

# Oil & Gas Industry

## Recent Economic Developments, Workers' Rights and Trade Union Situation

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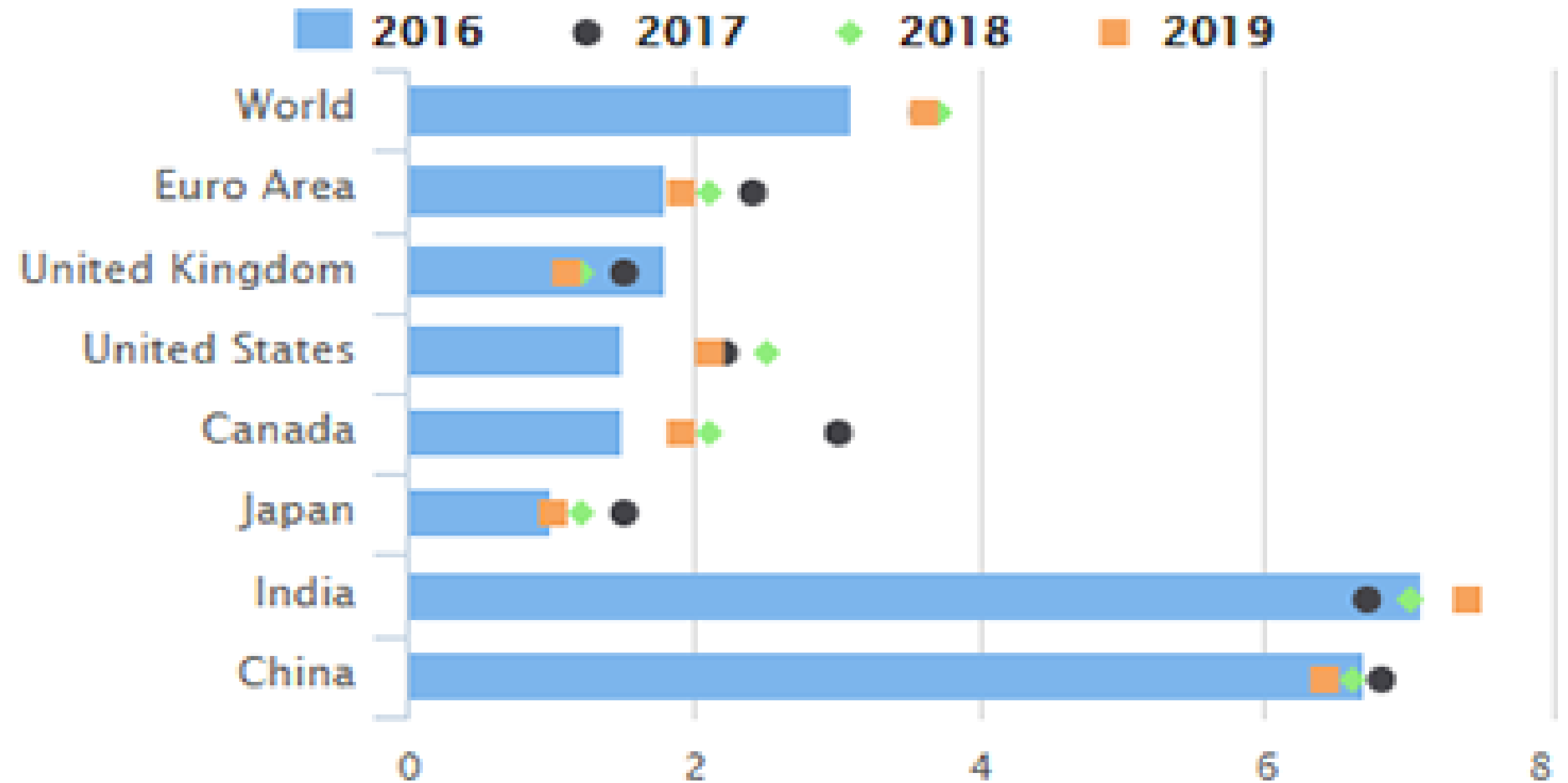


# Global Economy



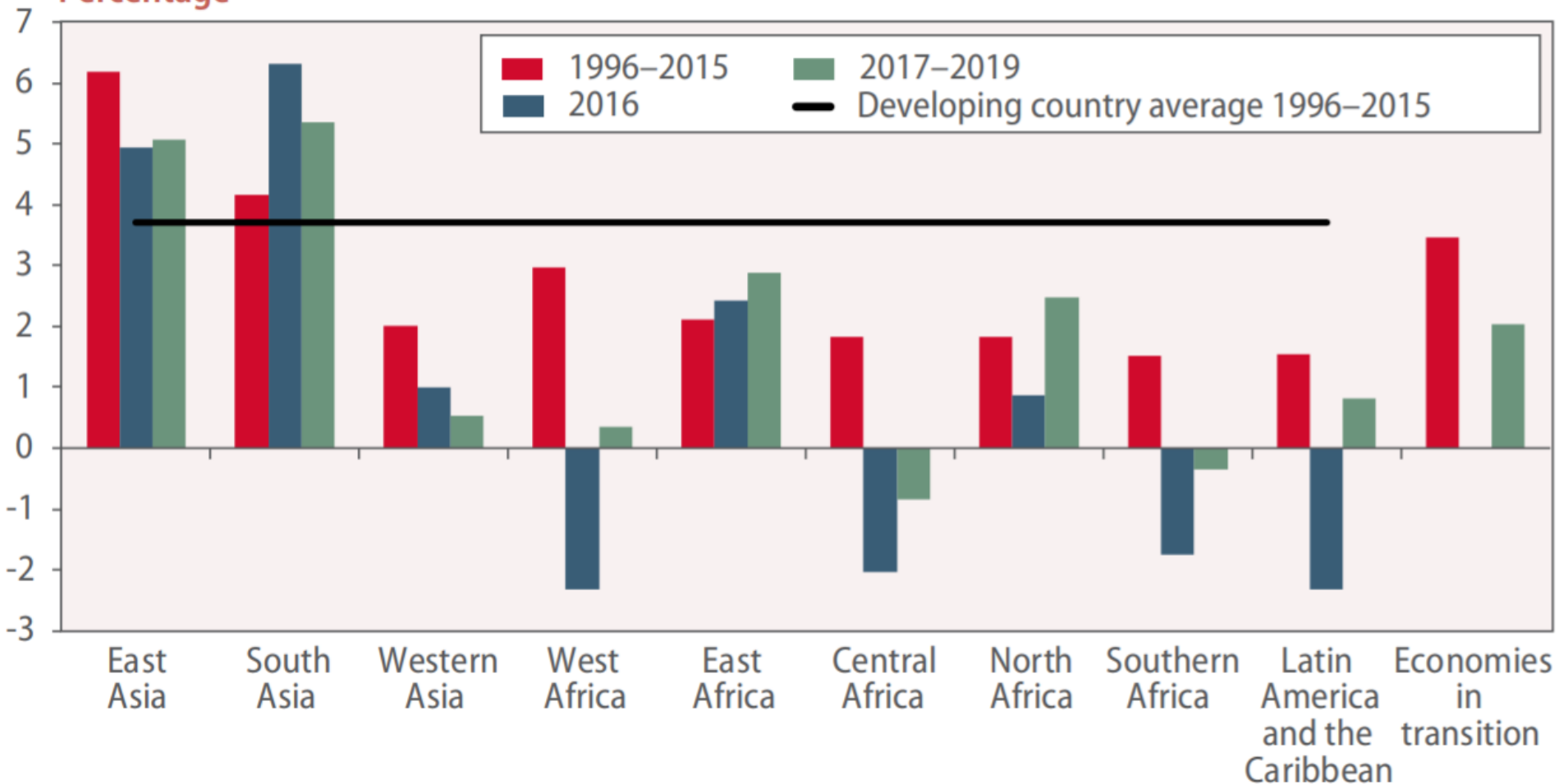
# Global growth continues

## Real Gross Domestic Product (GDP)



# The strengthening of economic activity hasn't been uniformly shared in countries and regions

Percentage



# An increasingly restrictive trade environment may hinder medium-term growth prospects



## Drivers of trade

	Level of Index	Direction of change
Merchandise trade volume (Q3)	102.7	↑
Export orders	102.8	↑
International air freight (IATA)	103.2	↓
Container port throughput	104.3	↑
Automobile production and sales	101.0	→
Electronic components	94.1	↓
Agricultural raw materials	100.8	↑

