

The list of demands, raised by Southern Oil Company protestors on the 23rd of October, 2014

One: On the national perspective

- 1- To activate the role of national staff and utilize all their experiences, as well to provide them with modern equipment and supplies , involve them in training programs to promote their skills and use all that in the production process and oil industry services.
- 2- To recruit the un-employed in Basrah, with the bidding rounds companies and the other oil services companies.
- 3- Binding the foreign companies working in Iraq to follow high standards to maintain the clean and safe environment.
- 4- Binding the foreign companies working in Iraq to develop services and projects, especially in the health and education sectors.
- 5- To reconsider the extremely high costs of the oil projects invested through the bidding rounds companies, which are eventually referred to sub-contractors.

Two: On the financial perspective:

- 1- To cover the oil sector employees by the state employees salary scale of 2003, with an amendment for the unjustly calculated periods, while the special oil sector salary law is issued.
- 2- To resolve the issues of the intractable annual interests (the interests of 2010 were distributed in 2014 after a series of protests of workers). And to finalize processing the 2012 and 2013 interest payments.
- 3- To raise the maximum ceiling amount of financial rewards and incentives.
- 4- To release the employee loans, and for all various amounts.
- 5- To issue a law to grant technical allowances , accommodation allowances, store and financial possession allowances, and hazard allowances.

- 6- To bind the bidding rounds companies to comply with the financial commitments they promised their staff, including the 420 amount to workers at British Petroleum company, which they have stopped.
- 7- To increase the end of service allowance for retired employees.
- 8- To raise the percentage of the production incentive, relevantly with the high production at the Southern Oil Company.
- 9- To reconsider the maximum incentives, and to reduce the large disparities among employees.
- 10- To grant allowances to group leaders, team managers and stations managers.

Three: Accommodation and Housing

A-To resolve the problem of the domestic pieces of lands in Toba and Nakheila districts, by considering the following:

- 1- To grant ownership according to the local pricing.
- 2- To build horizontally spread housing compounds by the company, and not to burden workers with high costs, especially that among them there's a high percentage of retired or deceased.

B- To expedite the process for the domestic pieces of land at Shat Al Arab, distributing them to employees , or horizontally building them by the company.

C- To assign a piece of land to each employee.

Four: Administration and Services:

- 1- To set a mechanism to list certifications prior and after employment, especially that there is a large number of employees suffer from that.
- 2- To permanently recruit temporary (daily) and contracted workers, and to calculate their years of service at and out of the company.
- 3- To hire the sons of retired and deceased employees of the company.

- 4- To cancel the condition that prohibits hiring brothers or sons of current company employees.
- 5- To add the years of military service.
- 6- To activate the promotions of employees, and for all certificates.
- 7- To develop skills and capacities of national staff, and include them in development programs abroad.
- 8- To re-activate the 3 shift program.
- 9- To find a basic solution to the issue of meals for staff working with bidding rounds companies, and to conduct a transparent investigation on the case of food poisoning for workers who ate meals provided by the contractor, and had health issues afterwards.
- 10- To activate the health insurance law, and cover all staff, similar to the Ministry staff, and also resolve the issue of Oil sector staff hospital in Basrah.

Southern Oil Workers Committee

23rd October, 2014