

INTERNATIONAL TRADE UNION CONFEDERATION

3rd WORLD CONGRESS

Berlin, 18 – 23 May 2014

**REPORT ON ACTIVITIES
OF THE CONFEDERATION**

for the period 2010 to 2013

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The attached documents are the reports of the ITUC General Council meetings since the 2nd ITUC World Congress in Vancouver, as well as summaries in original language of the work of the ITUC Regional Organisations. More detailed information on the activities undertaken by the ITUC during the period under review can be found on the ITUC website www.ituc-csi.org

The past four years have been enormously challenging for trade unions around the world. I am confident that the work of the ITUC team, with the engagement of our affiliates, cooperation with the ITUC Regional Organisations and collaboration with the Global Union Federations, has been not only of the highest quality, but reflects on a trade union movement that is ready, willing and able to tackle the challenges we face and take the ITUC forward from the first eight years since its creation in Vienna in 2006.

In solidarity,

Sharan Burrow
General Secretary
Brussels, May 2014



INTERNATIONAL TRADE UNION CONFEDERATION

GENERAL COUNCIL

Brussels, 2-4 February 2011

Reports of the 6th and 7th Meetings of the General Council (Vancouver, 21 June and 25 June 2010)

1. The General Council is requested to approve the reports of the 6th and 7th General Council meetings (Vancouver, 21 June and 25 June 2010).

GC/cs/km – 10/08/2010

INTERNATIONAL TRADE UNION CONFEDERATION

REPORT OF THE 6TH SESSION OF THE GENERAL COUNCIL

Vancouver, 21 June 2010

Agenda Item 1: Opening of meeting and adoption of agenda

The President opened the meeting at 10.30 a.m. on 21 June 2010. She thanked Ken Georgetti and his staff on behalf of the General Council for the hard work and generosity of the CLC in hosting the 2nd ITUC World Congress.

She introduced the proposed agenda which was adopted (Annex I).

Agenda Item 2: Report of the 5th General Council Meeting (Berlin, 6-8 October 2009)

The General Council approved the report of its 5th meeting.

Agenda Item 3: Obituaries

The General Council observed a minute of silence to salute the outstanding contribution to trade unionism of departed colleagues, who had served with great distinction: Mr. Neil Kearney and Mr. Evgeny Sidorov.

Agenda Item 4: Constitutional bodies

The General Council approved the changes proposed in the document (6GC/E/4) concerning the composition of the General Council and Executive Bureau.

Agenda Item 5: Reports of the Executive Bureau

The President of the Executive Bureau presented an oral report of the 8th meeting of the Bureau, which had met immediately before the General Council.

a) Report of the 7th Executive Bureau Meeting (Brussels, 23-24 February 2010)

The President said that the report of its 7th meeting had been adopted by the Bureau and recommended for approval by the General Council.

On affiliation questions, and in exercise of the authority delegated to it by the General Council, the Executive Bureau had decided to accept the CNSM, Moldova into affiliation.

In respect of Congress preparations, the Executive Bureau had undertaken extensive discussion of the Congress programme, and provided guidance on the handling of draft Constitutional Amendments and Resolutions as well as relevant matters arising from the 1st World Women's Conference. It had also endorsed the recommendations of the Working Party on Affiliation Fees.

The General Council approved the report of the 7th meeting of the Executive Bureau

**b) Report of the 8th Executive Bureau meeting
(Vancouver, 21 June 2010)**

The President reported that the Executive Bureau had adopted the Financial Report for 2009 which showed a surplus of Euro 1,022,446, resulting from the reorganisation measures previously approved by the General Council. It had also adopted the report of the Internal Auditors and noted the report of the External Auditors, the latter containing a qualified opinion of the accounts on two grounds which the Secretariat would take action to address. The Executive Bureau had also taken note of the 2009 Financial Reports of ITUC-Africa and ITUC-AP, and approved that of ITUC-TUCA.

The President recalled the view of the Council and the Bureau that constitutional provisions concerning the payment of affiliation fees should be applied strictly. Hence it had been recommended in conformity with article XXXII(b) of the Constitution that the following organisations, owing eight or more quarters' fees should be regarded as having withdrawn:

Central African Republic	Union Syndicale des Travailleurs de Centrafrique (USTC)
Hong Kong	Joint Organization of Unions - Hong Kong (JOU)
New Caledonia	Union des Syndicats des Ouvriers et Employés de Nouvelle Calédonie
Puerto Rico	Central Puertorriqueña de Trabajadores (CPTP)
Seychelles	Seychelles Federation of Workers' Unions (SFWU)
Surinam	Progressive Federation of Trade Unions (C-47)
Tanzania	Trade Unions' Congress of Tanzania (TUCTA)
Tonga Islands	Friendly Islands Teachers' Association Tonga Nurses' Association (FITA/TNA)
Vanuatu	Vanuatu Council of Trade Unions (VCTU)
Venezuela	Confederación General de Trabajadores de Venezuela (CGTV)
Venezuela	Confederación de Sindicatos Autónomos de Venezuela (CODESA)

With regard to affiliation fees for 2011, the Executive Bureau had recommended an increase of 2% and that Congress should by amendment of the Constitution delegate to the General Council the authority to fix levels for the years 2012-2014. It further recommended the introduction of a minimum affiliation fee of Euro 100 which the General Council agreed, on the condition that it have the power to reduce it to Euro 50 in exceptional cases.

It being understood that a written report would be presented to the end of year meeting of the General Council, the oral report of the 8th Meeting of the Executive Bureau was noted and its recommendations approved.

Agenda Item 6: Affiliation questions:

It was recalled that at its 5th meeting the General Council had decided that exceptionally it would examine two specific affiliation questions at its current meeting:

- the affiliation of the UNT, Chile
- and
- the associated organisation status of the UGPJAL, Libya.

With regard to the UNT, Chile it was explained that the scheduled consultations with that organisation and with existing affiliates in the country during the International Labour Conference had not taken place for reasons beyond the Secretariat's control. In those circumstances, and notwithstanding the position previously taken by the

Council, it was agreed to pursue consultations with the organisations concerned with a view to a definitive decision being taken on the UNT's application at its end of year meeting.

A Secretariat mission had visited Libya in May and had extensive contacts with the UGPJAL. In examining evidence of the organisation's move towards independence and effective representation of workers it had noted that two forthcoming events would be of great significance in its possible development: the entry into force of a new labour code in June 2010 and the UGPJAL's own Congress in January 2011.

It was therefore decided that the General Secretary should be instructed to monitor these developments closely and to report back to the General Council on them, until which time the associate organisation status of the UGPJAL should remain unchanged.

The General Council was informed of a communication from the CLC Canada requesting the General Council to examine the suspension and expulsion of the CLAC, Canada from the ITUC. The constitutional aspects of the issue were considered, and the General Council decided that, in taking note of the proposal of the CLC it should decide at its meeting immediately after Congress on the procedures to be followed to give effect to article IV of the Constitution in respect of it.

