

Oil & Gas Industry

Recent Economic Developments, Workers' Rights and Trade Union Situation

Beirut, Lebanon, 23 April 2019

Diana Junquera – Energy Industry Director



Global Economy



Global Economy

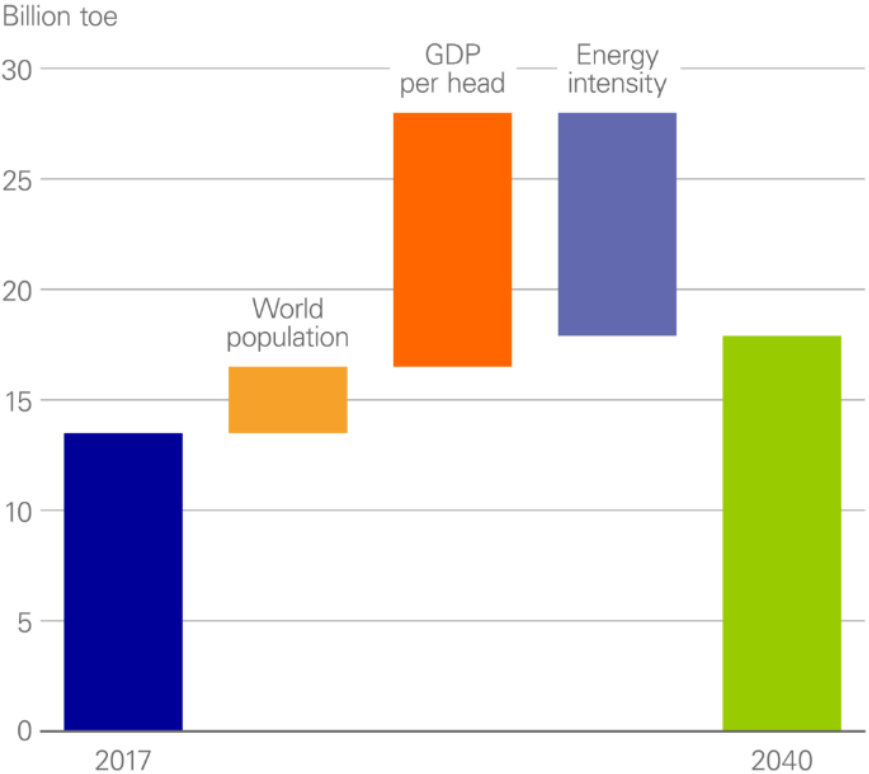
- Signs suggest that the global economic growth spurt has peaked, but according to the UN World Economic Situation and Prospects 2019, growth will remain steady at 3% in 2019-2020.
- However, economic growth is uneven and is often failing to reach the regions and individuals where it is most needed.
- GDP per capita growth is expected to stagnate or remain very low in several parts of Africa, Western Asia and Latin America.
- Unemployment rates are at historical lows in developed economies, people with low incomes have seen no growth in income for a decade.
- Global trade tensions continue to pose a threat to the economic outlook and impacts in some sectors are already apparent.
- Transition towards sustainable patterns of production and consumption is not happening fast enough - climate risks continue to intensify, and the human cost of disasters falls on low-income and lower-middle-income countries.