# The acceleration of economic growth makes more necessary to examine its relationship with environmental sustainability

The economic rebound could impact climate change

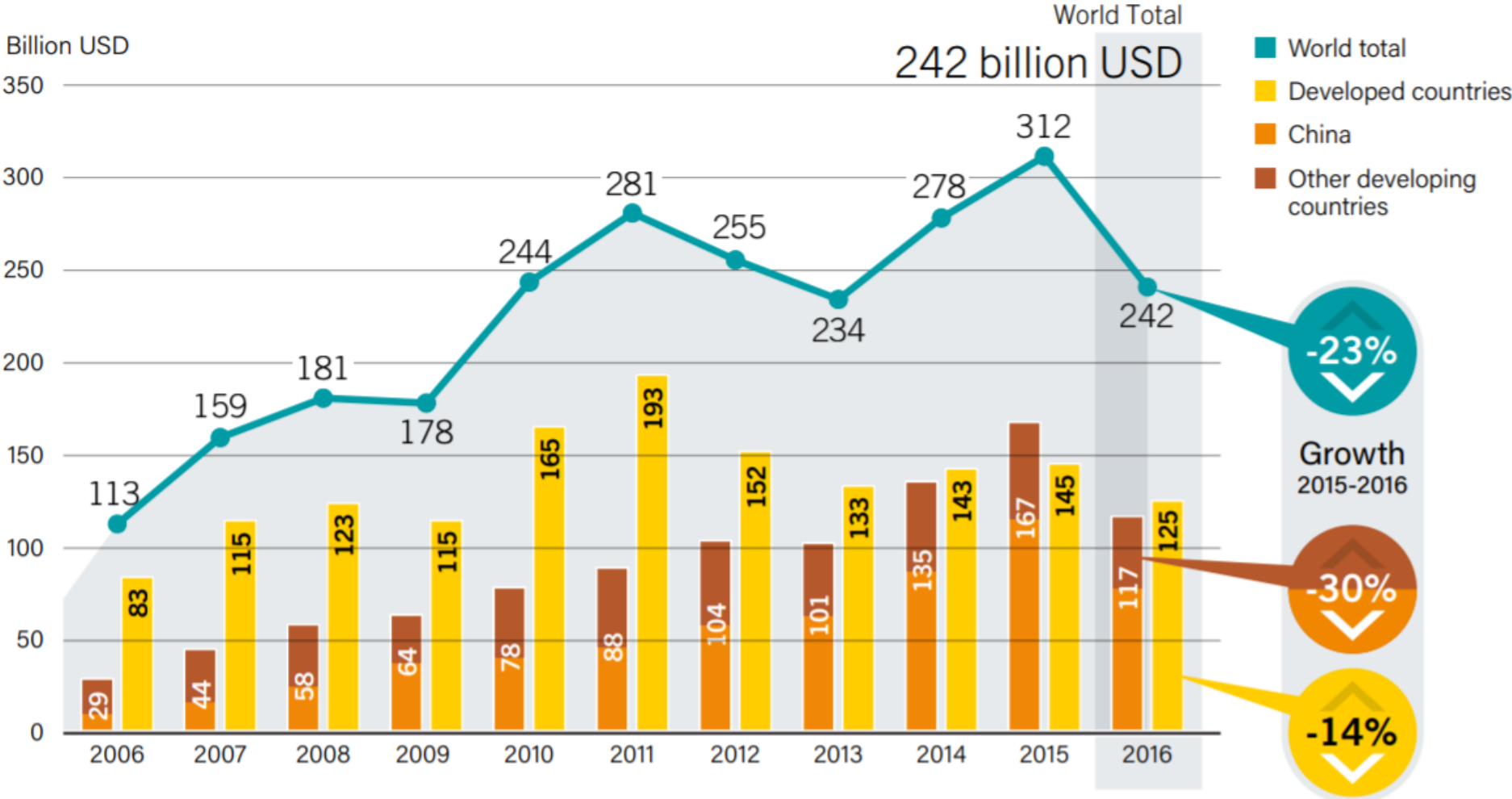
## Will growth cost the earth?

The acceleration in economic growth creates an increasing necessity to consider its links to the environment, as global CO<sub>2</sub> emissions start to rise again.



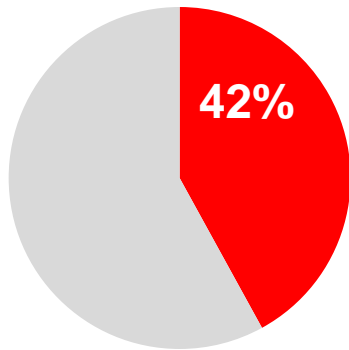
# The transition to sustainable energy advance slowly

## Global New Investment in Renewable Power and Fuels

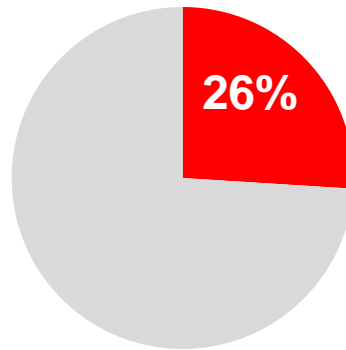


# World employment trends

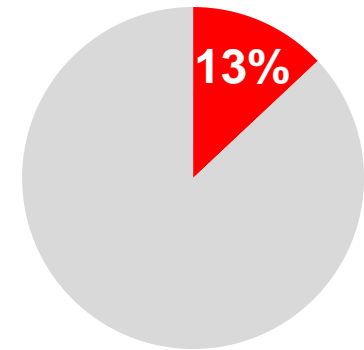
- **2018:**
  - The total number of unemployed is expected to remain (above 192 million)
- **2019:**
  - Global unemployment rate is expected to remain essentially unchanged.
  - The number of unemployed is projected to grow by 1.3 million.



Vulnerable employment



Gender gap



Youth unemployment



# Global Energy Sector Overview

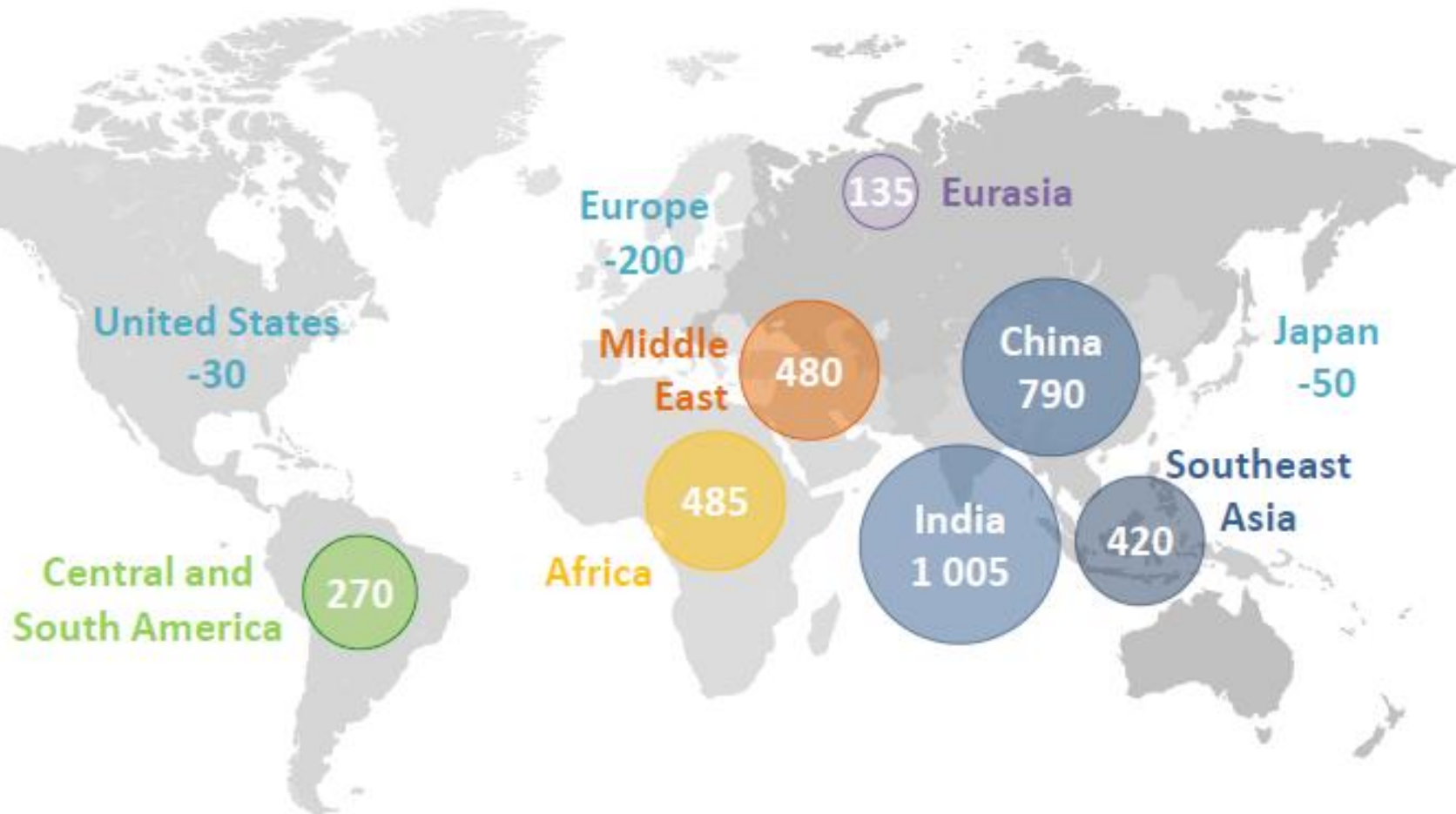


# Global Overview

- **Factors to take into account in the energy context**
  - The United States is turning into the undisputed global leader for oil & gas
  - Solar PV is on track to be the cheapest source of new electricity in many countries
  - China's new drive to “make the skies blue again” is recasting its role in energy
  - The future is electrifying, impelled by electric vehicles & digitalization
- **These changes brighten the prospects for affordable, sustainable energy & require a reappraisal of approaches to energy security**