Agenda Item 7: 2nd ITUC World Congress (Vancouver, 21-25 June 2010)

a) Composition of the Credentials Committee and the Congress Standing Orders Committee

In accordance with article XV(a) of the Constitution, on the basis of nominations received from affiliates, and with due regard to adequate representation from each region the General Council appointed, subject to ratification by Congress itself,

the 7 members of the Congress Credentials Committee:

Ms Wanja Lundby-Wedin	LO, Sweden (Chairperson)
Ms Gail Cartmail	TUC, Great Britain
Ms Linda Chavez-Thompson	AFL-CIO, United States
Mr Luis Eduardo Gallo	CNPL, Brazil
Mr Jeannot Ramanarivo	FMM, Madagascar
Mr Shaher Saed	PGFTU, Palestine
Ms Edith Snoey	FNV, Netherlands

the 15 members of the Congress Standing Orders Committee:

Mr Kenneth Georgetti	CLC, Canada (Chairperson/Rapporteur)
Ms Edith Castelan	CROC, Mexico
Mr Pierre Coutaz	CGT, France
Ms Cécile Drion	FGTB, Belgium
Mr Walter Dresscher	FNV, Netherlands
Ms Sally Hunt	TUC, Great Britain
Ms Fadwa Khader	PGFTU, Palestine
Ms Marie Louise Knuppert	LO, Denmark
Mr Wolfgang Lutterbach	DGB, Germany
Mr Eugenio Membreño	CTN, Nicaragua
Mr Clemens Schneider	OEGB, Austria
Ms Penny Schantz	AFL-CIO, United States
Ms Avital Shapira	HISTADRUT, Israel
Mr Drissa Soare	CNTB, Burkina Faso
Mr Ibourou Ali Tabibou	CTTC, Comoros

b) Congress Standing Orders and related matters

The General Council considered a series of proposals on standing orders and related matters and agreed to recommend to the Congress Standing Orders Committee:

- the adoption of the existing Standing Orders with two modifications (2CO/4/SOC/2);
- the approval of the draft Congress programme;
- the setting up of a Resolutions Committee open to membership from all affiliates.

The General Council also agreed to extend an invitation to Congress to the Sustain Labour Institute and the World Watch Institute.

c) Draft Congress resolutions

The General Council agreed:

- to forward the draft Congress Theme Resolution to Congress for consideration in the plenary discussion;
- to forward the draft Resolutions 2CO/E/6.1 – 6.13 contained in Appendix II of document 6GC/E/7(c) and draft amendments to them to the Congress Standing Orders Committee for consideration by the Resolutions Committee;
and
- to refer the draft Resolution on “Decent Work for Workers in the Informal Economy” presented by a number of affiliates to the Standing Orders Committee for consideration by the Resolutions Committee, reiterating its position that the issues raised in it were dealt with in other draft Resolutions and should be addressed through them.

d) Draft constitutional amendments

The General Council examined a number of draft Constitutional Amendments which the General Secretary recommended should be forwarded for eventual adoption by Congress. The General Council agreed to this course of action, except with regard to the proposed amendment to article XXIX(a) concerning Deputy General Secretaries. In this regard it was said that provisions concerning the presence of women in the elected leadership of the ITUC could not justifiably be revised simply because of the likelihood of the post of General Secretary being occupied by a woman and it was objected that, in certain circumstances, the amendment proposed could even weaken the representation of women. The proposed amendment was therefore rejected.

Subsequently, in reconvened session on 23 June, the General Council considered a revised amendment to article XXIX(a) which read:

“At least one of the positions of General Secretary or Deputy General Secretary shall be held by a woman.”

This revised amendment was then forwarded by the General Council with a recommendation for adoption by Congress.

Further Constitutional Amendments presented by CC.OO Spain concerning the composition of the General Council were also examined, and sent to the Standing Orders Committee for further consideration.

e) Progressive target for women's representation on the ITUC General Council

It was recalled that the General Council had decided at its 5th Meeting to return at its current session to the question of the setting of the target for minimum women's representation on the General Council which it was required by article XIX(b) of the Constitution to establish before each Congress. That target had been set at 30% by the founding ITUC Congress and the Women's Committee had proposed that it now be raised to 40%.

In the light of the reality of the still low level of women's representation in the top leadership position of ITUC affiliates and the attendant danger that raising of the target might necessarily imply a dilution of the presence of national leaders in the General Council, the proposal before it was for the target to remain at 30%.

However, the General Council took the view that the target should be raised to 40%, it being understood that that percentage would include those women occupying seats on the nomination of the Women's Committee under article XIX(a) of the Constitution with the ambition to raise the proportion of women titular members, and further to ask the Secretariat to ensure effective resources and programmes to reinforce its efforts to promote women in national trade union leadership.

Agenda item 8: Dates and place of next meetings

The next meeting of the General Council would be on 25 June immediately after the closing of the 2nd World Congress.

GC/21 June 2010

**GENERAL COUNCIL**

Vancouver, 21 June 2010

*Opening at 10.30 a.m. on Monday, 21 June 2010
 at the Vancouver Convention Centre
 1055 Canada Place 5, Vancouver, BC V6C 0C3, Canada*

FINAL AGENDA

1. Adoption of agenda
 2. Report of the 5th meeting of the General Council (Berlin, 6-8 October 2009)
 3. Obituaries
 4. Constitutional bodies
 5. Reports of the Executive Bureau
 - a) Report of the 7th meeting of the Executive Bureau
 (Brussels, 23-24 February 2010)
 - b) Report of the 8th meeting of the Executive Bureau
 (Vancouver, 21 June 2010) (no document)
 6. Affiliation questions
 7. 2nd ITUC World Congress (Vancouver, 21-25 June 2010)
 - a) Composition of the Credentials Committee and Standing Orders Committee
 - b) Congress Standing Orders and related matters
 - c) Draft Congress Resolutions
 - d) Draft Constitutional Amendments (+ 1 Supplement – Reconvened 23 June)
 - e) Progressive target for Women's membership on the General Council
 8. Date and place of next meetings
 9. Any other business
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GENERAL COUNCIL

Vancouver, 23 June 2010

*Opening at 12.00 a.m. on Wednesday, 23 June 2010
at the Vancouver Convention Centre, Ballroom A
1055 Canada Place 5, Vancouver, BC V6C 0C3, Canada*

AGENDA (RECONVENED)

1. 6GC/E/7(d)(Supplement) - Draft Constitutional Amendments
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6GC/km – 23 June 2010

INTERNATIONAL TRADE UNION CONFEDERATION
REPORT OF THE 7TH SESSION OF THE GENERAL COUNCIL
Vancouver, 25 June 2010

Agenda item 1: Adoption of Agenda

The newly elected General Secretary opened the meeting at 12.00 p.m. and introduced the proposed agenda, which was adopted (Annex I).

Agenda item 2: Election of President

Michael Sommer (DGB, Germany) was elected unanimously as ITUC President. He thanked the General Council for their confidence, stressed the importance of team work in the leadership of the ITUC, underlined the need for close cooperation with the Global Unions partners and reminded all members of the General Council of the heavy responsibilities they had assumed.