Global Energy Sector Overview

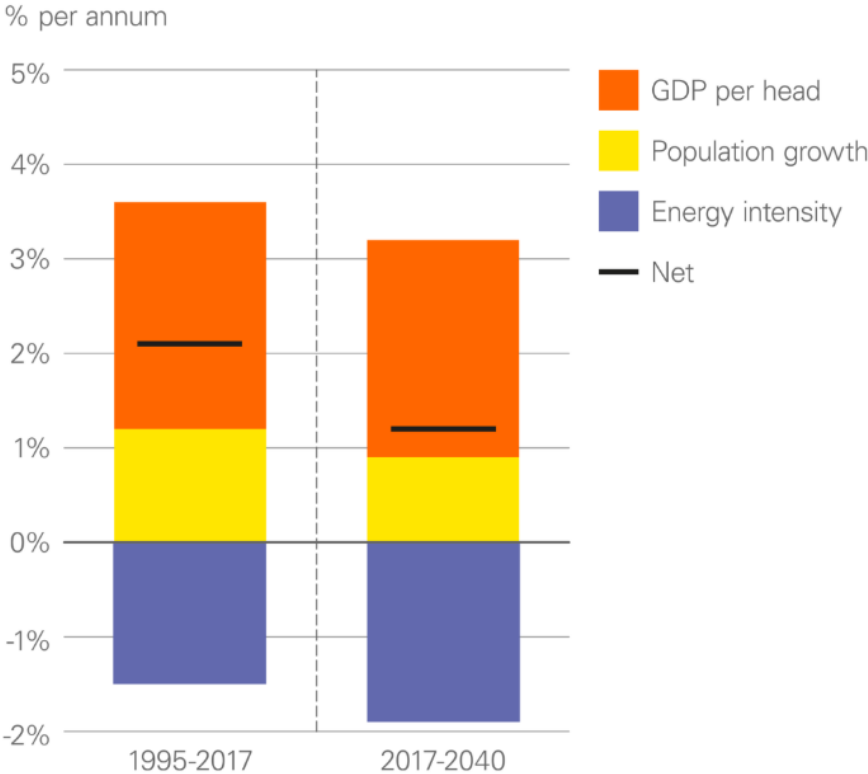


Higher living standards drive increases in energy demand

Increase in primary energy demand, 2017-2040



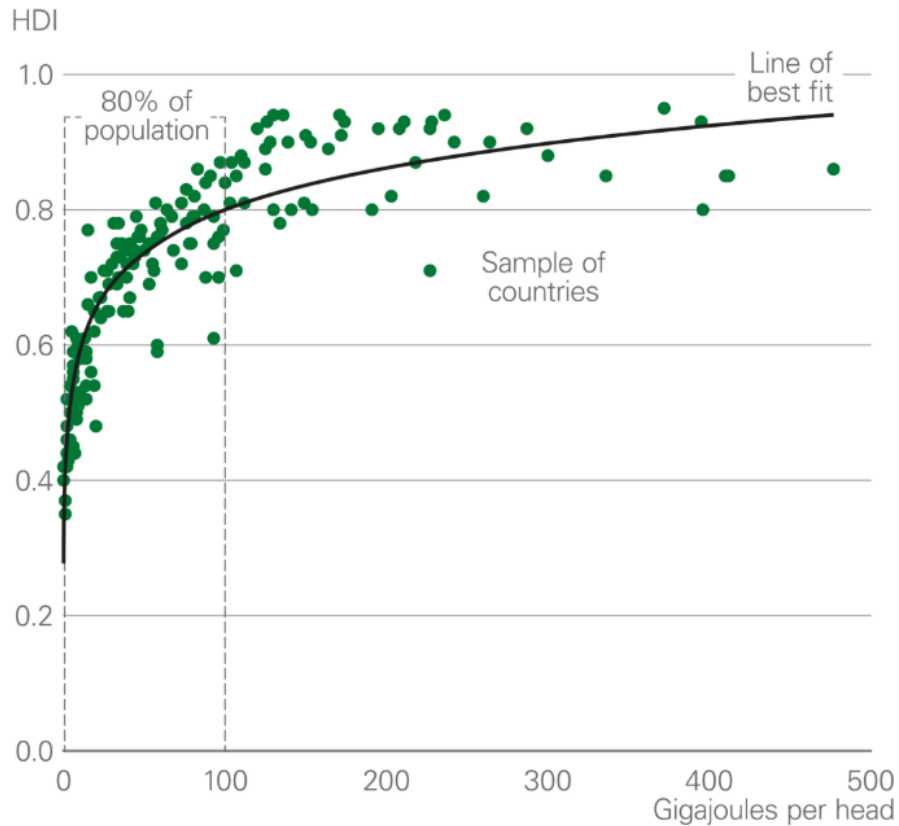
Contributions to primary energy demand growth



Source: UN 2018

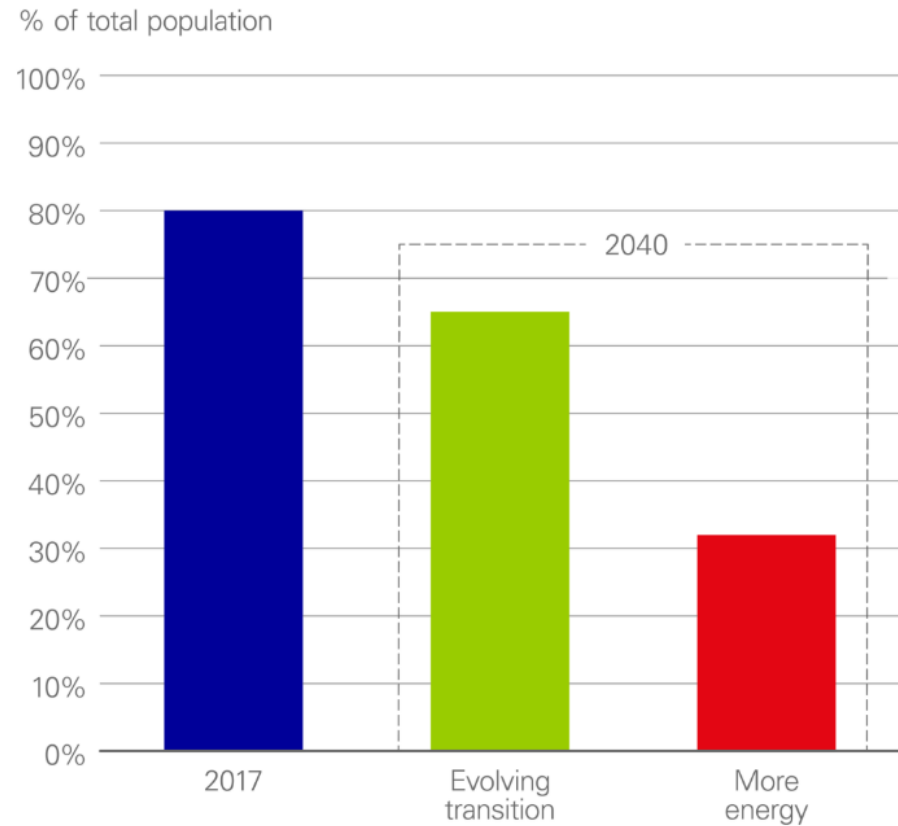
The world needs 'more energy' to allow global living standards to continue to improve

Human development index and energy consumption per head, 2017



Source: UN 2018

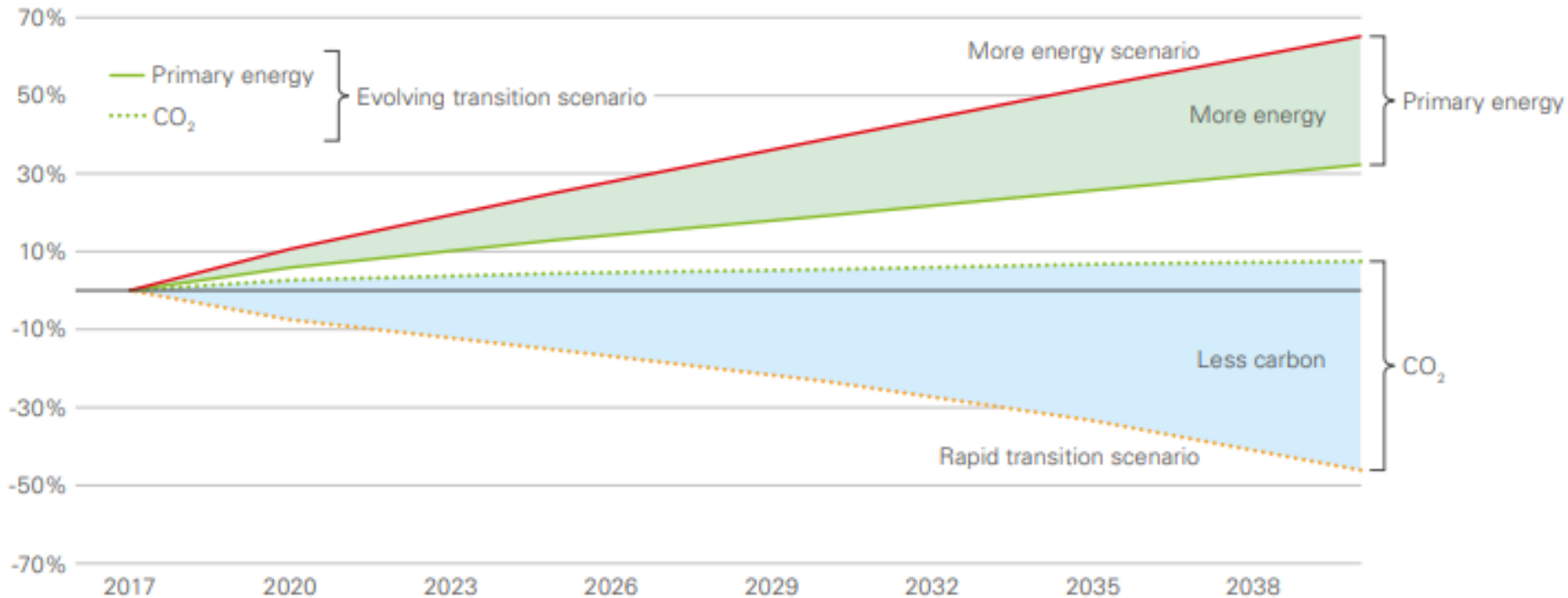
Share of world population consuming less than 100 Gigajoules per head