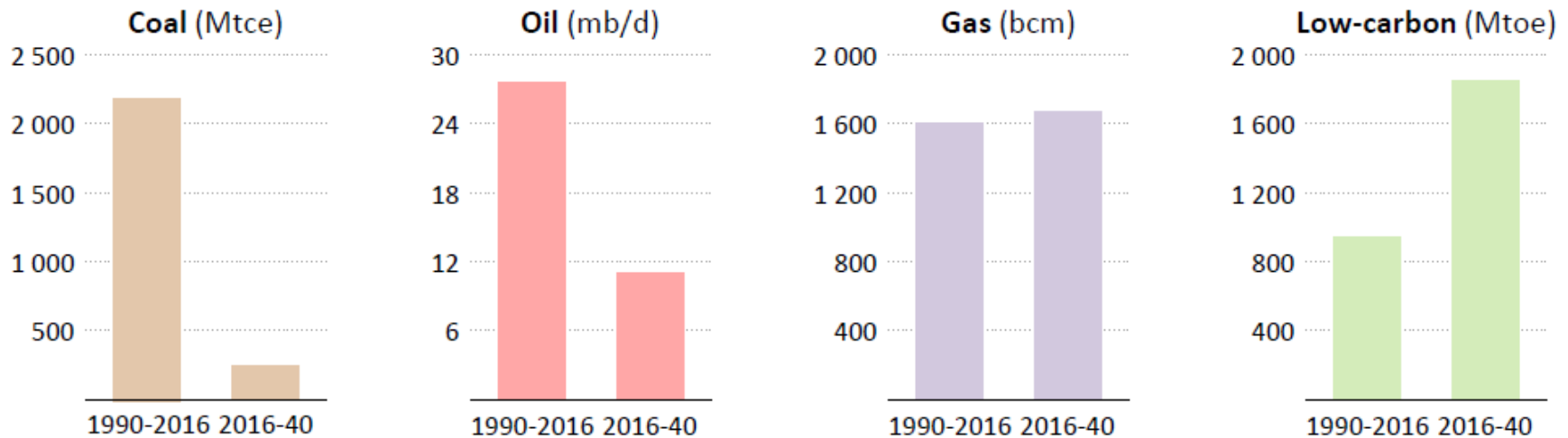
# India takes the lead, as China energy growth slows

Change in energy demand, 2016-40 (Mtoe)



# A world in motion...

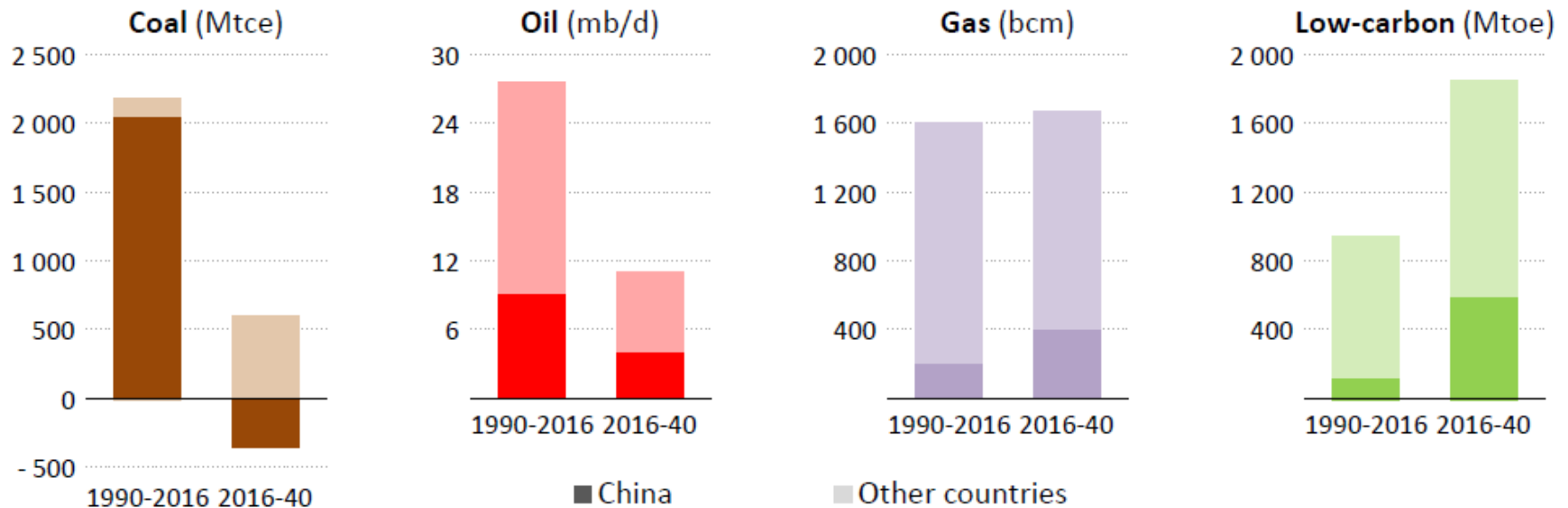
- **Change in world energy demand by fuel**



**Low-carbon sources & natural gas meet  
85% of the increase in global demand**

# ...as China moves global energy markets, again

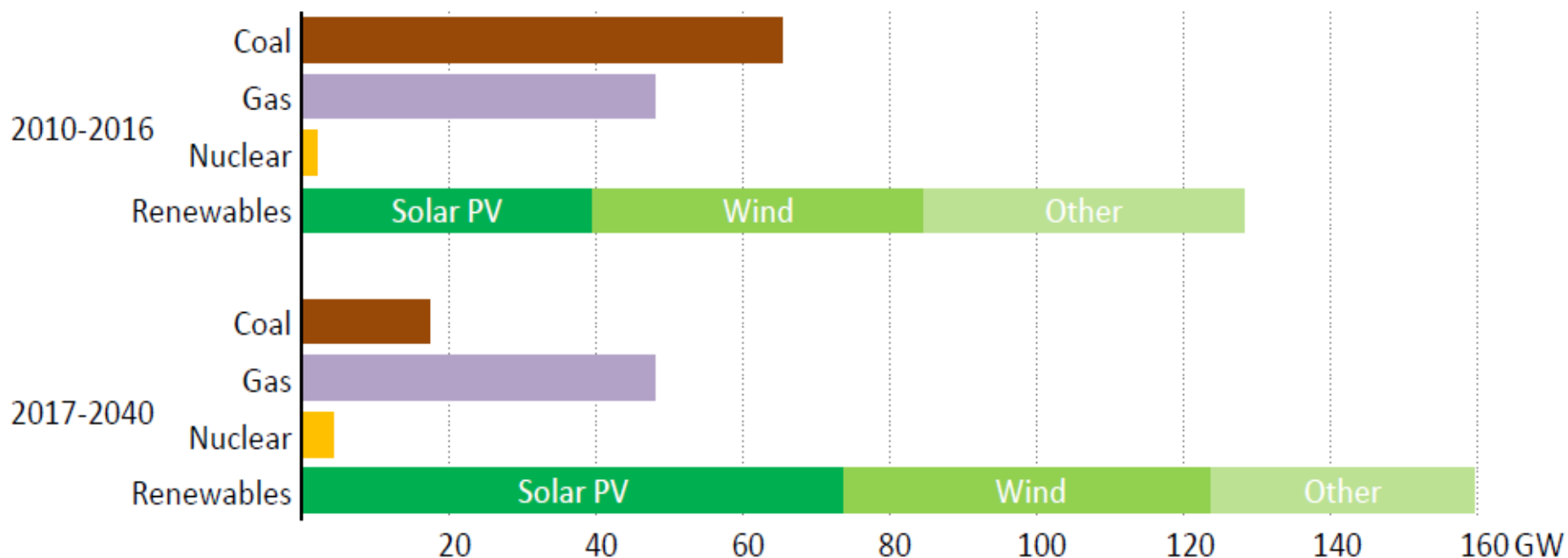
- **Change in world energy demand by fuel**