Agenda item 3: Election of Deputy Presidents

Luc Cortebeeck (CSC, Belgium), and Nair Goulart (FS, Brazil) were elected unanimously as ITUC Deputy Presidents. In accordance with Article XXXI (a) of the Constitution, the General Council decided that Brother Cortebeeck should serve as Chairperson of the Executive Bureau, and Sister Goulart as Chairperson of the Solidarity Fund Management Board.

Agenda item 4: Election of Deputy General Secretaries

The General Secretary said that it was proposed to maintain the practice of electing two Deputy General Secretaries. Jaap Wienen had been nominated for re-election to one post. However, it had not proven possible to present a nomination at this stage for the post vacated by Mamounata Cissé. There was an understanding that this post should be filled from the African region, but the consultations so far undertaken had not been conclusive. In these circumstances, it was proposed that the General Council leave open this post to allow further deliberations by African affiliates coordinated by the General Secretary of the ITUC-Africa.

The General Council unanimously elected Jaap Wienen as ITUC Deputy General Secretary and decided to defer the election of a second Deputy General Secretary.

Agenda item 5: Election of Vice-Presidents

The General Council had before it a list of 48 colleagues proposed for election as ITUC Vice-Presidents. One change was introduced to take account of the agreed rotation among Italian affiliates, and representations from the UGT, Spain and CTM, Mexico said that they had not been consulted on the nominations from their countries and would send their written comments to the ITUC Secretariat.

On that basis, the General Council elected the ITUC Vice Presidents.

Agenda item 6: Election of Executive Bureau

A proposed list of titular and substitute members of the Executive Bureau was presented for election by the General Council. In discussion, further nominations were

made in respect of the two substitutes to titular member Julio Roberto Gomez Esguerra (CGT, Colombia). It was noted that Italian members would be notified to the ITUC Secretariat by the affiliates in that country, that there would be a rotation of the titular seat of Bernard Thibault (CGT, France), with François Chérèque (CFDT, France), and that further proposals would be made concerning the open substitute seats to titular member Gerardo Martinez (CGT, Argentina).

On this basis the General Council elected the members of the ITUC Executive Bureau.

Agenda item 7: Election of Solidarity Fund Management Board

A proposed list of members of the Solidarity Fund Management Board was presented for election by the General Council. It was noted that some Spanish affiliates considered that they had not been consulted on these proposals and would write to the Secretariat on the matter.

On this basis, the General Council elected the members of the ITUC Solidarity Fund Management Board.

Agenda item 8: Composition of the Human and Trade Union Rights Committee

It was proposed that the Human and Trade Union Rights Committee continue to be composed in the manner previously agreed by the General Council at its 4th meeting, Brussels, December 2008:

“The composition of the HTUR Committee is open and invitations will be sent to:

- General Council members and representatives of affiliates interested in actively contributing to the ITUC’s human and trade union rights work, ensuring adequate regional representation, particularly from developing countries.
- Representatives of the Global Union Federations and TUAC
- Ex-officio members:
 - ITUC General Secretary and/or Deputy General Secretary/ies
 - General Secretaries of the regional organisations and/or their officers responsible for human and trade union rights work
 - Representative(s) of the ITUC Geneva Office and other representation offices, as and when relevant
 - Representative of the Women’s Committee
 - Representative of the Youth Committee

The invited organisation will be requested to take into account the ITUC’s aim of actively promoting gender parity, and shall aim for a minimum 30% women’s Membership of the Committee.”

It was similarly proposed that Agnes Jongerius (FNV, Netherlands) be re-elected as the Committee’s Chairperson with Angélique Kipulu (CSC, Democratic Republic Congo), LeRoy Trotman (BWU, Barbados) and Roy Ramesh Chandra (JSL, Bangladesh) as Vice Presidents.

The General Council unanimously elected Agnes Jongerius as Chairperson of the ITUC Human and Trade Union Rights Committee and its Vice Presidents and decided to maintain the Committee’s existing composition.

Agenda item 9: Composition of the Women's Committee

A list of proposed titular and substitute members of the Women's Committee was presented for approval by the General Council. Issues were raised concerning the nominations of representatives from France, Hungary and Italy and it was noted that changes to the proposed list should be notified via the Women's Committee to the General Council at a later stage.

On this understanding, the General Council elected the members of the ITUC Women's Committee.

Agenda item 10: Composition of the Youth Committee

A list of proposed titular and substitute members of the Youth Committee was presented for approval by the General Council. A question was raised in respect of the CNT, Mexico and following clarification the General Council approved the composition of the ITUC Youth Committee.

Agenda item 11: Bank Signatories

The General Council approved the following list of ITUC bank signatories: Sharan Burrow, Jaap Wienen, Nelson De Macedo, Claire Courteille, James Howard, Vik Meeuws, and Tim Noonan.

Agenda item 12: Other Matters Arising from Congress

The General Secretary recalled that the Congress had adopted a resolution calling for the convocation of a 3rd World Day of Decent Work on 7 October, reflecting the importance that the Day had acquired for the ITUC.

On this occasion, the WDDW would come shortly after the European-wide mobilisation called by the ETUC on 29 September which had been backed by the PERC, and that could have implications for the manner in which some affiliates marked the Day in 2010. Further thought would be given by the Secretariat to the most appropriate way of ensuring a successful WDDW while also providing maximum support to actions on 29 September, and further information would be circulated to all affiliates as soon as possible to assist them in their preparation.

Agenda item 13: Date and place of next meetings

The General Secretary drew attention to the fact that the dates in December originally foreseen for the next meetings of the General Council and of the Executive Bureau in Brussels had been found to coincide with the ILO Regional Meeting for the Americas. Alternative dates were therefore being looked into and would be notified to affiliates as soon as possible.

Agenda item 14: Any other business

Following the decision taken at its last meeting, the General Council considered the procedures to be followed in respect of the request of the CLC Canada for the suspension from ITUC membership of the CLAC Canada. In accordance with the provisions of Article IV of the Constitution it was proposed that all necessary information should be requested in writing both from the organisation proposing the suspension and from the CLAC. A hearing of charges would be conducted during the 8th meeting of the General Council at which the CLAC would be invited to be represented, as a basis for the Council's deliberations and decisions.

In discussion, Ken Georgetti, CLC, Canada said that this process had been instigated following advice received from the previous General Secretary and asked that in the event that he were not able to attend the next meeting of the General Council the matter be postponed to the following session. It was also noted that the CLAC should be fully informed of arrangements and dates decided upon.

On this basis the General Council agreed the proposed procedures.

The General Secretary informed the General Council that a provision of Euro 483,000 had been made in the ITUC accounts for refurbishment of the ITUC offices in Brussels which were dated and anyway in need of maintenance.