The global energy system faces a dual challenge: the need for 'more energy and less carbon'

Primary energy demand and carbon emissions

Cumulative growth rate, 2017 = 0%

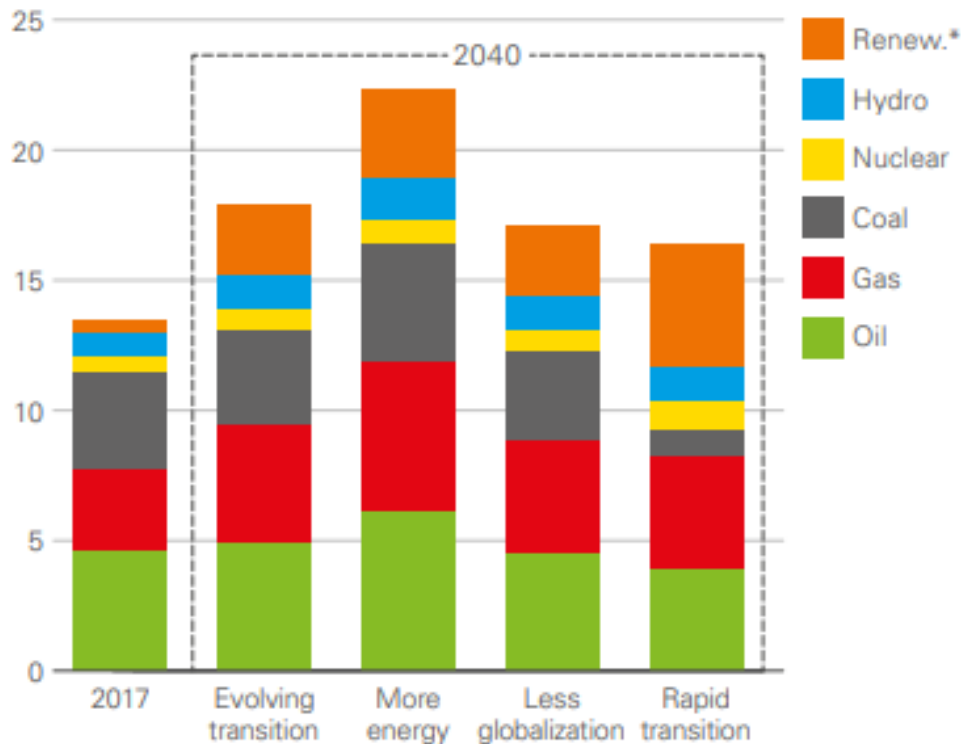


Source: UN 2018

Different aspects of the energy transition

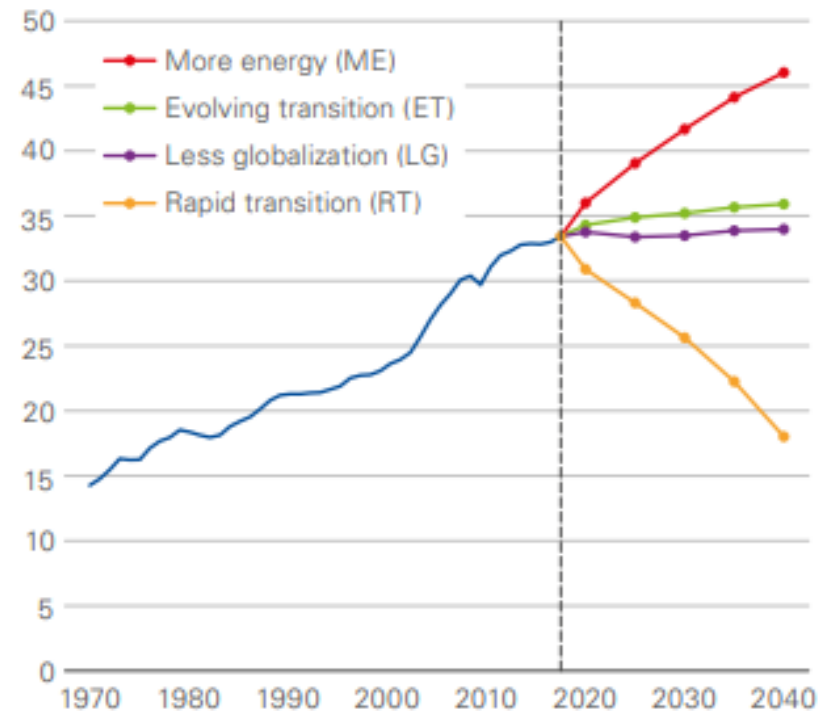
Primary energy consumption by fuel

Billion toe



CO₂ emissions

