committee and the Senior Management Team, and was adopted by the Trade Union Network Committee. Its three core aims are to deepen national relationships, build new opportunities for branch activism, and to bring individual supporters with a trade union affinity into the network. It set ambitious international goals as well.

The Strategy came into effect on 4 April 2008, when it was launched by AIUK Director Kate Allen. It was

presented to the Board of Amnesty UK in May of that year. It will be reviewed during 2010 in light of the 2010-2016 Integrated Strategic Plan.

This implementation report is best read alongside the one for last 2008. The complete strategy document, including the rationale behind each objective is also available in print in the 2008 report, available in print or online.

The table below reproduces the 23 numbered bullet points contained in the Strategy and reports on steps or impediments towards their implementation. Some Strategy items are open ended; others may be closed upon completion. It is based on updates that are periodically presented to the Trade Union Network Committee.

| Objective | Progress made |
|---|---|
| 1. Amnesty will continue to give priority to building and strengthening bilateral links with nationally affiliated trade unions, and to seek to extend our engagement with those that are not affiliated. | These remain strong and varied. Eighteen of the 20 largest trade unions are affiliated. |
| 2. We will maintain and further strengthen our engagement with the TUC, and in particular extend this collaboration to cover aspects of our Policy and Government Affairs work, and to promote a direct dialogue on new areas of mutual interest, such as asylum and tackling poverty where these activities are aligned with Amnesty's political strategy. | AIUK was referenced 14 times in the 2009 TUC General Council Report. Amnesty has worked closely with the TUC on shared casework, campaigns and platforms. The Memorandum of Understanding signed in 2009 underpins the partnership. Amnesty's Director addressed the 2009 Congress. |
| 3. We will support our Nations and English Regions Teams to engage with trade unions and to deliver a service that is relevant to their needs. We open a dialogue with the Amnesty Irish Section to facilitate cooperation with the ICTU. | We are working more with unions across the UK through cultural events, platforms and stalls, to bring our activists and activism together. The best practice is led by local groups and regional reps. |
| 4. Implementation of a web-enabled database is the single most important priority for the future engagement of our branch affiliates. | We are failing to meet this priority objective as a consequence of database implementation delays, web emailer deficiencies, and capacity issues. There was no e-communications programme in 2009. |

| Objective | Progress made |
|---|---|
| 5. Delivering a consistent activism and engagement programme for branches is our number one strategic priority for 2008 and beyond. | We have a strong relevant activism programme and excellent collaboration internally. However, we have had few effective means to engage with trade union supporters during 2009. |
| 6. A bimonthly Trade Union E-zine, a new branch affiliates Welcome Pack, and back-up from Supporter Care Team will underpin our delivery of an activism programme for trade union affiliates and supporters. | This item has been re-opened as incomplete/unfulfilled due to ongoing database and e-mailer shortcomings. Resolution of these remains a priority. During the year, the Trade Union Unity Trust sponsored the Welcome Pack. |
| 7. In 2008 we will introduce a rolling series of individually tailored bilateral Partnerships with our nationally affiliated trade unions to encourage affiliation to Amnesty by their union branches. | Our Branch and trades council affiliation drives continue to be held back due to delays in the delivery of the Mascot Database, and the need for remedial work to regain lapsed affiliates. |
| 8. We will fulfil our offer to those individual supporters who declare a trade union affinity by servicing them with actions, events, news, and opportunities relevant to them. | We are now welcoming trade union affinity by various routes, but we are having difficulties recruiting or communicating due to web emailer and e-comms deficiencies. We cannot grow our network of individual supporters until these technical shortcomings are resolved. |
| We will roll out partnerships with participating national union affiliates designed to encourage their members to become personally involved with Amnesty activism and to become individual members of Amnesty. | We are regularly using our trade union print joint affiliate/ join form. Affiliates can now also pay their membership online. |
| 10. We will reinforce our presence on the website and improve signposting to relevant trade union content in order to both support our E-zine and to engage first-time visitors. We will also systematically monitor web statistics to improve our outreach and design, and encourage union websites to link to us. | Our web content is unprecedented but signposting remains a major issue. Amnesty has been the platform of choice for the TUC and global union partners on a number of occasions, drawing traffic to our site and increasing response to online actions. Our 30th anniversary blog has drawn regular contributions from union partners. We look forward to the 'Groups Tool' and new media projects in 2010 to promote horizontal communications. |
| 11. TU Alert will remain the flagship print publication for engagement with trade union affiliates and supporters, underpinned by improved distribution routes and online access. | We have relaunched Trade Union Alert by doubling its size and making it a much more dynamic platform for external contributors and thematic content. Distribution requires further attention and our hopes of establishing a subscription model during 2009 have been postponed to 2010 due to ongoing database shortcomings. |