Preliminary investigations indicated that the overall cost of a thorough refurbishment of the two floors would be in the region of Euro 650,000. In addition to the advantages to be had from a better working environment, there was a clear prospect of making more space available for rent with the result that the investment could be covered by increased income over a relatively short period of time. Staff would be consulted fully on the process.

Finally, the General Secretary indicated that she would be taking up residence in Brussels from September. Until then she would be in close touch with the outgoing General Secretary who would remain in the office, as well as with other members of staff to ensure that the process of transition was as smooth as possible.

The Chair of the Women's Committee drew attention to the fact that not only had the 40% minimum target for representation of women in the General Council been achieved but that the proportion of women in titular seats had increased from 28% to 31%. She congratulated those involved on this outcome.

The President closed the meeting at 13.00 p.m.



GENERAL COUNCIL

Vancouver, 25 June 2010

*Opening at 14.00 a.m. on Friday, 25 June 2010
at the Vancouver Convention Centre
1055 Canada Place 5, Vancouver, BC V6C 0C3, Canada*

FINAL AGENDA

1. Adoption of Agenda
 2. Election of President
 3. Election of Deputy Presidents
 4. Election of Deputy General Secretaries
 5. Election of Vice-Presidents
 6. Election of Executive Bureau
 7. Election of Solidarity Fund Management Board
 8. Composition of the Human and Trade Union Rights Committee
 9. Composition of the Women's Committee
 10. Composition of the Youth Committee
 11. Bank Signatories
 12. Other Matters Arising from Congress
 13. Date and place of next meetings
 14. Any other business
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INTERNATIONAL TRADE UNION CONFEDERATION

GENERAL COUNCIL

Elewijt, 17 – 18 October 2011

Agenda item 2:

Report of the 8th meeting of the General Council (Brussels, 2 – 4 February 2011)

1. The General Council is requested to approve the report of its 8th meeting of the General Council (Brussels, 2 – 4 February 2011).

INTERNATIONAL TRADE UNION CONFEDERATION

REPORT OF THE 8TH SESSION OF THE GENERAL COUNCIL

Brussels, 2-4 February 2011

Agenda item 1: Opening of the Meeting and Adoption of Agenda

The ITUC President Michael Sommer opened the meeting at 14.00 p.m. and informed the Board that other commitments preventing him to chair the whole meeting, in his absence Nair Goulart and Luc Cortebeeck, ITUC Deputy Presidents, will take the chair in alternance.

He introduced the proposed agenda, which was adopted (Appendix I).

**Agenda item 2: Reports of the 6th and 7th General Council Meetings
(Vancouver, 21 and 25 June 2010)**

The General Council approved the reports of its 6th and 7th Meetings held respectively on 21 June and 25 June 2010.

Agenda item 3: Obituaries

The General Council observed a minute of silence to salute the outstanding contribution to trade unionism of departed colleagues, who had served with great distinction: Juan José Delpino, Antonio Ríos, Charles (Chuck) Dean Gray, Shirley G.E. Carr, Niamkey Hyacinthe Adiko, Zhelyazko Hristov, Mahjoub Ben Seddik, Cassam Kurreeman, Marcelino Camacho and Alina Rantsolase.

Agenda item 4: Constitutional Bodies

The General Council ratified the proposed changes to the composition of the General Council and Executive Bureau as set out in document 8GC/E/4 and its supplement.

The General Council elected Wellington Chibebé as Deputy General Secretary of the ITUC. He would start after the next Congress of the ZCTU-Zimbabwe, the organisation he leads, which will be held in the summertime.

Agenda item 5: Affiliation Questions

a) Applications for affiliation

Applications accepted for affiliation

The General Council decided to accept into ITUC affiliation:

Cameroun Confédération des Syndicats Autonomes du Cameroun (CSAC)

Central

African Rep. Confédération Nationale des Travailleurs de Centrafrique (CNTC)

Chile	Unión Nacional de Trabajadores de Chile (UNT) <i>In accepting the affiliation of the UNT (38 votes in favour, 4 against and 5 abstentions), the General Council stated that with a view on the history of the trade union movement in Chile, the UNT was expected to contribute to the defence of workers rights in Chile in good relations with our existing affiliates CUT and CAT.</i>
Ecuador	Confederación Sindical de Trabajadoras y Trabajadores del Ecuador (CSE) (transfer of affiliation from CEOSL, an ITUC affiliate, to CSE)
Mauritania	Confédération Nationale des Travailleurs de Mauritanie (CNTM)
Russia	Confederation of Labour of Russia (KTR) (this new federation incorporates, the former ITUC affiliate VKT)
Tanzania	Trade Unions' Congress of Tanzania (TUCTA)

It was therefore decided to delete both CEOSL and VKT from the ITUC affiliates' list.

Applications for affiliation proposed for ongoing consideration

The General Council decided to keep under ongoing consideration the following applications:

Africa

Chad	Confédération Syndicale du Tchad (CST)	[new applicant]
Mauritania	Union Générale des syndicats Professionnels en Mauritanie (UGSPM)	[new applicant]
Somalia	Somalia Federation of Trade Unions (SFTU)	[new applicant]
Somalia	Federation of Somali Trade Unions (FESTU)	[new applicant]

Americas

Guatemala	Nueva Central Sindical de Trabajadores – (NCST)	[new applicant]
	Movimiento Sindical, Indígena y Campesino Guatemalteco –MSICG	[new applicant]

Haiti	Confédération des Travailleurs des Secteurs Public et Privé (CTSP)	[new applicant]
	Coordination Syndicale Haïtienne (CSH)	[new applicant]
Panama	Union General de Trabajadores de Panamá (UGT)	[02GC-June 2007]
Paraguay	Confederación Sindical de Trabajadores del Paraguay (CESITP)	[04GC-Dec. 2008]

Asia-Pacific

Bangladesh	Bangladesh Sramik Kalyan Federation-BSKF (Bangladesh Labour Welfare Federation-BJF-8)	[new applicant]
Burma	Myanmar National Trade Union (MNTU)	[new applicant]
Iraq	General Federation of Iraqi Workers (GFIW))	[05GC - Oct. 2009]
Philippines	Alliance of Progressive Labor (APL)	[05GC - Oct. 2009]

Long term pending affiliation requests

Since the last meeting of the General Council there have been no significant developments to report with regard to the 5 following applications, it was decided to continue keeping them pending in a special category, a list of long term pending requests.

France	Fédération Syndicale Unitaire (FSU)
Afghanistan	All Afghanistan Federation of Trade Unions (AAFTU)
Fiji	Fiji Islands Council of Trade Unions (FICTU)
Irak-Kurdistan	Kurdistan General Workers Syndicates Union (KGWSU)
Western Sahara	Unión General de Trabajadores de Saguia El-Hamra y Río de Oro (U.G.T. SARIO)

In line with the decision previously taken for AAFTU, the General Council decided to keep the application of the National Union of Afghanistan Employees (NUAE), also from Afghanistan, pending in the same category.

Applications for which no further consideration is proposed

Africa

The General Council decided to give no further consideration to the request received from the Organisation démocratique du travail (ODT) and the Fédération Démocratique du Travail (FDT), both from Morocco.