Gt of CO₂

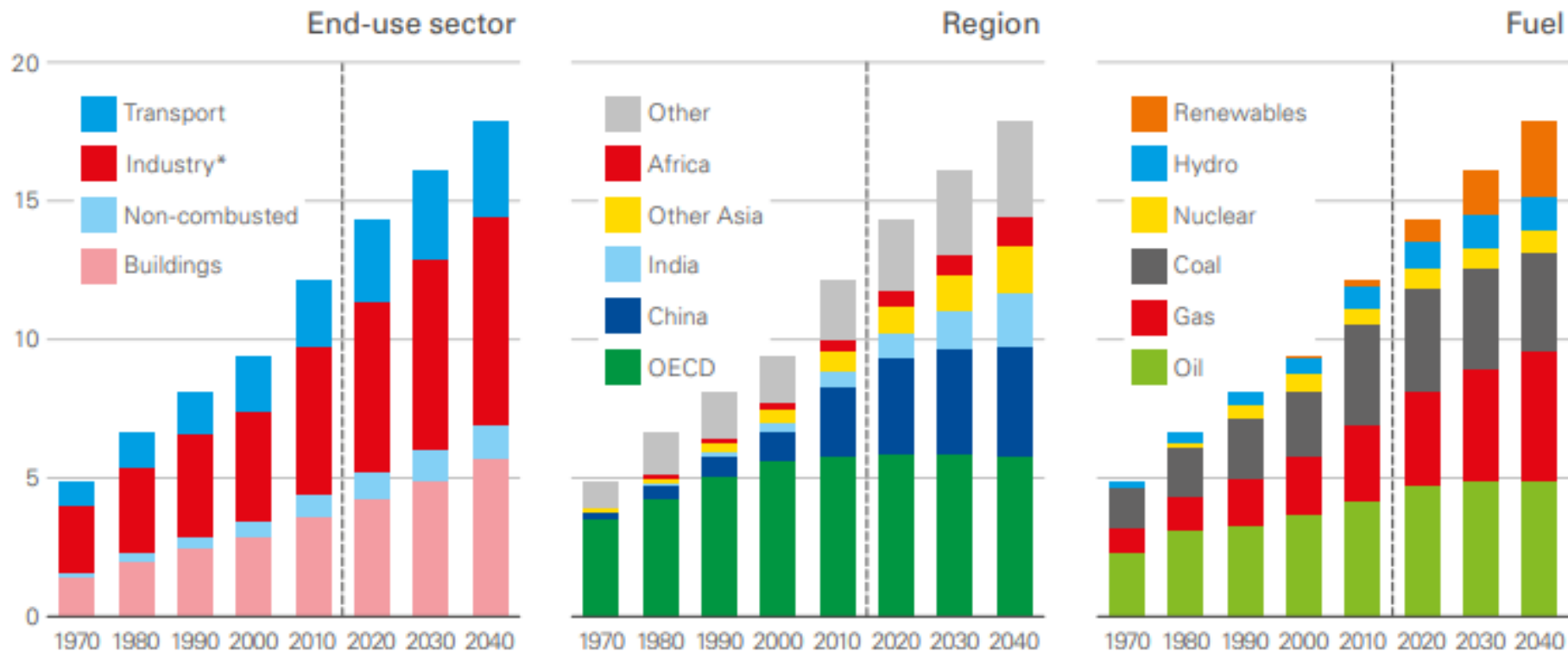


*Renewables includes wind, solar, geothermal, biomass, and biofuels.

Energy transition through three different lenses: sectors, regions and fuels

Primary energy demand

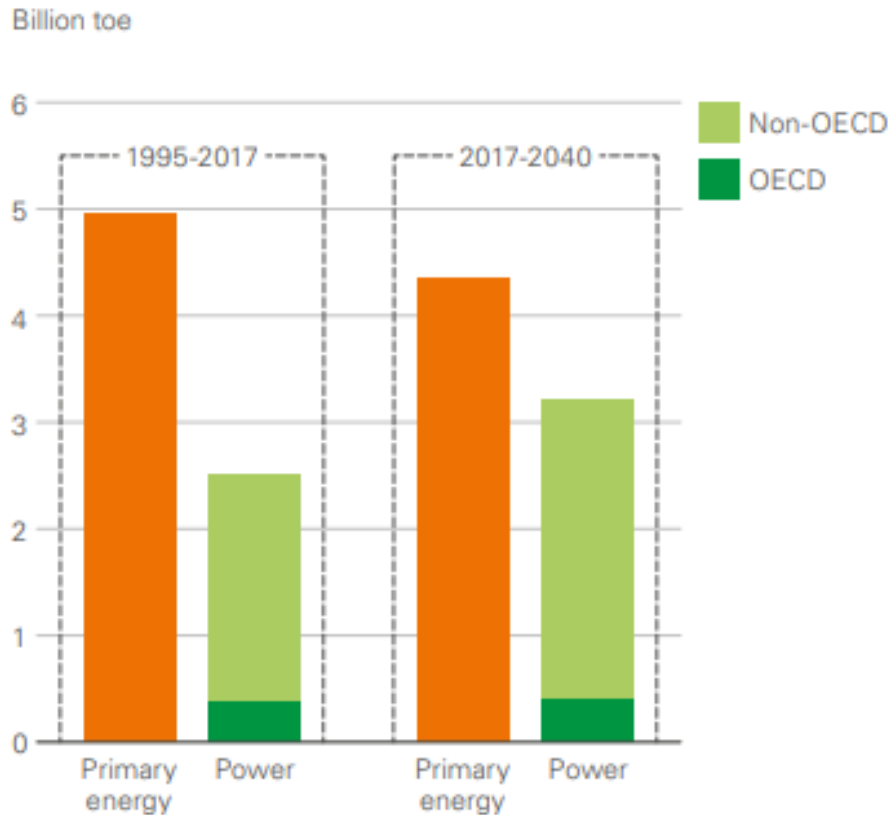
Billion toe



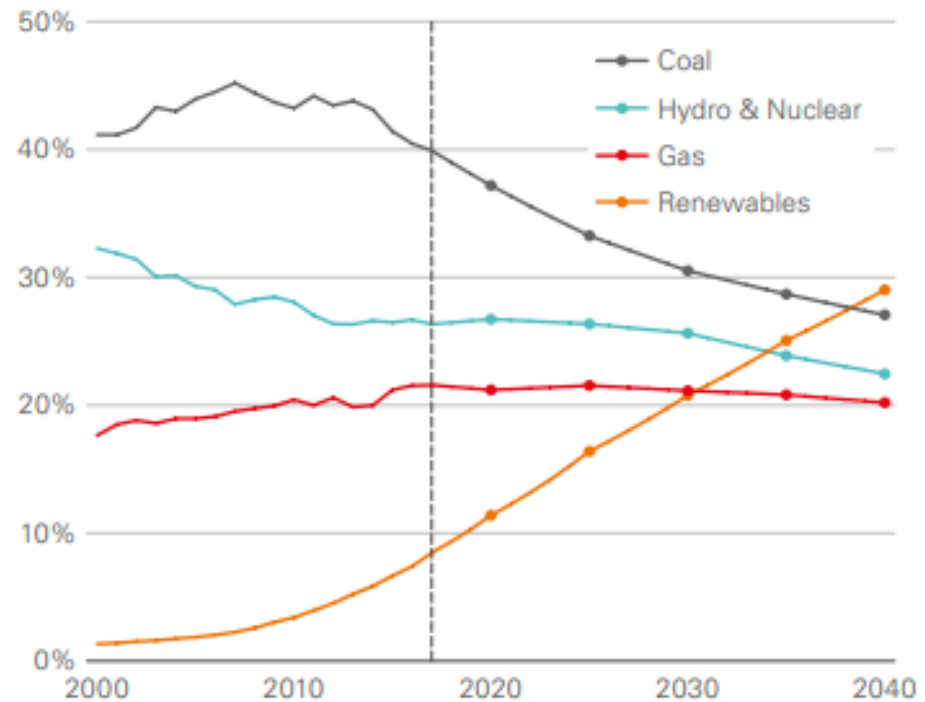
*Industry excludes non-combusted use of fuels