| Objective | Progress made |
|--|---|
| <p>12. We will ensure an appropriate trade union visibility across the range of Amnesty communications to bring trade union supporters into the mainstream of our activism.</p> | <p>This is much improved, due to the efforts of many, with excellent coverage in <i>Amnesty Magazine</i> and the annual Section Report.</p> |
| <p>13. During 2008 we will evaluate our union event attendance programme to maximise the benefit of our participation, supported by better materials and improved merchandise, with the aim of creating a sustainable and effective presence. This may mean doing less but better. From 2009 onwards, we will seek to mainstream these activities under the umbrella of our wider outreach programmes managed by our marketing department.</p> | <p>It is proposed that this evaluation take place during 2010, and we have introduced new financial and recruitment tracking to assist with this. Mainstreaming of the programme is a priority but will take place in 2011 in the context of a review of Event Management across Amnesty UK. Our anniversary was backed up by some excellent merchandise including badges and T-shirts, print publications and a TU-themed Amnesty Greetings Card for 2009.</p> |
| <p>14. We will continue and intensify our programme of events for trade union audiences, at the London Human Rights Action Centre and elsewhere; bringing new audiences into contact with Amnesty and making us a venue of choice for trade unionists.</p> | <p>Our events programme, at HRAC and elsewhere, is strong and diverse; we are doing more ourselves and cross-contributing more to the events of others: we have more trade union and NGO event co-sponsors than ever. Attendance is strong and growing.</p> |
| <p>15. We will pilot an Amnesty presence at several May Day events in 2008, based on distributing action postcards or 'Workers Rights = Human Rights' placards.</p> | <p>Our 'Workers Rights = Human Rights' placards on May Day 2008 and 2009 were well received and widely deployed. We will maintain this level of engagement and do more where able. Item closed/complete.</p> |
| <p>16. We will hold an event in 2009 to mark the 30th Anniversary of our Trade Union Network.</p> | <p>Rather than a single event, a programme of events was undertaken, beginning with a signing ceremony for the Amnesty-TUC MoU in February, continuing with an event at the Amnesty AGM in April, with further activities throughout the year, including at the TUC Congress in September. Item closed/complete.</p> |
| <p>17. We will encourage local networking and shared activism that provide opportunities for union branches and trades councils to work together with other Amnesty activists in the community and with regional union bodies.</p> | <p>We are delighted that our 'Amnesty in the Community' initiative is at the heart of the 'Groups' Tool' online resource project which is due in 2010. We will continue to monitor and promote best practice in local collaboration.</p> |