Following the “Lomé Appeal” it had launched in 2009, the ITUC-Africa advises not to accept new affiliates in Francophone African countries, especially if their existence is the result of a split of existing affiliates and/or in case their representative character should be doubted. On the basis of that policy, it was decided to give no further consideration to the application of:

Congo, Democratic Republic of	Organisation des Travailleurs du Congo (OTUC) Union Fédérale des masses laborieuses (UFML)	[03GC-Dec. 2007] [new applicant]
Côte d'Ivoire	Centrale des syndicats des Travailleurs de Côte d'Ivoire Force Ouvrière (CSTC-FO)	[03GC-Dec. 2007]
Gabon	Union Générale des Salariés Responsables (UGSR) <i>[its 1st request was rejected by 05GC]</i>	[new applicant January 2010]
Madagascar	Syndicat Autonome pour le Rassemblement des Travailleurs Malagasy (SARTM) Confédération des syndicats malgaches révolutionnaires (FISEMARE)	[new applicant October 2009] [new applicant November 2010]
Mauritius	Confédération des Travailleurs du Secteur Privé (CTSP)	[05GC – October 2009]
Mauritius	Congress of Independent Trade Unions (CITU) <i>[its 1st request was rejected by 04GC]</i>	[new applicant July2009]
	Confederation of Free Trade Unions (CFTU)	[new applicant February 2010]
Senegal	Confédération Nationale des Travailleurs Démocratique et Libre du Sénégal (CNTDLS)	[05GC – October 2009]
Togo	Union générale des syndicats libres (UGSL)	[new applicant June 2010]

Americas

Bahamas	National Congress of Trade Unions (NCTUB)	[05GC –October 2009]
Barbados	Congress of Trade Unions and Staff Associations of Barbados (CTUSAB)	[03 GC-December 2007]
	<i>In examining this file, the representant of BWU expressed its hope that in future all Barbados' trade unions be unified under the umbrella of the CTUSAB; It was agreed that should it be the case, the CTUSAB application would be considered again;</i>	
Guatemala	Central de Trabajadores del Campo y La Ciudad	[04GC- December 2008]
Guyana	Federation of Independent Trade Unions of Guyana (FITUG)	[new applicant]
Haiti	Confédération des Forces Ouvrières Haïtiennes (CFOH)	[new applicant]
	Mouvement Syndical Haitien (MSH)	[new applicant]
Nicaragua	Central de Trabajadores de la Salud de Nicaragua (CTSCOTSALUD)	[new applicant]
Caribbean	Caribbean Congress of Labour (CCL)	[new applicant]

Asia

Nepal	Nepal Inclusive Trade Union Confederation (NITUC)	[04GC – December 2008]
Turkey	Memur Sendikaları Konfederasyonu MEMUR-SEN	[new applicant]

Europe

Kazakhstan	Confederation of Free Trade Unions of Kazakhstan (CFTUK)	[04GC- Dec. 2008]
Montenegro	Union of Free Trade Unions of Montenegro (UFTUM)	[05GC – Oct. 2009]

b) Other affiliation issues

In 2010, the CLC-Canada requested that the CLAC-Canada be suspended from ITUC membership. The General Council had previously decided on the procedures to be followed to give effect to article IV of the Constitution in respect of this issue. It requested the Secretariat to continue with the ongoing process of gathering information, which might include meetings with both organisations, and to report to the next General Council meeting.

c) Associated Organisations (AO)**Organisations accepting AO status**

The General Council noted that the following organisations, which were offered the status of Associated Organisation, confirmed their acceptance of that status.

Armenia	Armenia Confederation of Trade Unions of Armenia (CTUA)	[04GC – Dec. 2008] AO status accepted in Dec. 2009
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Croatia	Croatia Hrvatska Udruga Sindikata (HUS) Union of Croatian Trade Unions	[02GC-June 2007] AO status accepted in Nov. 2009
Papua New Guinea	Papua New Guinea Trade Union Congress	[Founding Congress] AO status accepted in Dec. 2009
Timor Leste Dem. Rep. of	Timor Leste Trade Union Confederation (TLTUC)	[05GC – Oct. 2009] AO status accepted in Dec. 2009

Organisations being offered the AO status

The General Council agreed further to grant the status of Associated Organisation to:

Cambodia	Cambodia Confederation of Trade Unions (CCTU) Cambodian Confederation of Unions (CCU)
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Former Yugoslav Rep. of Macedonia	Federation of Trade Unions of Macedonia (CCM) Confederation of Free Trade Unions (KSS)
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Kazakhstan	Federation of Trade Unions of the Republic of Kazakhstan (FPK)
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Revision of the AO status

In accordance with Article V(b) of the Constitution, the General Council reviewed the associated organisation status of the following organisations and decided

- to extend the status for a further two years to:

Cambodia	Cambodian Labor Confederation (CLC)
India	Confederation of Free Trade Unions of India (CFTUI)
Bolivia	Corriente de Renovación Independiente y Solidaridad Laboral (CRISOL)
Cuba	Consejo Unitario de Trabajadores Cubanos - Solidaridad de Trabajadores Cubanos (CUTC-STC)

- to extend the status for a further one year to:

Lebanon	Confédération Générale des Travailleurs au Liban (CGTL)
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The General Council requested the Secretariat to organise a mission to Cambodia and to Lebanon.

- to maintain the status of AO of:

Slovak Rep.	Nezavisle Krestanske Odbory Slovenska (NKOS) (Independent Christian Trade Union of Slovakia)
Libya	Union Générale des Producteurs de la Lybie Jamahiry (UGPJAL)

Agenda item 6: Congress Mandate: “Now the People – from the Crisis to Global Justice”: Plan of Action – Implementation of the Decisions of Congress with focus on major policy and operational issues

Overview: General Secretary

Plans of Action:

The General Secretary introduced the Plans of Action that the Secretariat had prepared to implement Congress Decisions, explaining that a full debate would take place on a number of selected priority items while Council members were requested to submit any inputs to the other action plans in writing or subsequently.

- 6.1. Changing globalisation
- 6.2. Promoting and defending fundamental workers' rights
- 6.3. Gender equality
- 6.4. A sustainable and just development model for the 21st century
- 6.5. Global unions, global business
- 6.6. Organising
- 6.7. A decent life for young working men and women
- 6.8. International Labour Organisation
- 6.9. Democracy, peace, security and the role of the United Nations
- 6.10. Combating climate change through sustainable development and just transition
- 6.11. Migrant workers
- 6.12. Extending social protection and ensuring good occupational health and safety
- 6.13. Fighting HIV/AIDS

Changing globalisation

Following introductions from the Secretariat and the Director of the ITUC/Global Unions Washington Office, Dr. Stephan Schulmeister of the Austrian Institute of Economic Research (WIFO) provided the General Council with a substantive presentation concerning the causes of the global crisis, and the need for a “new deal” to encourage the promotion of productive capital investments rather than speculative financial capital.