The world continues to electrify, led by developing economies, with renewable energy playing an ever-increasing role

Growth in primary energy and inputs to power



Fuel shares in power

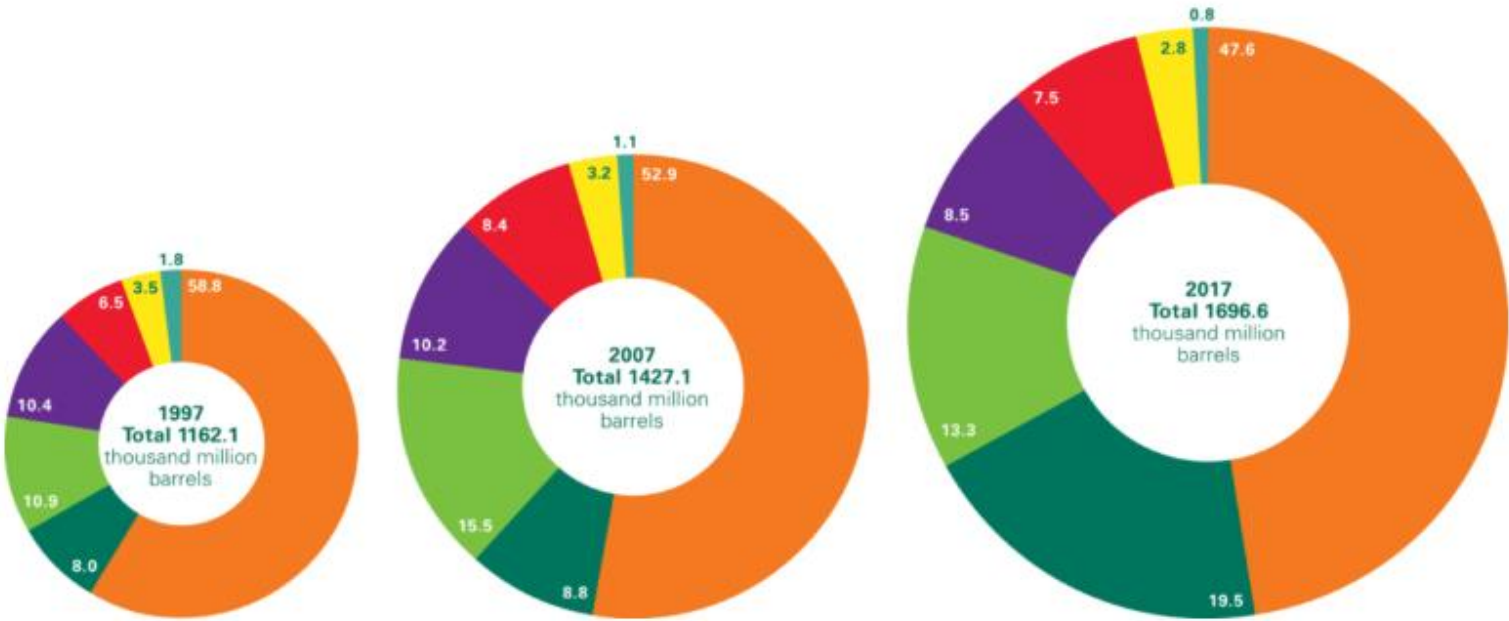


Global Oil & Gas Overview



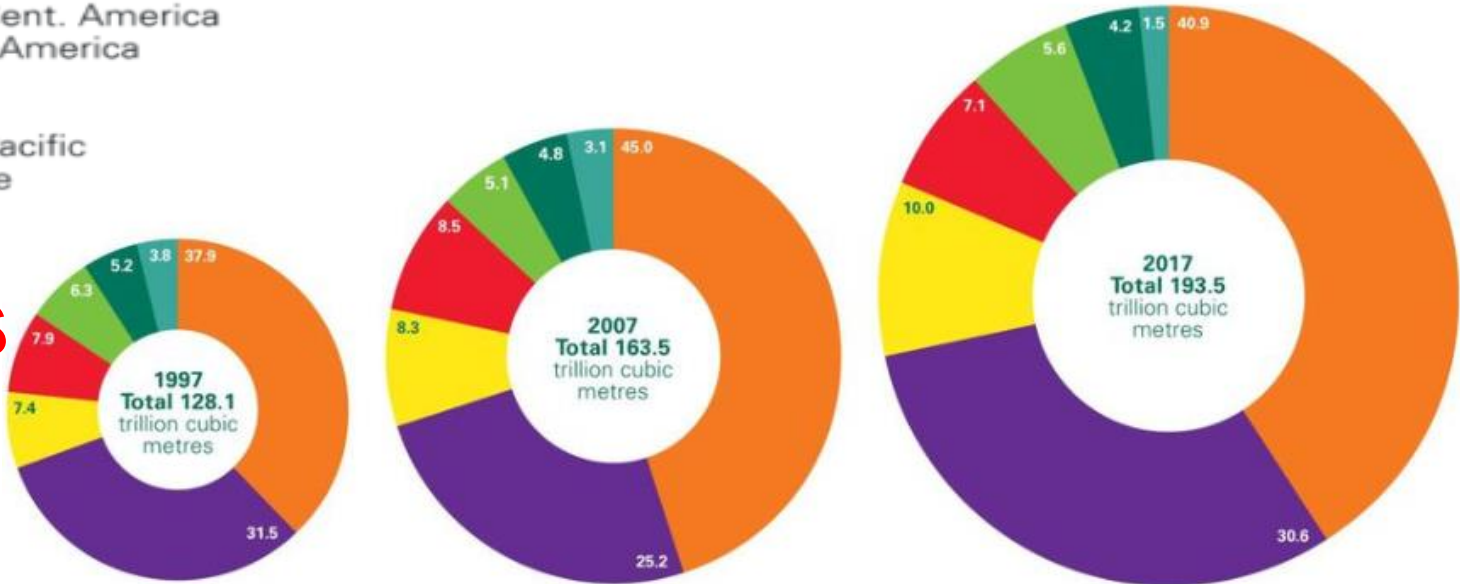
Distribution of proved reserves: 1997, 2007 and 2017 (%)