| Objective | Progress made |
|--|--|
| <p>18. In the UK Section we will continue to coordinate and collaborate with affiliated unions and the TUC around shared human rights interests, whether these relate to domestic legislation and policy, international crisis responses or intelligence and research sharing.</p> | <p>The Partnership MoU with the TUC underpins our work. During the year we have deepened our partnerships with a number of unions including the NUJ and UNISON as well as UNITE.</p> |
| <p>19. The UK Section will support the international movement in its engagement with trade unions in order to maximise opportunities for our effective national and local union activism. This is recognised by the appointment of our Trade Union Campaign Manager as Global Trade Union Adviser to the movement in a facilitation and networking role.</p> | <p>Work on international issues continues to be delayed by the focus on UK remedial work. Nevertheless we have extended our global collaborations, to include IUF, IMF and EI. We are pleased to be working closely with Turkey Section to support their capacity-building goals and have met with USA, Finland, Italy, Austria and other Sections to share perspectives and ideas for trade union engagement.</p> |
| <p>20. We will seek to work through partnerships and wherever possible to maximise our impact through collaboration with others.</p> | <p>We are working with an ever-growing number of partners and our relationships are deepening with a number of these. There is considerable progress.</p> |
| <p>21. New terms of reference for the Trade Union Network Committee will come into effect during 2008, designed to strengthen its work.</p> | <p>These have now been adopted. Item closed/complete.</p> |
| <p>22. The Journalists and Health Professionals networks will be brought under the umbrella of the Trade Union Network</p> | <p>This has now happened. Item closed/complete.</p> |
| <p>23. A revised affiliation fee structure for affiliates will be proposed for implementation during 2008.</p> | <p>These are now in place. Item closed/complete.</p> |

TUC Congress 2009

Speech by Kate Allen, Amnesty UK Director

Thank you, Sheila, and thank you, Congress, for your warm welcome. Amnesty and the trade union movement have travelled a long road together and we have never been stronger together than we are today. It is an absolute pleasure to be with you. We have a big job ahead.

Our 30 years and more of struggle together have seen tremendous progress for human rights with the end of dictatorships in South Korea, Turkey, across Latin America, in eastern Europe and Asia. We have witnessed the collapse of apartheid and the burgeoning of the South African labour movement. Together, we have made progress on the death penalty, on a global arms trade treaty, and we have fought trafficking through the European Convention. We have shown solidarity together at home too by challenging violence against women, defending asylum rights, championing freedom of expression and opposing the erosion of civil liberties in the name of the war on terror.

Our trade union network has been at the thick of it throughout, advocating for labour rights, defending jailed trade unionists, responding to country crises, whether in Burma or Gaza, and all the while seeking to build shared activism with our union partners.

But immense challenges remain - new and old ones. Thirty years is a long time. In Britain, we remember 1979 for the election of a Conservative government, but the year also meant regime change in Iran, gay rights riots in San Francisco after the murder of Harvey Milk, and revolution in Nicaragua. Thirty years on, we are still challenging human and labour rights abuses in Iran, we are still insisting on lesbian and gay rights, including within the European Union, and we are today demanding sexual and reproductive rights for the women of Nicaragua. In all our efforts, we have shown ourselves to be stronger together. Our causes are your causes.

To the old struggles, we add new ones. As Amnesty moves forward to tackle the global injustice of poverty in our major 'Demand Dignity' campaign, we need to pay attention to the role of decent work as a solution to economic disenfranchisement and to emphasise the importance of the ILO Core Conventions as human rights benchmarks. We need you as partners in this endeavour.

Above all, Amnesty is about activism and our activists are your activists. It is at the heart of what we do. Amnesty and the labour movement are both rank-and-file movements, reliant on the energy and commitment of our members. We are each motivated by, and committed to, shared values of justice, equality and dignity. Crucially, we are both global movements, recognising that an injury to one, anywhere in the world, is an injury to all of us.

The union movement knows too, perhaps better than any other civil force, that rights are generally won, not given, and that once won, they need to be defended through vigilance and commitment. In an era of globalisation and growing economic disparities, the labour movement and Amnesty International worldwide share more than ever a profound understanding that civil and political rights are indivisibly intertwined with social, cultural and economic rights; that poverty is an injustice and dignity a right; that racism, sexism and homophobia are fundamental abuses that diminish us all; and that equality and self-determination are the foundations for social justice and personal liberty.