Additions to the Action Plan were requested to enhance the ITUC’s work on the various Generalised Systems of Preference (GSP) around the world, to encourage developing country governments to support a financial transactions tax, and to provide additional trade union research into the creation of productive, decent and non-precarious jobs. Affiliates were also requested to implement activities on a Global Day of Action on Financial Transaction Taxes on 17 February.

The General Council approved the Resolution on “Achieving sustainable economic recovery, faster development and decent work worldwide” and agreed that the Action Plan should incorporate the issues raised in the debate.

As introduction to the resolution “Tackling Precarious and Informal Work” the Council received introductory presentations from both Deputy Presidents of the ITUC and from the General Secretary of SEWA, India. The Council’s debates highlighted the importance of addressing the often precarious situation of migrant workers and young workers, sub-contracting, and encouraging unions to promote collective bargaining throughout supply chains, distinguishing between the genuinely self-employed and

those forced into disguised employment, the need to improve social protection and the key role of ILO Convention No. 102, ensuring that the ILO is duly involved in World Bank discussions of social protection, analysing and evaluating the effectiveness of trade union actions in this area, and building links between unions.

With those amendments, the General Council approved the Resolution on “Tackling Precarious and Informal Work” and agreed that the Action Plan should incorporate the issues raised in the debate.

Gender equality

Presentation of the Decision For Life (DFL) campaign, including the projection of a video and the life story of Thulile Motsamai (SACCAWO-South Africa).

The DFL was well received and several members (HKCTU, KSBSI-Indonesia, FS-Brazil, TUC-UK, UNTA-Angola, Women’s Committee, UMT-Morocco) congratulated the team while emphasising the importance of organising young women in the trade union movement.

HKCTU offered to translate the DFL video into Cantonese and Chinese.

KSBSI stresses that the campaign has organised 15.000 young women in Indonesia.

UNTA stresses that in Angola the campaign has been successful both in the bank sector and in the informal economy raising significantly the number of women affiliated.

The gender equality action programme was supported with comments from UMT-Morocco, TUC-UK and of the Women’s Committee. UMT-Morocco and Women’s Committee called upon the members of the GC to answer the ITUC questionnaire which gather information on both men and women. UMT-Morocco stressed the importance of positive discrimination in the Arab region and asked the question of quota to be included in the action plan.

Organising

Following introductory comments by the General Secretary concerning proposed ITUC action around respect for workers’ rights by multinational companies, and support for organising in multinationals, Philip Jennings (UNI) introduced the work being done to convince Deutsche Telekom to sign a global agreement with UNI, and to cease its anti-union activities in its subsidiaries outside Germany, notably at T-Mobile USA. Michael Sommer reiterated the DGB’s support for the proposal that the first company identified for targeted ITUC action should be Deutsche Telekom.

The General Council approved the proposal for Deutsche Telekom to be the first company targeted for campaigning in which the ITUC would play a prominent role.

A decent life for young working men and women

Following introductory comments from ITUC Youth Officer Philippe Gousenbourger and Youth Committee Chairperson Erin Harrison, as well as a showing of a ITUC short promotional video aimed at young workers and now available with subtitles in 66 languages, the General Council discussed the action plan concerning trade unions and young people.

International Labour Organisation

The Director of the Geneva Office, Raquel Gonzalez, followed by the Chair of the Workers' Group, LeRoy Trotman presented the follow-up to be given to the ILO resolution and the need for a shift in ILO priorities and actions in order to realize the Congress mandate. The interventions that followed endorsed the need for the ILO to step up efforts to promote the effective implementation of the Global Jobs Pact in more countries taking all its elements into account and with the full involvement of trade unions; the need for the ILO to advocate for a more equitable development model in international fora including countering the deregulatory and free trade agenda. Strategies were also deemed necessary to ensure that decent work country programmes involved trade unions in their development and implementation. Support was also given to the strengthening of the standard-setting function of the ILO including its supervisory system. More work was deemed necessary in order to promote the ratification and implementation of ILO standards – particularly those recognized in the Global Jobs Pact as relevant for the crisis - and for the ILO to continue to develop new standards. Concerning the discussion on the possible creation of a Tribunal under article 37.2 of the ILO Constitution that envisages the appointment of a Tribunal for the determination of any dispute or question relating to the interpretation of a Convention, the ITUC would be requesting external legal advice to be made available at the next meeting of the ITUC General Council.

Democracy, peace, security and the role of the United Nations

Following introductory comments from the General Secretary, Deputy General Secretary and Mustapha Tlili, the General Council considered draft resolutions on Egypt and Tunisia. A substantive debate followed, during which amendments to the draft texts were proposed.

The General Council adopted the draft resolutions on Egypt and Tunisia, incorporating amendments proposed during the debate.

Combating climate change through sustainable development and just transition

Following an introduction by the ITUC/TUAC Sustainable Development Officer, the General Secretary of COSATU - one of the host affiliates for the 17th Conference of the Parties (COP17) (Durban, 28 November – 9 December 2011) - emphasised the need for real mobilisation on the ground by ITUC affiliates everywhere in order to achieve effective results at COP17. General Council members stressed the fundamental importance of the work on climate change, the need for mobilising young workers, the need for governments to allocate funding for popular awareness campaigns, and thanked the ITUC for its hard and effective work particularly at COP16 in Mexico in December 2011. The need for linkage of climate work to the Rio+20 Conference in June 2012 and for a clearer position on the governance aspects of sustainable development, including support for a new UN environmental organisation was emphasised.

With these amendments the above proposals, the General Council approved the Resolution on "Climate Change".

Migrant workers

The ITUC work on migrant workers was introduced by Claire Courteille, Director of the Equality Department. Issues raised included the positive contribution of migrant workers to the economy and community life, the lack of legal instruments to address

migration in African countries, the right not to migrate, the difficulties in organising migrants, the importance of interactions between countries of origin and destination, the need to bring migrants to leadership roles in the unions, the link between migrant workers and informal economy, the issue of temporary and circular migration, equal treatment and equal pay for equal work.

After the debate, an amended Resolution was approved by the General Council, and it was agreed that the ITUC will develop a comprehensive policy on migration during the year 2011.

Agenda item 7: Congress 2014

The General Secretary referred to the letter from the CUT Brazil, KCTU Korea and COSATU South Africa asking for reforms to the ITUC Congress and indicated that she felt that it would be useful for the Council to examine possible innovations in the format for the next Congress, bearing in mind the requirements of the Constitution and logistical issues such as interpretation. After initial discussions with the President and Deputy Presidents, she would bring a consultative document to the General Council for consideration as a basis for further discussion in 2012.

Michael Sommer informed the General Council that the DGB would like to offer to host the 3rd ITUC World Congress in 2014.

The General Council agreed that the General Secretary should put forward proposals to the Council at a future meeting for innovation in the format for the Congress. The Council further noted with thanks the invitation of the DGB Germany to host the 3rd ITUC World Congress in 2014, and resolved that a final decision on this matter should be taken at its next meeting.