Oil



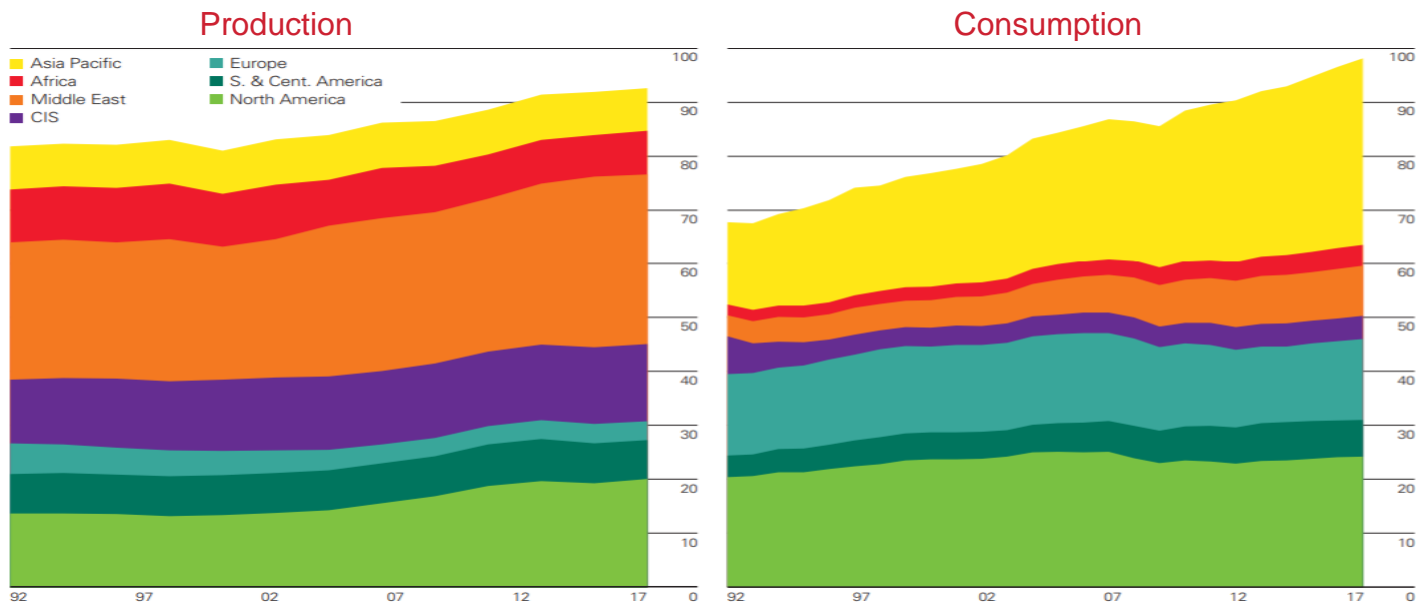
- Middle East
- S. & Cent. America
- North America
- CIS
- Africa
- Asia Pacific
- Europe