**China's switch to a new economic model & a cleaner energy mix drives global trends**

# Solar PV forges ahead in the global power mix

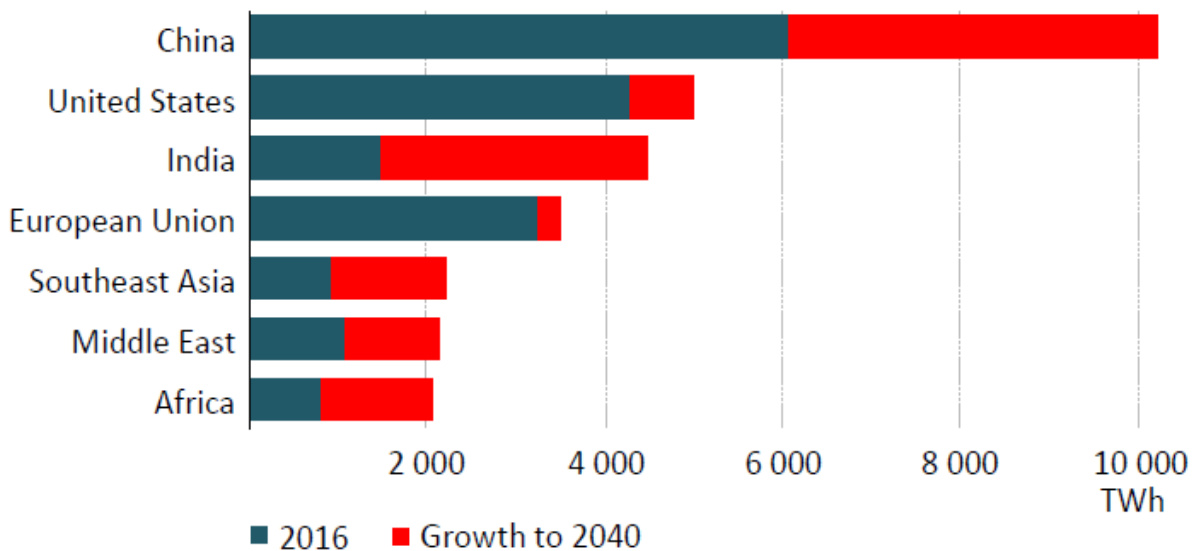
- **Global average annual net capacity additions by type**



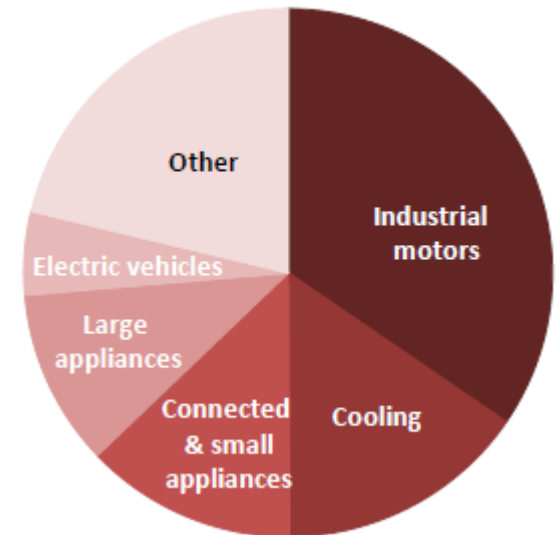
**China, India & the US lead the charge for solar PV, while Europe is leading onshore & offshore wind**

# The future is electrifying

- Electricity generation by selected region



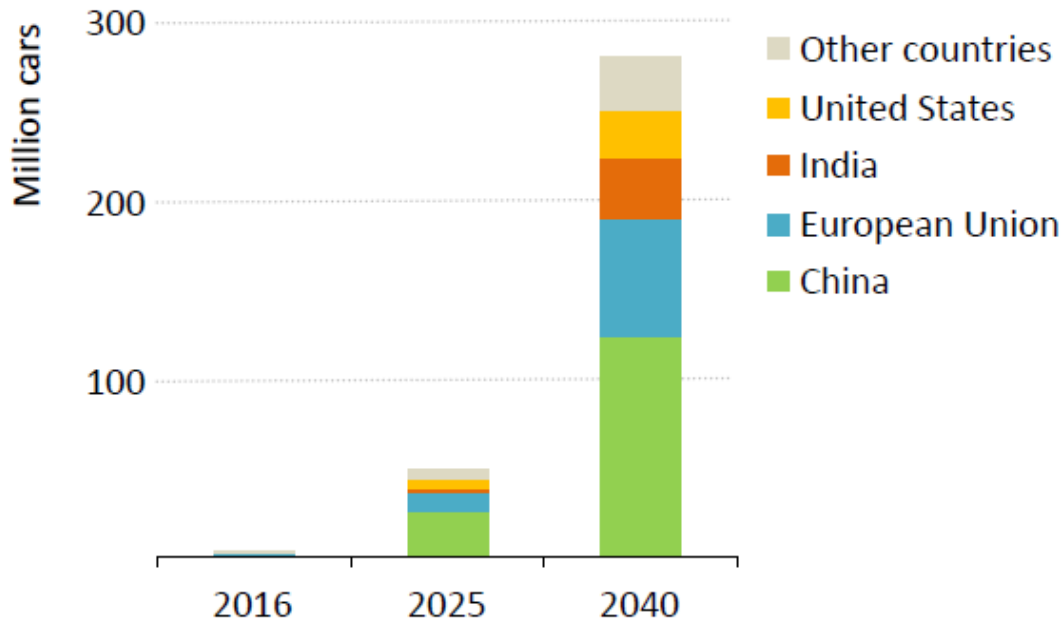
- Sources of global electricity demand growth



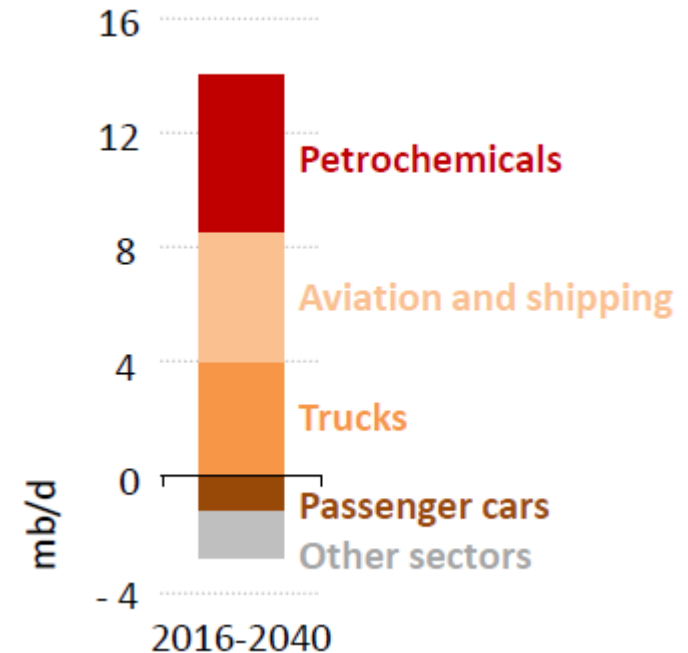
**India adds the equivalent of today's EU to its electricity generation by 2040 while China adds the eq. of today's US**

# Electric Cars are on the way, but oil demand still keeps rising

- **Electric Car (EC) fleet**



- **Global oil demand**

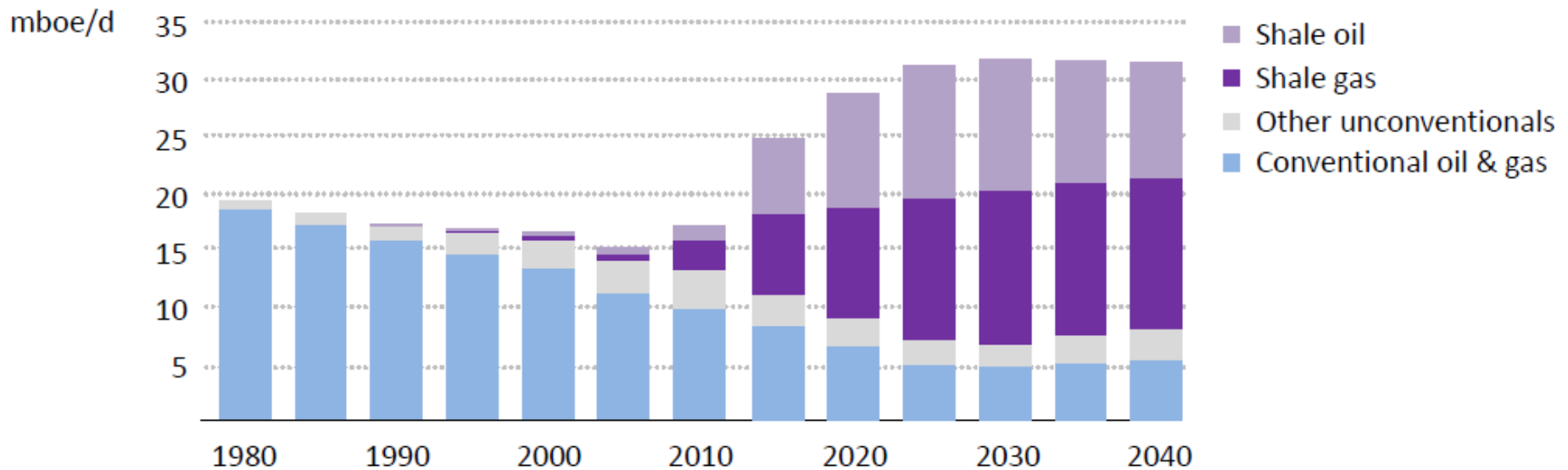


**ECs are helping to transform energy use however, trucks, aviation, shipping & petrochemicals keep oil on a rising trend**