Agenda item 8: China

The General Secretary reported on the development of the engagement between the ITUC and the ACFTU, the activities of 2010 and those planned for 2012. The 2012 activities include workshops on gender equality, democratic management of workplaces and workers' rights, collective bargaining and a joint initiative on green jobs. The General Secretary indicated that the outcome of the high level mission in April would form the basis of consultation concerning the ILO Governing Body.

Agenda item 9: Committee on Workers' Capital (CWC)

The President of the CWC, Ken Georgetti highlighted the origins and key work areas of the Committee, covering a wide range of activities including shareholder activism, campaigns and research on economically targeted investments. He drew attention to the fact that pension fund holdings – representing workers' own assets – now accounted for US \$11 trillion, about one-third of the world's total share capital. The Committee's task was to translate information about abuses of workers' rights into pressure on companies by emphasising that it amounted to investment risk. Its work was being replicated at national level by affiliates such as RENGO, Japan which had just convened a symposium on workers' capital to launch their new guidelines on responsible investment for Japanese pension funds. Following earlier successes with Rio Tinto and with companies operating in Burma, the Committee was now mobilising investors to take action on environmental and social governance issues at other major companies and raising labour concerns at Securities Exchanges.

The discussion reflected Ken's assessment that the momentum must now be translated into even more effective action in favour of workers' rights, including targeting

Deutsche Telekom following meetings at the ITUC/CGU Conference on Organising held in Washington on 21-22 January 2011. The Committee had also undertaken recent research on forced labour, providing another example of how the pressure of workers' capital could be put to good use. It was essential that affiliates be engaged and supportive to the Committee's work, including funding support, in order to maximise its effectiveness.

The General Council noted the report.

Agenda item 10: Council of Global Unions

The report was given by Peter Waldorff of PSI, Chair and Jim Baker, Co-ordinator of the Council of Global Unions (CGU). The CGU Quality Public Services campaign was launched at a successful conference held in October of 2010 in Geneva. A key element of the campaign is co-operation in target cities. It is bringing together trade unionists from private and public sectors, from local, national, and international levels and joining with allies. It is based on a charter that was adopted the week before the General Council meeting at the CGUs annual meeting. The ITUC and its affiliates were urged to become fully involved in the QPS campaign.

There had been growing co-operation in the Middle East and North Africa over the last three years. It is important to bring together perspectives of national centres with sectoral and enterprise unions. The changes that are taking place in certain countries require even greater co-operation and co-ordination if there is to be effective support for the struggle for freedom, democracy, and social justice in the region.

There were problems with specific multinational enterprises related to their behaviour in the US. This includes anti-union conduct by T-mobile, which had already been mentioned by UNI and the ITUC, and by IKEA, where BWI is having a problem. But there are many other cases in the US as well, which points to the weakness of US labour law. In Turkey, which also has labour laws that do not fully respect trade union rights, an ITF affiliate just reached agreement with US-based multinational UPS after a long, effective international solidarity campaign.

The OECD Guidelines on Multinational Enterprises were being updated, with opportunities to improve the reach of the Guidelines beyond enterprises to their business partners and supply chains and some improvements in the functioning of the National Contact Points. John Evans of TUAC took the floor to ask national centres in OECD and other adhering countries to make representations to governments in support of TUAC priorities.

There was also a short discussion about the negative role of international organisations prompted by a question from LeRoy Trotman of the Barbados Workers' Union and Chair of the ILO Workers Group, principally the international financial institutions and the OECD, in encouraging governments to adopt "flexible" labour codes. Such legislative changes in some countries had increased precarious work and the employment impact of the crisis. This problem has been a major focus of the CGUs Work Relationships' Group. Measures to increase "labour market flexibility" are a major reason that the CGU adopted principles on temporary work agencies in June of 2010.

The CGU had completed a three-year review which showed that the CGU functions best when priorities reflect the priorities of member organisations and where, therefore, collective work adds value to organisations rather than constituting additional work. The review resulted in two new priority areas of work, migration and occupational health and safety.

The General Council noted the report.

Agenda item 11: Development Cooperation: Standards and Principles

The General Council adopted the Standards and Principles on Trade Union Development Cooperation developed by the Trade Union Development Cooperation Network (TUCDN). These principles will be applied to the multilateral Development Cooperation activities of the ITUC and will be recommended to all partners responsible for bilateral cooperation between ITUC member organisations.

Agenda item 12: Reports

(a) Gender Equality

**Report of the 4th Meeting of the ITUC Women's Committee
(Brussels, 9-10 February 2010)**

The Vice-President of the Women's Committee, R. Diallo, presented the report which was adopted. The CSC-Congo thanked the ITUC for the activities that took place in Bukavu. The Vice-President insisted on the need for the international trade union movement to raise awareness and address the extreme forms of violence endured by women all over the African continent and stressed the importance of promoting women in decision making bodies in each organisation.

(b) Youth

**Report of the 4th ITUC Youth Committee
(Vancouver, 19-20 June 2010)**

The report of the 4th meeting of the Youth Committee (Vancouver, 19-20 June 2010) was presented by Committee Chairperson Erin Harrison, and adopted.

(c) Report of the 2nd ITUC Human and Trade Union Rights Committee (Brussels, 1 February 2011)

The General Council adopted the report of the Committee meeting which was presented by the Committee's Chair, Agnes Jongerius, FNV-Netherlands, who emphasised the need to raise the global visibility of the Annual Survey of Violations of Trade Union Rights and to improve its relevance for more effective and continuous use by affiliates, partners and other Rights Defenders, by making it more accessible and interactive. She also focused on the work to develop the capacity of the HTUR Networks to deliver concrete results, in particular with regards to campaigns in a number of targeted "countries at risk".

The HTUR Director highlighted the growing and significant potential for activism on ITUC priorities which could and should be provided by the Regional and Global HTUR Networks.

Agenda item 13: The Regions

(a) Africa

(b) Americas

(c) Asia and the Pacific

(d) Middle East

(e) PERC

Regional reports were presented by the Regional Secretaries, Kwasi Adu-Amankwah, Victor Baez and Noriyuki Suzuki respectively with Jaap Wienen filling in for John Monks regarding the PERC region.

The reports were adopted with a resolution on the Middle East “Workers’ Pact for Peace and Justice in Palestine and Israel”.

Agenda item 14: Financial Questions

- (a) **Report of the 8th Meeting of the ITUC Executive Bureau (Vancouver, 21 June 2010)**
- (b) **Report of the 9th Meeting of the ITUC Executive Bureau (Brussels, 2 February 2011)**

The reports of the 8th and 9th Meetings of the ITUC Executive Bureau were adopted.

- (c) **ITUC Programmes and Budget for 2011**
- (d) **Solidarity Fund Programmes and Budget for 2011**

The Programmes and Budget for 2011 of the ITUC and of the SF were approved.