Gas

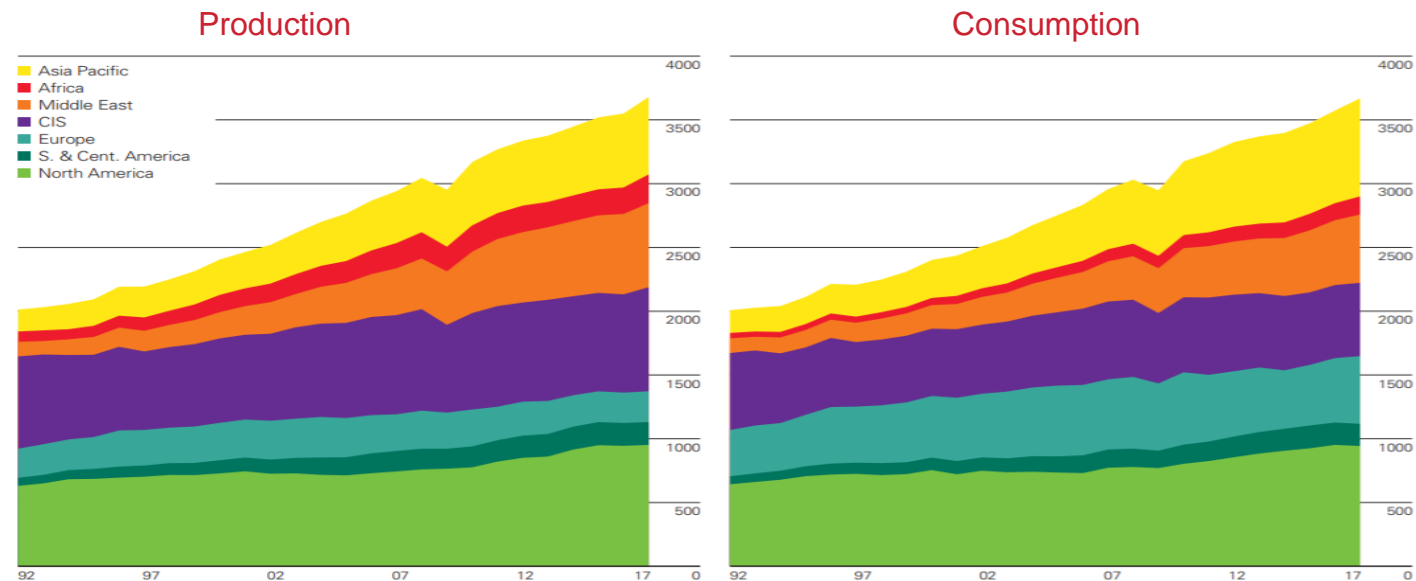


Production/consumption by region 2017

• Oil

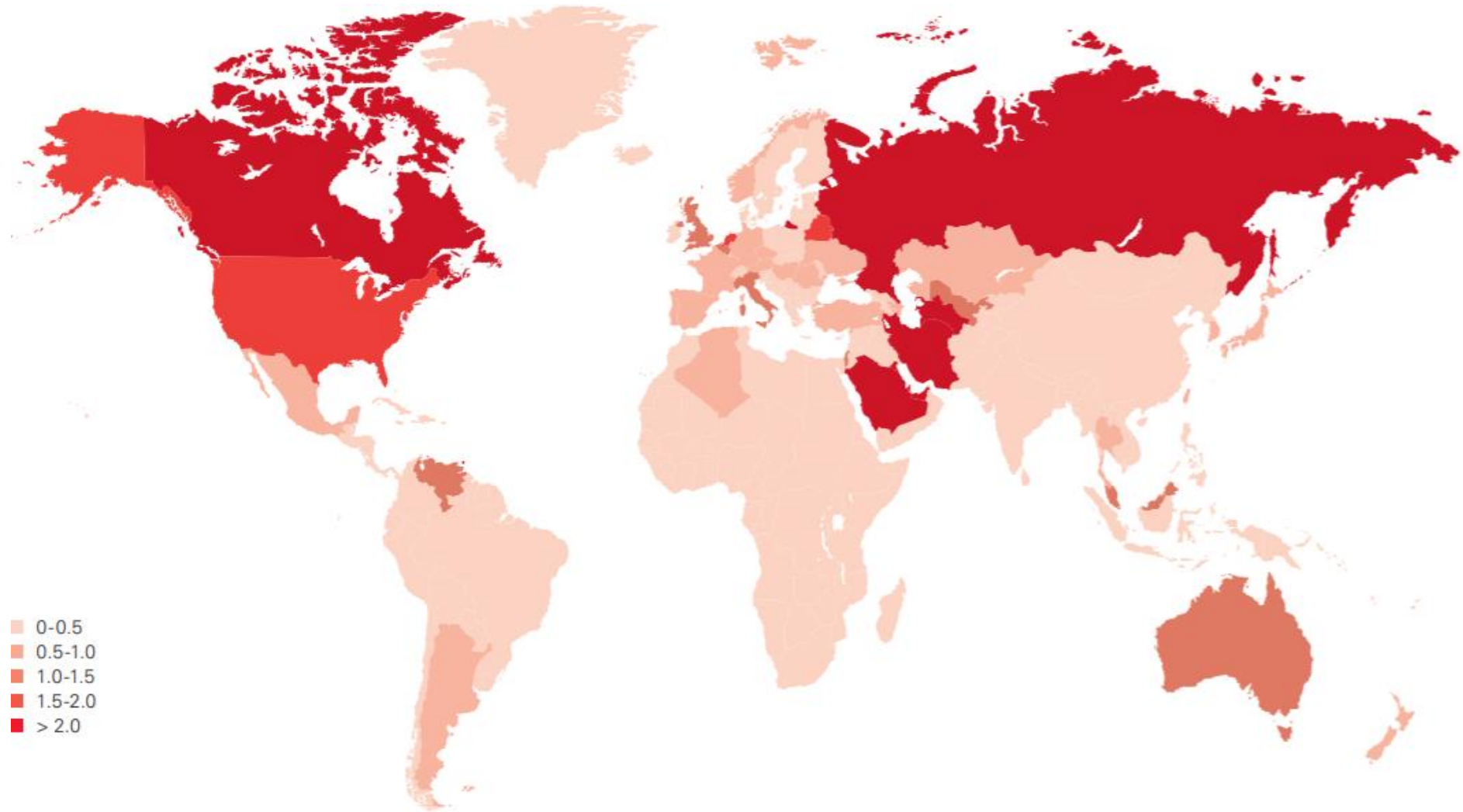


• Gas



Gas consumption per capita 2017

(Million tonnes oil equivalent)



Oil prices: Forecasting

- ❖ Mid-2018 **USA - Russia - Saudi Arabia** become 3 mayor Oil Producers

↓
11 mill bpd → 68% shale gas (8 mill bdp)

- ❖ End 2016 **was created OPEC+** = Old OPEC + group of independent producers

↓
Saudi Arabia, Kuwait, Iran, Iraq, Venezuela, Angola, Algeria, Ecuador, United Arab Emirates, Gabon, Equatorial Guinea, Libya, Nigeria and Republic of the Congo

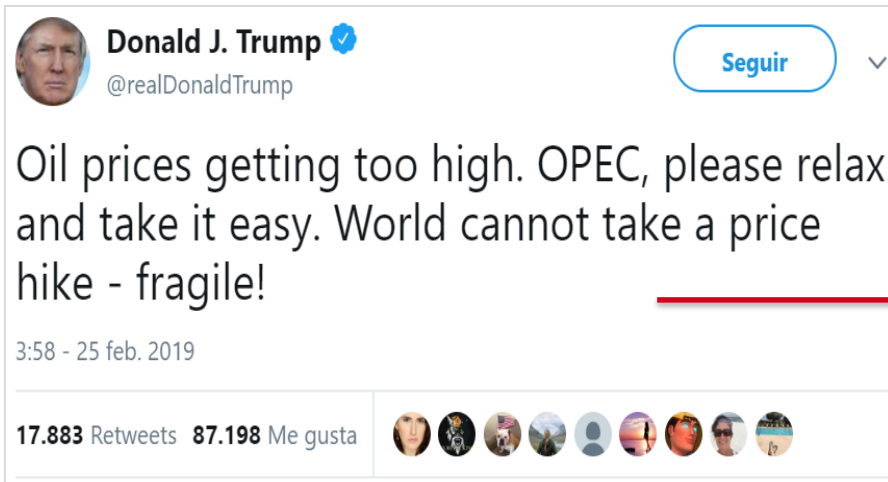
↓
Azerbaijan, Bahrain, Brunei, Kazakhstan, Malaysia, Mexico, Russia, Sudan and South Sudan

Objective: reduce the joint production starting from the level of October 2016

- ❖ Dic-2018 **OPEC+** decides to reduce production 1.2 mill bpd until June 2019 to boost oil prices

↓
Oil prices could be boosted btw April-June 2019 due to supply problems in the USA and Venezuela, as well as compliance with the OPEC+ agreement.

Oil prices: Forecasting



Facing price increases' scenario, Trump criticizes OPEC accusing them of high oil prices. But the main factor for the price rebound is Trump administration's sanctions to Iran and Venezuela, having taken more than 2 mill bpd of the market and the crisis in Libya.

- ❖ June 2019 Unexpected turn: **OPEC and Russia** are considering to put an end to the agreement reached last December in order to boost production and thus dispute the market shares against the United States.
- ❖ Such decision, recognize Russia and OPEC could push back oil prices this year to about \$40 or less, but the dilemma for them is:
 - lose the market to the United States
 - abandon the agreement. 

Oil prices: Forecasting

❖ If they abandon the agreement oil prices will fall, → US production will be reduced since the cost of production of shale oil is much higher than that of conventional producers.

Production cost

- Fracking in US 50 \$ barrel
- Conventional Oil in Iraq 13 \$ barrel

The **NO** renewal of the agreement in June 2019 can bring an increase in the offer and changes in the price.

To produce 1 mill. Barrels per year is needed:

- In US 2,500 oil wells
- In Iraq 60 oil wells



He is playing a double game.

A very low oil price can have shocking negative consequences:

- elimination of jobs
- liquidity crisis
- reduction in spending on fracking companies.

(Thousands of layoffs and the dozens of bankruptcies caused by the collapse in oil prices in the period between 2014 and 2016.)

What is industriALL's focus on?