# US becomes undisputed leader of oil & gas production

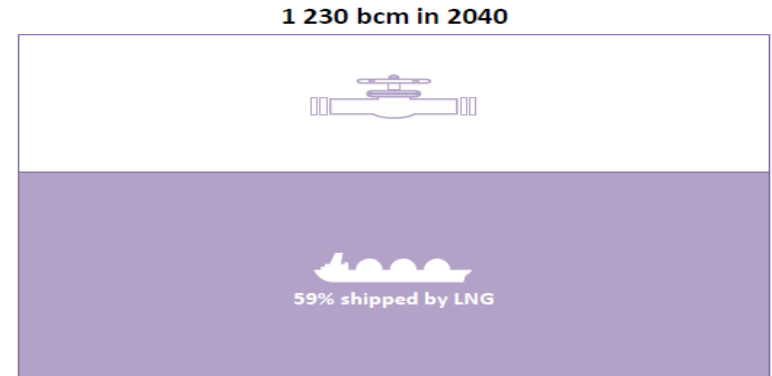
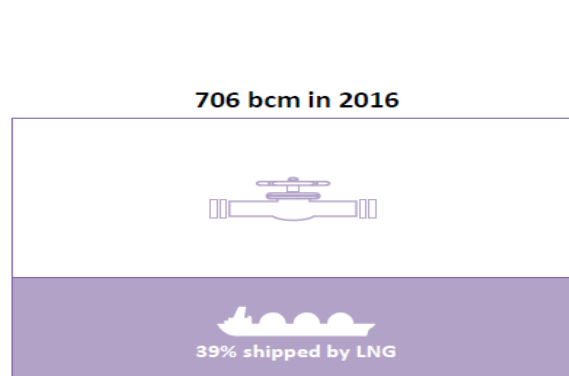
- Oil and gas production in the United States



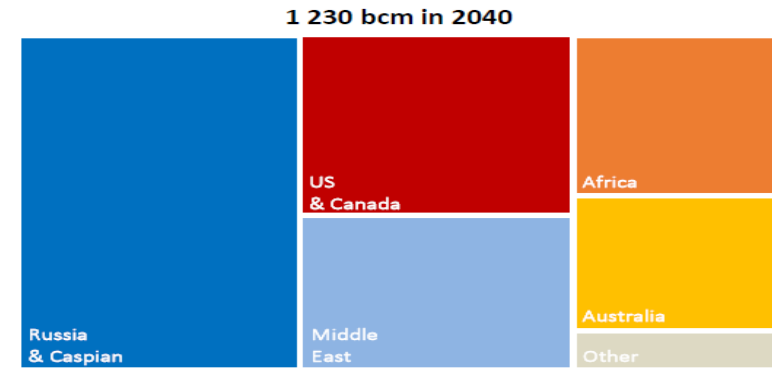
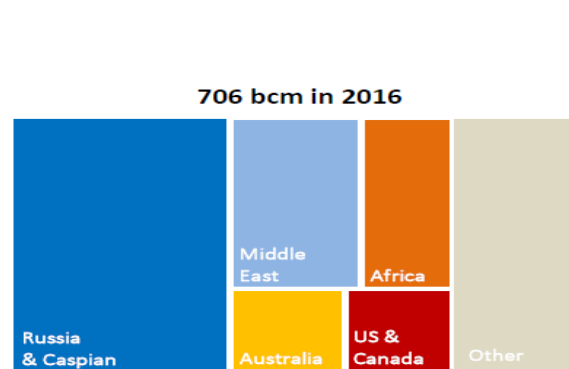
The US is already switching to become an exporter of gas & becomes an exporter of oil in the 2020s

# LNG ushers in a new global gas order

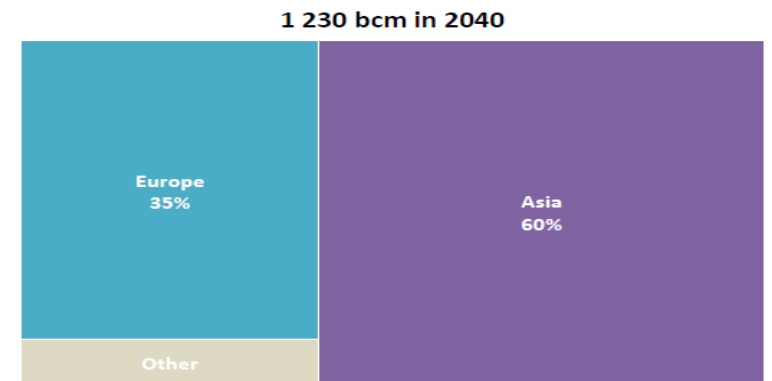
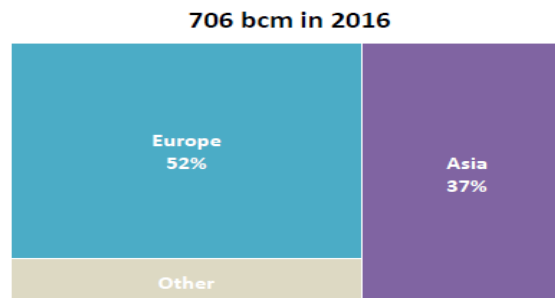
## Global Gas Trade



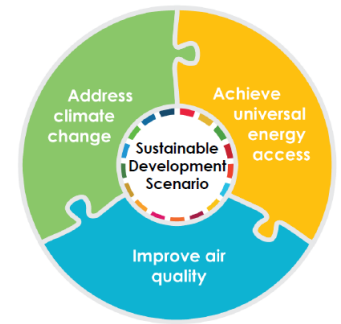
## Gas exporters



## Gas Importers



# A new strategy for energy & sustainable development



- The Sustainable Development Scenario (SDS) in 2040**



**875M electric vehicles**



**2 times more efficient than today**

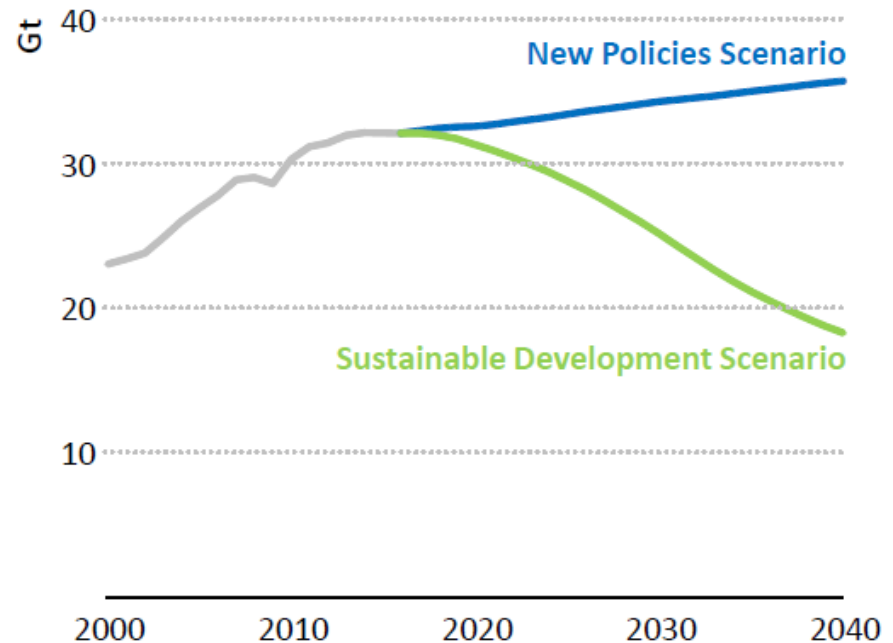


**3.250 GW Global Solar PV capacity**



**580 bcm additional gas demand**

- Global CO2 emissions by scenario**



**Only 15% additional investment is required to 2040 to achieve the SDS**

**The SDS reduces CO2 emissions in line with the objectives of the Paris Agreement, while also tackling air pollution and achieving universal energy access**