Amnesty's trade union strategy is rooted in three objectives. First, we want to reinforce our relationships with national affiliates to work better and harder together, to make common cause with you where we can. The Partnership and Co-operation Memorandum that we signed with the TUC earlier this year is a tangible example of our commitment.

It was joint activism with the TUC and the NUJ that saw us protesting this summer outside the Gambian High Commission in London, calling for the freedom of six jailed trade unionists and journalists. We were delighted when they were released a fortnight ago, one month into a two-year sentence imposed for sedition. That is the sort of practical activism that we need. That is the struggle that we are engaged in.

Secondly, we want to strengthen the activism in our communities to bring together our various constituencies, students, schools, local groups and affiliated branches, to make common cause to share resources and expertise. We need more branches to affiliate and more trades councils to join us. We need to organise together and mobilise together for human rights.

The third aim we have set ourselves is to better co-ordinate and co-operate at a global level. We need to do this for the sake of the jailed leaders of the Tehran bus workers' union. We need to do so in defence of the brave trade unionists in Colombia. We need to do so if the rights that we enjoy here today are to become the reality for the many whose fundamental freedoms are denied. That is why we, in the UK Section of Amnesty, are leading the global Amnesty Movement in collaboration and co-operation, working with the ITUC, the global unions and with other sections of Amnesty around the world to co-ordinate our efforts.

Nothing illustrates the urgency of our task and the seriousness of the challenge better than the story of Mansour Ossenlu, the Tehran bus union leader. Jailed

in 2007 for his legitimate trade union activities, we at Amnesty consider him to be a prisoner of conscience. Two years ago, we came together with you and the union Movement worldwide when we learnt that he was being denied an urgent operation that was needed to save his eyesight. Over five days, 15,000 of you protested - that is more than one a minute, night and day - until he was taken from his prison cell to hospital. Mansour needs our help again. Once again he is being denied medical treatment recommended by the prison doctor so that is why we have launched an urgent online protest. So far nearly 10,000 appeals have been sent through our website. Teachers, food workers, transport workers - trade unionists and Amnesty activists at home and around the world - are making common cause.

Together we can make a difference. Solidarity, compassion, justice, fairness and equality are our common endeavour. Thank you very much for this opportunity to speak to you today.

*Wednesday 14 September 2009
141st annual Trades Union Congress
Held at The BT Convention Centre, Liverpool
Congress President: Sheila Bearcroft MBE*