Trade Union Networks







Building union power in oil and gas in the MENA region

<http://www.industrialunion.org/industrial-signs-global-union-agreement-with-total>

<http://www.industrialunion.org/building-union-power-in-oil-and-gas-in-the-mena-region>



TOTAL Lebanon
General Management



EWC Coordinator

Egypt, Lebanon, Tunisia, Algeria and Morocco
TOTAL's workers





<http://www.industrialall-union.org/eni>

<http://www.industrialall-union.org/building-union-power-in-oil-and-gas-in-the-mena-region>

Global Framework Agreements (GFAs) in Energy Industries





IndustriALL Global Union's World Conference for the Energy Industries 25-26 July 2018, St. Petersburg, Russia



**BUILDING UNION POWER
IN ENERGY INDUSTRIES**



- 200 representatives – 70 trade unions – 50 countries
- Changes in national energy policies – COP21 – new technologies → new skills
- Precarious work – organize Precarious Workers & include them in CBAs
- Networking
- Campaigns
- Industry 4.0, lifetime learning, education and training
- Just Transition
- New action plan → Strategies

World Conference for the energy Industries

Main points



1. Defend Workers' Rights:

- Fighting for Fundamental Rights
- Women

2. Build Union Power:

- Union Organizing
- Boosting Unity and Global solidarity
- Advocacy Work

3. Confront Global Capital:

- Campaigns and Solidarity Actions
- Trade Union Networks
- Global Framework Agreements (GFAs)

4. Fight Precarious Work

5. Create Sustainable Industrial Policy

World Conference for the energy Industries

Action Plan [\(link\)](#)





Adressing challenges for women inclusion in male dominated industries



Myth Busting



Barriers to joining male dominated industries

- Historical and legal barriers
- Structural barriers
- Health and safety issues
- Discrimination and sexism
- Lack of support by male counterparts vs over protection
- Violence & sexual harassment
- Low proportion of young women studying STEM
- Lack of women in leadership and female role models



Women in the unions

ODOLOGIA

ON - PARTICIPACION (IAP)

IVESTIGACION

RA

S CUATRO (4) GRANDES

OR MINERO ENERGETICO DE

ARBON - SINTRAELECOL - USO-



Barriers to joining the unions

- Failure of the unions in dealing with women workplace related issues or rights
- Lack of women in leadership and female role models
- Lack of confidence
- Limited amount of time (Family care and child care)
- Sexism, machismo
- Violence and Sexual harassment
- Fear of discrimination and isolation
- Fear of losing her jobs

***«Gender equality is not an issue
for women alone to resolve.
It is a
core trade union issue»***

RECOMMENDATIONS FOR SECTORS AND NETWORKS

- 1. Each network and sector** to set its own rules for increasing women's participation in meetings, which can be applied by the Secretariat. Quotas are recommended as the only method that has been demonstrated to work.
- 2. Every sectoral and network meeting** to include an agenda item on how to improve gender equality.
- 3. Sectoral and network meetings** to include a women's caucus discussion.
- 4. Sectors and networks** to identify women leaders and invite them to meetings to support their development as leaders in the sector.

RECOMMENDATIONS FOR SECTORS AND NETWORKS

- 5. Sectors and networks** to devise strategies to analyse the issues facing women in the workplace and in the union and develop campaigns to address them. These to include:
- Mapping women's participation in the workplace and in the unions
 - Strategies to organize more precarious and white-collar workers, given the significant presence of women in these categories
 - A gender perspective in the studies and work done on Industry 4.0
 - A specific focus on violence against women and encouraging affiliates to adopt the IndustriALL Pledge *'Violence and Harassment against Women: Not in my Workplace! Not in My Union!'*

RECOMMENDATIONS FOR SECTORS AND NETWORKS

6. Use GFAs and dialogue with MNCs to:
 - demand information from companies on where women are working in the company and the supply chain
 - discuss women's employment situation, gender based violence and barriers to gender equality and address the issues identified
 - demand companies to employ more women in male-dominated areas
 - demand training in the company on gender equality and gender based violence
 - challenge companies on their performance on gender equality against their own code of conduct and international commitments they have made

RECOMMENDATIONS FOR SECTORS AND NETWORKS

7. **Every sectoral and network meeting** to be presented with the outcomes of the Cape Town meeting.
8. Sector co-chairs to be responsible for ensuring the implementation of these recommendations in the sector and the relevant networks and reporting on progress to the Executive Committee.


Shell Campaign

Strategic Goals


1. Recognize the Network as a counterpart for a genuine social dialogue at a global level.
2. Limit the use of precarious work at Shell and protect precarious workers' rights.
3. Be a sustainable company, so it respects its commitments to international standards of the environment, communities and human rights.
4. Apply the same high-level international health and safety standards and procedures at Shell operations everywhere, including suppliers.

STOP
PRECARIOUS
WORK AT
SHELL




SHELL:
RESPECT
ALL WORKERS'
HUMAN
RIGHTS

HUMAN RIGHTS DAY
10 DECEMBER



Campaign Actions

- 7th October 2017– World Day for Decent Work
- Collecting Info that will be used to build the campaign
- 10th December 2017– Human Rights Day
 - Demonstrations, Press release, Social Media
- Survey on working conditions and precarious work
- May 2018, Annual General Meeting (AGM) for Shareholders
 - Union Network meeting during the same week in the same place to take actions there
- IndustriALL's mission to Nigeria (october 201)
- Report – letter – Global Worker
- ILO Colaboration
- Conversations with Investment Funds
- UNHRC (March 2019)
- Global Compact
- May 2019 Annual General Meeting (AGM) for Shareholders
- July 2019 London #makethefuture - #gotnotfuture
 - Union Network meeting during the same week in the same place to take actions there



Workers in Algeria to stage further strikes

2019.04.02 ***UPDATE 3 APRIL 2019*** Workers in Algeria still plan to hold a three-day general strike starting 7 April unless a transitional government is put in place. Although Presiden...



Ecopetrol unfairly dismisses union leaders in Colombia

2019.01.24 Colombia's state-owned oil company, Ecopetrol, has unfairly dismissed Enrique Rodríguez, Joaquín Padilla and Wilmer Hernández, leaders of Colombian oil workers' union, USO, wh...



Energy workers in Georgia campaign for respect and decent salaries

2019.04.09 IndustriALL Global Union affiliate, the Georgian Trade Union of Energy Workers, has launched a campaign for respect and better working conditions for its members at the countr...



National Grid blackout ends with new 6-year contract

2019.01.08 Some 1,250 workers at National Grid in Massachusetts, USA, will be returning to work under a new 6-year contract, ending a blackout lasting more than six months.



South African unions oppose plans to privatize power utility Eskom

2019.02.11 Unions are rejecting a proposal to dismantle the state-owned power utility Eskom made by the President Cyril Ramaphosa during the State of the Nation address on 8 February, sa...

Thanks for your attention

Diana Junquera Curiel

djunquera@industriall-union.org

@IndustriALL_GU



@IndustriALLGlobalUnion



www.industriall-union.org