# Conclusions

- **The oil and gas boom in the United States is changing trends, with important implications for markets, trade flows, investment and energy security**
- **The Chinese energy revolution will boost cost reduction for a wide range of clean energy technologies**
- **The Sustainable Development Scenario for sustainable energy shows that actions to tackle climate change are compatible with universal access to energy and air quality**
- **Electrification and digitalization are the future of many parts of the global energy system, creating new opportunities**
- **Despite the penetration of renewable energies, the demand for oil and gas is expected to be stable in the future**

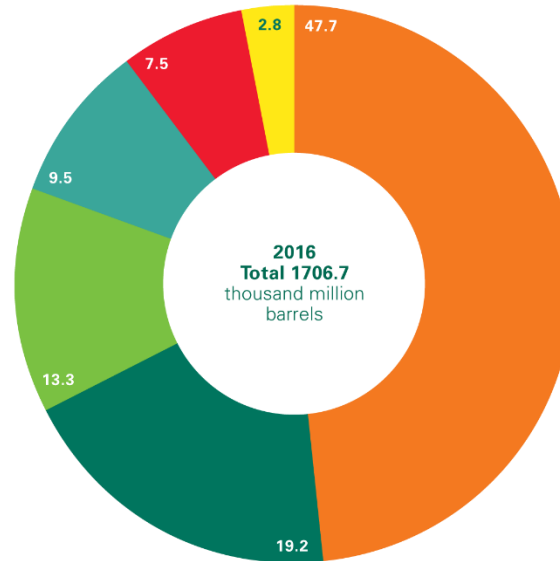
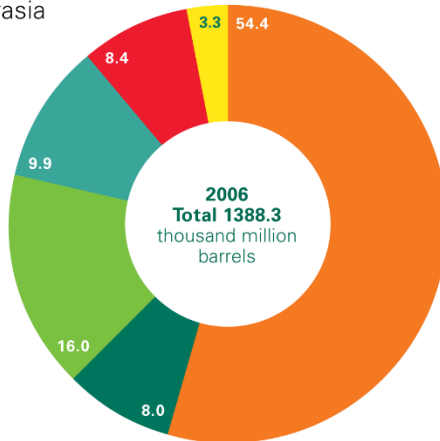
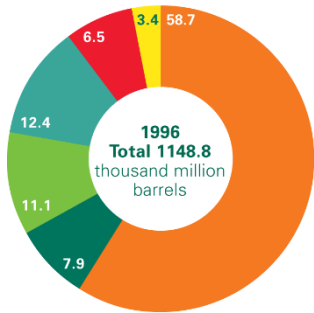
# Global Oil & Gas Overview



# Distribution of proved reserves: 1996, 2006 and 2016 (Percentage)

## Oil

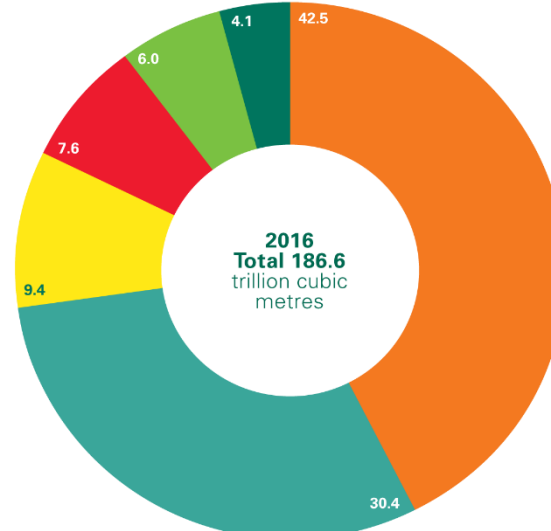
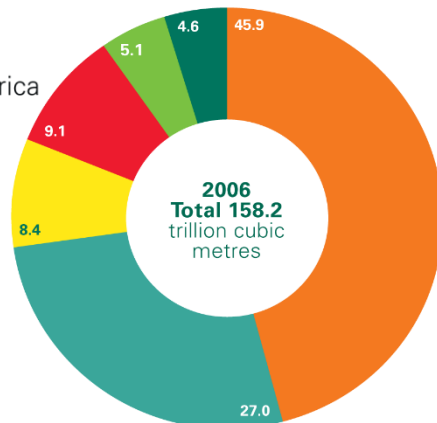
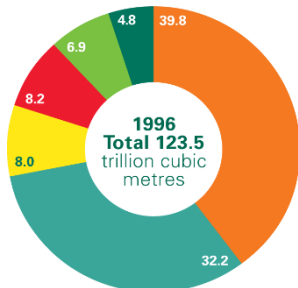
- Middle East
- S. & Cent. America
- North America
- Europe & Eurasia
- Africa
- Asia Pacific



- Reserves in 2016 = 15 billion barrels
- Sufficient to meet 50.6 years of global production at 2016 levels

## Gas

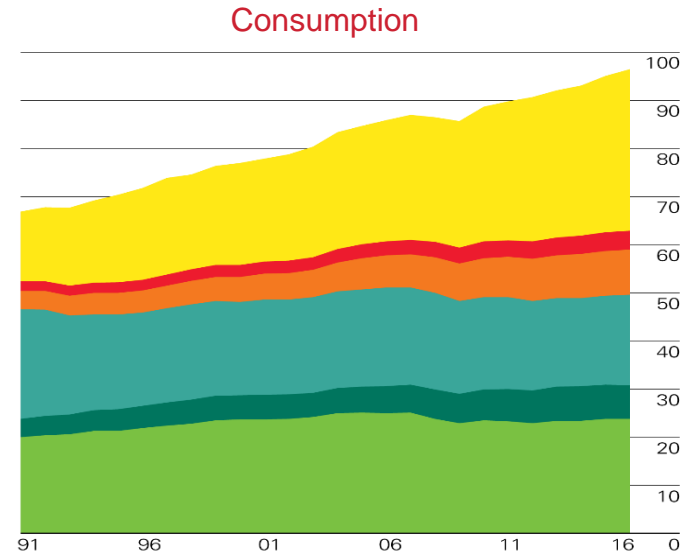
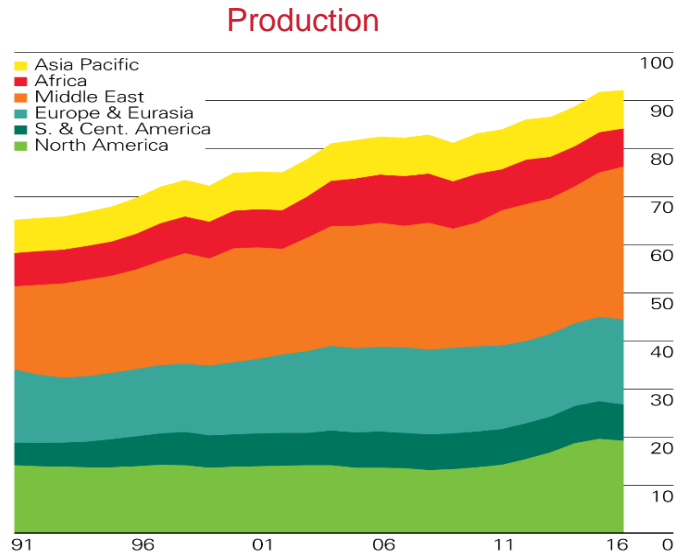
- Middle East
- Europe & Eurasia
- Asia Pacific
- Africa
- North America
- S. & Cent. America



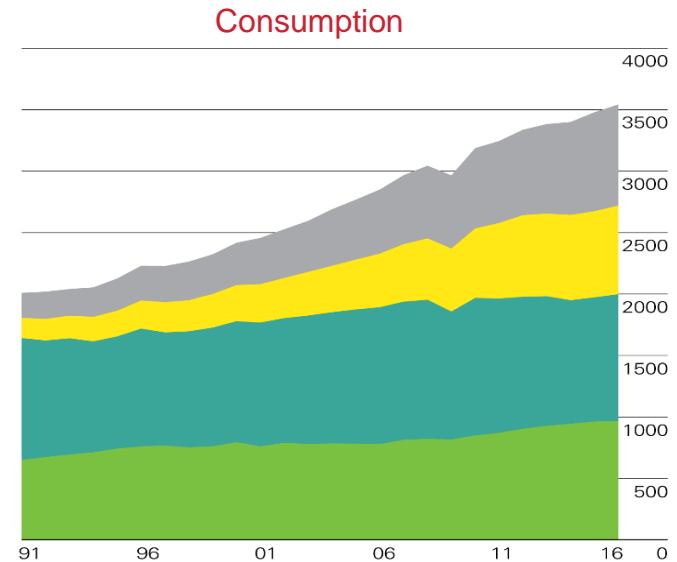
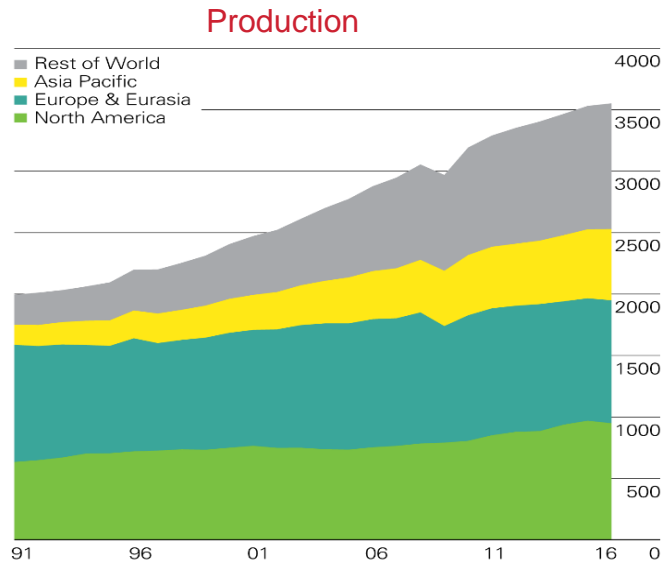
- Reserves in 2016 = 1.2 trillion cubic metres
- Sufficient to meet 52.5 years of global production at 2016 levels