Annex 1

Amnesty's trade union Urgent Action casework 2009

| Date | Country | Case |
|---------------|-----------|---|
| December 2009 | Guatemala | Jorge Chen Alvarez is an official of the branch of the National Health Workers' Union in the town of Poptún, in the northern department of Petén. On 29 November at around 7am he found a written death threat in a plastic bag in his garden, in front of his house. He believes the threat is linked to his attempts to improve the very poor quality health service that pregnant women receive in the hospital in Poptun. His life is in grave danger |
| November 2009 | Zimbabwe | The home of 48-year-old Gertrude Hambira, a prominent female trade union activist in Zimbabwe, was attacked by three armed men on 3 November. Gertrude Hambira is now in hiding, fearing for her life |
| November 2009 | Colombia | A paramilitary group has threatened to kill six individuals and members of five organizations in western Colombia. All are in grave danger. |
| October 2009 | Mexico | Two men, both members of a peasant farmers' organization in Chiapas state, southern Mexico, have been tortured in custody after being arrested without a warrant. A third man who is a member of the same organization is being held 2,000km away, where he is unable to see his lawyer and family. All three men are accused of illegal occupying land in 2005. |
| June 2009 | Iran | Jafar Azimzadeh, Chairperson, Board of the Union of Free Workers of Iran, Said Youzi, member of the Follow-up Committee for the Establishment of Free Workers Organizations, Kaveh Mozaffari, journalist and student, Gholamreza Khani, member of the Tehran and Suburbs Vaheed Bus Company, Four trade union activists and a journalist are at risk of ill-treatment after being arrested for attending a peaceful event marking International Workers' Day, on 1 May. They are prisoners of conscience and should be released immediately and without condition |
| June 2009 | Iran | Hossein Akbari, Abdollah Vatankhah, Abol Hassan Dar ol-Shafa'ie, and Aziz Yari, along with four other members of the Metal workers and Mechanics Union, were arrested on 1 May, at an International Workers' Day event held in Nematabad, south Tehran on 1 May. They are believed to be prisoners of conscience who should be released immediately and unconditionally if held solely for peacefully exercising their rights to freedom of expression, assembly and association. |
| April 2009 | Guatemala | Trade unionist Edgar Neftaly Aldana Valencia was threatened with death and his house shot at on 1 April. He is the Secretary General of the San Benito branch of the National Health Professionals' Union (Sindicato Nacional de Trabajadores de la Salud) in the northern department of Petén. The intimidation is linked to his work against corruption and discrimination at his workplace, the regional hospital of San Benito. His life and the safety of his family is at risk. |
| March 2009 | Iran | Trade unionist Ali Nejati was arrested on 8 March by Ministry of Intelligence officers, following a raid on his home on 28 February. He appears to have been taken to a Ministry of Intelligence detention centre in the province of Khuzestan. Amnesty International considers him a prisoner of conscience, detained solely for the peaceful exercise of his right to freedom of expression and association. |
| February 2009 | Colombia | Members of human rights organizations and trade unions working in the city of Bucaramanga, Santander Department |
| February 2009 | DRC | Trade union leader Pépé Nginamau Malaba, who represents trade union members at the Ministry of the National Economy and Trade, was arrested on 19 January in Kinshasa, the DRC's capital. He has been held incommunicado since then, putting him at risk of torture and other ill-treatment. Amnesty International considers him a prisoner of conscience, detained solely for the peaceful exercise of his right to freedom of expression. |
| January 2009 | Guatemala | Leaders of the Movement of United Vendors of the Streets of Coatepeque (Movimiento de Comerciantes Unidos de las Calles de Coatepeque), killed: Armando Donald Sánchez Betancurt (m), independent lawyer and advisor to the leadership of the movement |

Annex 2

Trade Union Network terms of reference

The Trade Union Network Terms of Reference remain unchanged and are published in the 2007 and 2008 Trade Union Reports available online at www.amnesty.org.uk/tradeunions

Annex 3

Affiliation fees

| Membership (up to) | Fee (£) |
|--------------------|---------|
| 3,000 | 30 |
| 10,000 | 45 |
| 30,000 | 60 |
| 100,000 | 120 |
| 200,000 | 240 |
| 600,000 | 500 |

Above 600,000: £500 plus £100 for each additional 100,000 or part thereof.

Annex 4

Trade Union Network Committee

Membership 2009

| | | |
|----------|----------|------------------------------|
| Gordon | Davies | Amicus/Unite |
| Simon | Dubbins | Amicus/Unite from June 2009 |
| Harriet | Eisner | Amicus/Unite until June 2009 |
| Tom | Hedley | Community - Chair |
| Heather | Phillips | Connect |
| John | Pestle | CSP – Vice-chair |
| Andy | Ballard | CSP from July 2009 |
| Warren | Glover | CSP until April 2009 |
| Green | Dave | FBU |
| Mindy | Ran | NUJ |
| Alan | Maloney | PCS |
| Ian | Albert | PCS |
| Victoria | Steeple | PCS |
| Dave | Barnes | TSSA |
| Paul | Bennett | UCU |
| Mairin | Power | UNISON |
| Helen | Jenner | UNISON until May 2009 |
| Shane | Enright | AIUK - Secretary |

THREE WAYS TO GET INVOLVED

- 1 Visit our website to find out more:
www.amnesty.org.uk/tradeunions
- 2 Sign up to create your personal profile
and to join the Trade Union Network:
www.amnesty.org.uk/register
- 3 Contact us:
tradeunions@amnesty.org.uk

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