# Production/consumption by region

## • Oil



## • Gas

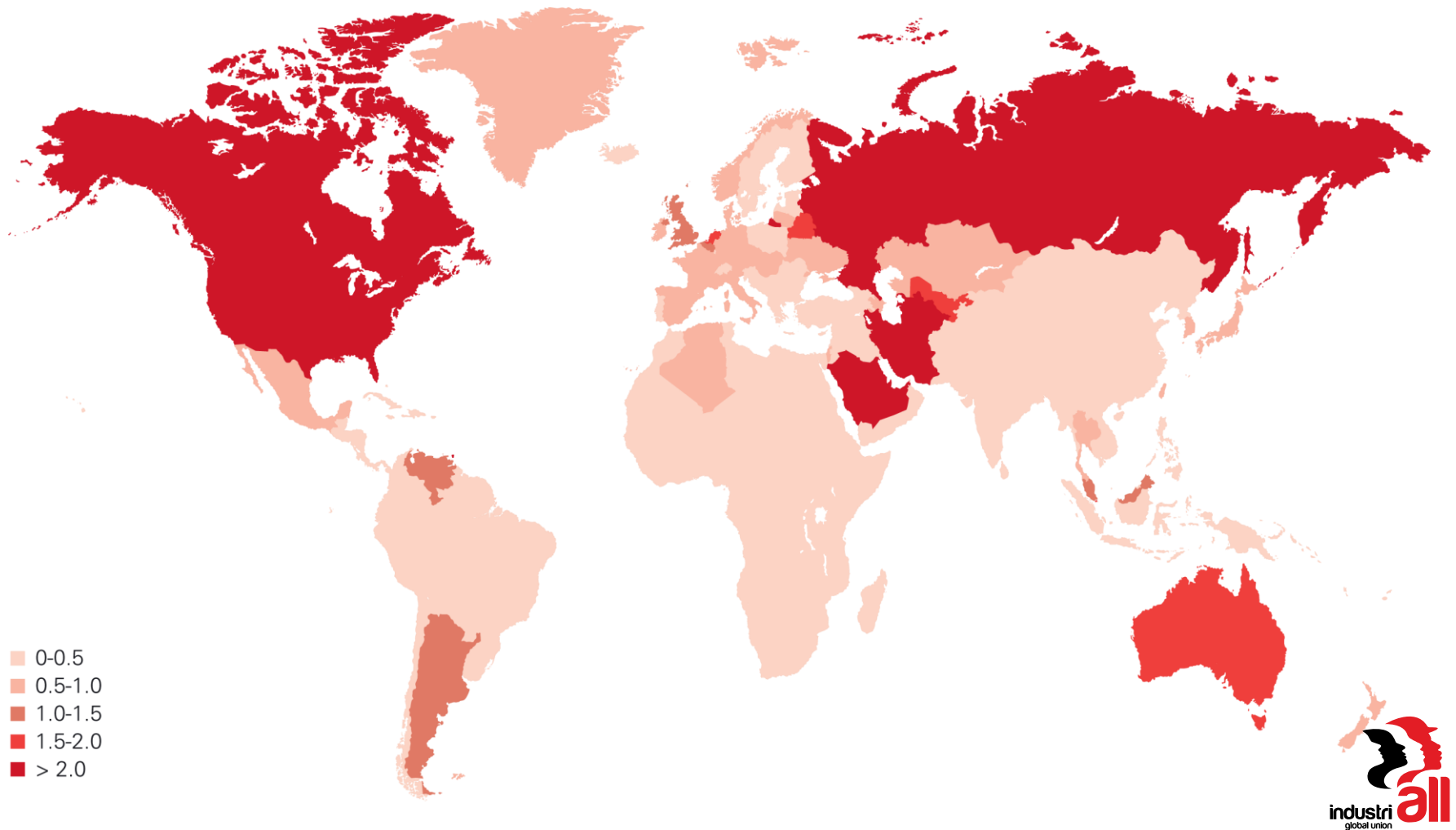






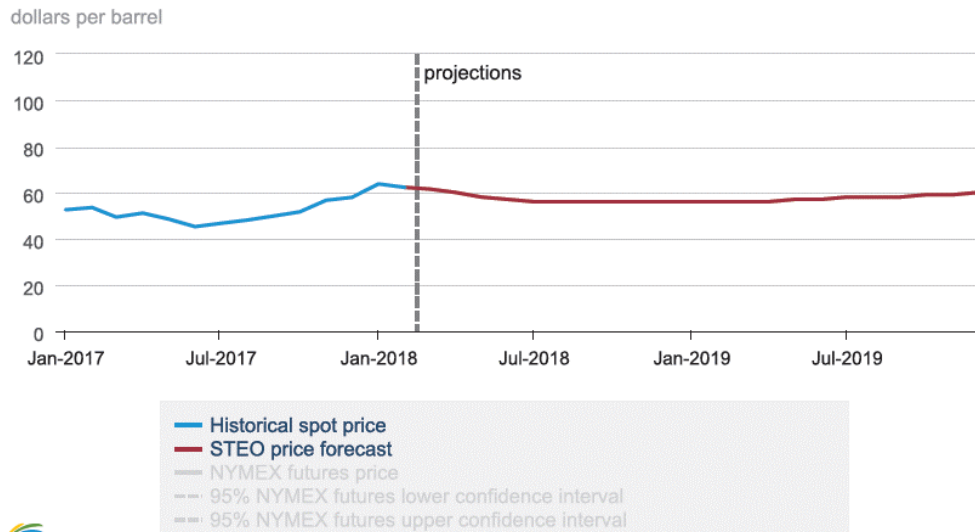
# Gas consumption per capita 2016

(Tonnes oil equivalent)



# Forecasting

## WTI Crude oil price



Source: Short-Term Energy Outlook, March 2018

## Henry Hub natural gas price



Source: Short-Term Energy Outlook, March 2018

- **Forecasts indicate that oil and gas prices will remain stable**

# Top 10 oil&gas companies

(Revenue - billions)  
(Market Value - billions)

**ExxonMobil**

(\$236.8 b)  
(\$363.3 b)



(\$264.9 b)  
(\$210 b)



**PetroChina**

(\$274.6 b)  
(\$203.8 b)



(\$102.1 b)  
(\$57.1 b)



(\$129.9 b)  
(\$192.3 b)



**ROSNEFT**

(\$80.8 b)  
(\$51.1 b)



**TOTAL**

(\$143.4 b)  
(\$121.9 b)



**Reliance**  
Industries Limited

(\$42.2 b)  
(\$50.6 b)



(\$283.6 b)  
(\$89.9 b)



(\$90.4 b)  
(\$36.8 b)



# Trade Union Networks



# Trade union networks in the Energy Industries

- **Subsector Networks**
  - Nuclear (INWUN)
- **Sub-sectoral regional networks**
  - Electricity (LAC, MENA, SAEN, APEN)
  - Oil and Gas (MENA, APEN) (LAC and SAEN in process)
- **Global Business Networks**
  - SHELL
- **Regional business networks (Latin America)**
  - REPSOL
  - ENEL

# Sub-sectoral regional networks





# Sub-sectoral regional networks





# Sub-sectoral regional networks





# Sub-sectoral regional networks



# Global Business Networks SHELL



# Regional networks



Repsol job cuts were at the top of the network meeting agenda in Peru.



The Latin America ENEL network meets in Buenos Aires



## Repsol network meets in Peru

**22.10.2015** The Repsol trade union network met in Lima, Peru from 19 to 21 October 2015 against the backdrop of news that the Spanish oil company is to cut 1,500 jobs worldwide.



## ENEL Global Works Council meets to develop GFA renewal

**22.07.2016** The ENEL Global Works Council met in Rome in July 2016 to raise issues from ENEL sites around the world, and develop the renewal of the global framework agreement which will expire.

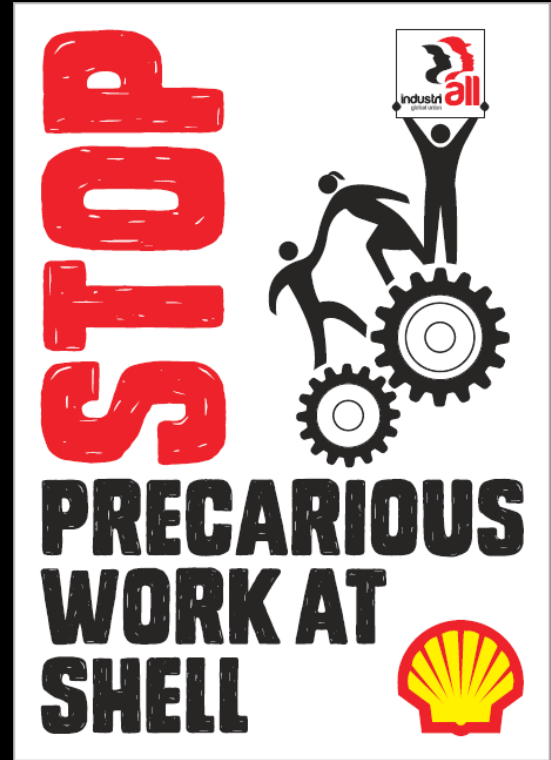
# Global Framework Agreements (GFAs) in Energy Industries



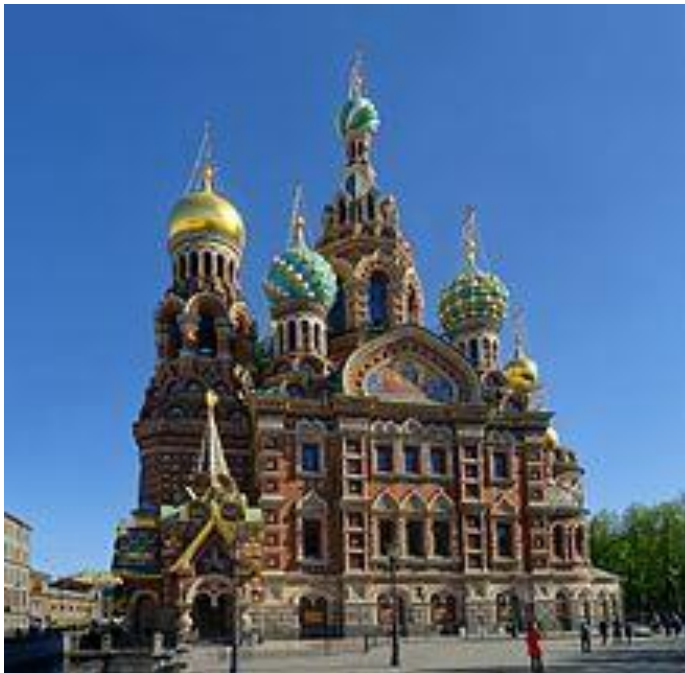


**What are we focused in now?**

# SHELL CAMPAIGN



# “Building Union Power in Energy Industries”



**IndustriALL  
Global Union's  
World  
Conference for  
the Energy  
Industries**

**25-26 July 2018**

**St. Petersburg  
Russia**







# IndustriALL Women Committee

<http://www.industrialall-union.org/issues/building-strong-unions/women>



## Challenges in organizing women

- Lack of interest to join the union
- Difficulties to change the mind-set of male reps
- Difficulties to get the works councils to have women interests in mind
- Difficulties for traditionally male dominated unions to know women's interest
- Time constraints and caring responsibilities
- Fear of job loss (women-head of households)

## Specific Organizing strategies:

- Establishing quotas
- Establishing women's structures
- Training (women organisers/leadership training)
- Campaigns to increase women's representation

## Challenges faced by women in sectors

- Inequality and discrimination
- Horizontal and vertical segregation
- Lack of maternity protection (working conditions during the pregnancy, security of job)
- Violence and harassment against women

## Including women issues in CBA

- Monitoring of decrease of gender wage gap
- Improving maternity protection
- Language on Childcare and Family rights
- Language on violence and harassment at work
- Leaves for domestic violence

UNIONS  
SAY NO TO  
VIOLENCE



**IndustriALL Campaign against  
violence at workplace**





# IndustriALL PLEDGE

## VIOLENCE AND HARASSMENT AGAINST WOMEN:

- ✗ NOT IN OUR WORKPLACE
- ✗ NOT IN OUR UNION

UNIONS  
SAY NO TO  
VIOLENCE



ALL FORMS OF VIOLENCE AGAINST WOMEN ARE UNACCEPTABLE!

Violence seriously impacts women workers' lives around the globe, with sexual harassment its most reported form. Violence against women is a violation of women's human rights. It is an obstacle to gender equality. Violence against women at work is a core trade union issue affecting workers' rights, safety, health and dignity.

## OUR UNION PLEDGES:

To take a public stand against all forms of violence and harassment against women and to condemn all attitudes and actions that perpetuate sexism and violence



To take up the issue as a priority in our union and to allocate the necessary resources for activities aimed at preventing and combating this violation of women's rights



To foster a culture of respect for women within our union by raising the awareness of our members, staff and officials and providing education on the importance of eradicating violence and harassment in the workplace and in our union



To encourage our members to actively take a stand against violence and harassment against women, especially in their own workplaces



To organise campaigns aimed at preventing and combating violence against women

To demand that governments enact and enforce laws to protect women from violence



To demand that employers develop policies against all forms of violence and harassment at work, and promote awareness among their employees on the devastating impacts of violence against women and the importance of eradicating it



To demand that employers develop concrete policies and procedures to prevent and combat all forms of violence against women in their premises and supply chains, and establish safe mechanisms for women to turn to if they are assaulted or attacked at work



To include demands for the eradication of violence and harassment against women in our collective bargaining claims.

**IndustriALL  
Pledge:  
Violence and  
Harassment  
against  
Women:  
Not in my  
Workplace!  
Not in My  
Union**



تعهد

الاتحاد الدولي للصناعات



UNIONS  
SAY NO TO  
VIOLENCE



العنف والتحرش ضد المرأة:

ليس في مكان عملنا



ليس في نقابتنا



جميع أشكال العنف ضد المرأة مرفوضة!

يؤثر العنف تأثيراً شديداً على حياة العاملات في جميع أنحاء العالم، حيث يشكل التحرش الجنسي أكثر أشكال العنف التي يتم الإبلاغ عنها. وبعد العنف ضد المرأة انتهاكاً لحقوقها كإنسان ويشكل عائقاً أمام المساواة بين الجنسين. إن العنف ضد المرأة في مكان العمل هو قضية نقابية أساسية تؤثر على حقوق العاملات وسلامتهن وصحتهن وكرامتهن.



تتعهد نقابتنا:

بمطالبة الحكومات بسن وفرض قوانين لحماية المرأة من العنف



بمطالبة أصحاب العمل بوضع سياسات لمكافحة جميع أشكال العنف والتحرش في العمل، وتعزيز وعي موظفيهم بالاتار المنعرة للعنف ضد المرأة وأهمية القضاء عليه



بمطالبة أصحاب العمل بوضع سياسات وإجراءات ملموسة لمنع ومكافحة جميع أشكال العنف ضد المرأة في أماكن عملهم وسلاسل توريدهم، وإنشاء آليات آمنة للمرأة لكي تلجأ إليها إذا تعرضت للاعتداء أو الهجوم في العمل

بإدراج مطالب بالقضاء على العنف والتحرش ضد المرأة على لائحة مطالبنا للمفاوضات الجماعية.

باتخاذ موقف علني ضد جميع أشكال العنف والتحرش ضد المرأة وإدانة جميع المواقف والممارسات التي تكرس التحيز الجنسي والعنف



بتناول القضية كأولوية في نقابتنا وتخصيص الموارد اللازمة للأنشطة الرامية إلى منع ومكافحة هذا الانتهاك لحقوق المرأة



بتعزيز ثقافة احترام المرأة داخل نقابتنا من خلال زيادة وعي أعضائنا وموظفيها ومسؤولينا وتوفير الثقافة المناسبة المتعلقة بأهمية القضاء على العنف والتحرش في مكان العمل وفي نقابتنا



بتشجيع أعضائنا على اتخاذ موقف فعال ضد العنف والتحرش ضد المرأة، وخاصة في أماكن عملهم



بتنظيم حملات تهدف إلى منع ومكافحة العنف ضد المرأة

IndustriALL  
Pledge:  
Violence and  
Harassment  
against  
Women:  
Not in my  
Workplace!  
Not in My  
Union



industri  
all  
global union



## Take the Pledge!

- **Formal Adoption (Signature/ Vote)**
- **Dissemination throughout the unions of this pledge**
- **Ensure that the act of signing is well understood and publicized by and within the union**

# Thanks for your attention

**Kemal Özkan**

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**@IndustriALL\_GU**



**@IndustriALLGlobalUnion**



**www.industriall-union.org**