Agenda item 15: Date and place of next Meetings

The General Council accepted the invitation of the CSC Belgium to host the next meeting of the General Council in Belgium in October, on the occasion of the 125th anniversary of the CSC. The dates proposed were 12 – 14 October, with the Executive Bureau meeting to be held on the morning of the first day of the Council meeting.

Agenda item 16: Any Other Business

- (a) Moscow Office

The General Council mandated the secretariat to register the Moscow Office according to the conditions of the Russian authorities.

The General Council adopted the attached resolutions:

- (a) Resolution on achieving sustainable economic recovery, faster development and decent work worldwide (Appendix II)
- (b) Resolution on tackling precarious and informal work (Appendix III)
- (c) Resolution on trade unions, climate change and the Rio+20 process (Appendix IV)
- (d) Resolution on a fair migration Policy (Appendix V)
- (e) Resolution on Egypt (Appendix VI)
- (f) Resolution on Tunisia (Appendix VII)
- (g) Workers’ Pact for Peace and Justice in Palestine and Israel (Appendix VIII)

The President concluded at 4.10 p.m. on 4 February 2011.



INTERNATIONAL TRADE UNION CONFEDERATION

GENERAL COUNCIL

Brussels, 2-4 February 2011

*ITUH
Blvd Du Roi Albert II, 5, 1210 Brussels, Belgium
Auditorium, 1st floor
Opening at 14:00 on Wednesday, 2 February 2011*

FINAL AGENDA

1. Adoption of Agenda
2. Reports of the 6th and 7th Meetings of the General Council (Vancouver, 21 June and 25 June 2010)
3. Obituaries
4. Constitutional Bodies (+ Supplement)
5. Affiliation Questions
6. Congress Mandate: “Now the People – from the Crisis to Global Justice”: Plan of Action – Implementation of the Decisions of Congress with focus on major policy and operational issues

Overview: General Secretary

Plans of Action:

- 6.1. Changing globalisation
 - 6.2. Promoting and defending fundamental workers' rights
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 - 6.10. Combating climate change through sustainable development and just transition
 - 6.11. Migrant workers
 - 6.12. Extending social protection and ensuring good occupational health and safety
 - 6.13. Fighting HIV/AIDS
7. Congress 2014 (no document)
 8. China
 9. Committee on Workers' Capital

10. Council of Global Unions
11. Development Cooperation: Standards and Principles
12. Reports
 - (a) Gender Equality
Report of the 4th Meeting of the ITUC Women's Committee
(Brussels, 9-10 February 2010)
 - (b) Youth
Report of the 4th ITUC Youth Committee (Vancouver, 19-20 June 2010)
 - (c) Report of the 2nd ITUC Human and Trade Union Rights Committee
(Brussels, 1 February 2011)
13. The Regions
 - (a) Africa
 - (b) Americas
 - (c) Asia and the Pacific
 - (d) Middle East
 - (e) PERC
14. Financial Questions
 - (a) Report of the 8th Meeting of the ITUC Executive Bureau
(Vancouver, 21 June 2010)
 - (b) Report of the 9th Meeting of the ITUC Executive Bureau
(Brussels, 2 February 2011)
 - (c) ITUC Programmes and Budget for 2011
 - (d) Solidarity Fund Programmes and Budget for 2011
15. Date and place of next Meetings
16. Any Other Business
 - (a) Draft resolution on achieving sustainable economic recovery, faster development and decent work worldwide
 - (b) Draft resolution on tackling precarious and informal work
 - (c) Draft resolution on trade unions, climate change and the Rio+20 process
 - (d) Draft resolution on a fair migration policy
 - (e) Moscow Office
 - (f) Draft Resolution on Egypt
 - (g) Draft Resolution on Tunisia
 - (h) Workers' Pact for Peace and Justice in Palestine and Israel”



GENERAL COUNCIL

Brussels, 2 - 4 February 2011

RESOLUTION ON ACHIEVING SUSTAINABLE ECONOMIC RECOVERY, FASTER DEVELOPMENT AND DECENT WORK WORLDWIDE

Governments must be made to act on decent jobs and social protection, with policies for growth, not austerity, and financial regulation including an FTT

1. In early 2011, prospects for the global economy remain fragile at best. The economic forecasts of international organisations are modest and uncertain. At the same time unemployment has reached a level of more than 210 million around the world, the highest ever recorded, and job loss is continuing to rise in many countries. The G20 Seoul Declaration did nothing to provide workers or even financial markets with any confidence that governments had grasped either the scale of the risks faced or the decisive leadership required to attain sustainable recovery with decent work.

2. The unrest in Tunisia, Algeria, and elsewhere is indicative of the depth of anger and despair from workers facing exclusion from the labour market, deprivation, and poverty.

3. And fear of those same financial markets is pushing many countries to adopt heightened austerity programmes and in some cases even to attack long-established workers' rights and labour codes in the name of labour market flexibility. Yet cutting public expenditure, wages, pensions and social programmes to pay for the crisis is not only morally unjust but also economically unsound. It will cause further unemployment and increased inequality – a key factor precipitating the crisis in the first place – and risks tipping the global economy back into economic recession with catastrophic results. The General Council condemns the role of credit rating agencies which contributed to the financial crisis by not accurately rating private debt and are now undermining the economic strategies of democratically elected governments by downgrading the creditworthiness of sovereign debt.

4. The crisis has at best slowed the struggle for development or at worst sent it into reverse. An extra 100 million people have been thrown into extreme poverty, with the most vulnerable groups including women bearing the brunt of its impact. Increases in food prices fuelled by financial speculation stand to deepen the malnutrition and suffering of the poorest people in society. Furthermore the International Monetary Fund (IMF), whose prior advocacy of deregulated financial markets must share the

blame for the evolution of the crisis, is oscillating between its neo-liberal origins and its more recent recognition of the importance of higher wages and employment in restoring growth, with the proponents of a deregulated labour and social protection model too often gaining the upper hand. The General Council expresses further concern that Economic Partnership Agreements (EPAs) between EU and ACP countries risk to be significantly detrimental to development and employment prospects in the developing countries concerned.

5. To combat this unacceptable situation it is essential that governments implement vastly expanded measures to support growth through increased wages, jobs and output. Their priority must be to achieve a faster recovery in economic activity by raising demand until unemployment is on a sustained path falling to pre-crisis levels. Looking to the longer term, governments must address the inequalities that caused the crisis and ensure the world is on a path to sustainable and equitable growth and development.

6. Accordingly, the ITUC General Council recognises the value of the joint work with TUAC in this area and instructs the General Secretary to continue this collaboration and to work intensively with affiliates, regional organisations, and other Global Unions over the course of 2011 to achieve sustained economic recovery, more decent work and falling unemployment, including measures to reduce the massive inequalities – all too often worsened by the crisis - between rich and poor, between men and women and between industrialised and developing countries.

7. The basis for all governments' policies needs to become the Global Jobs Pact of the ILO. That would entail the promotion of genuine national social dialogue to involve trade unions and employers' organisations in increased action to raise wages and purchasing power, strengthen social protection, build Quality Public Services, undertake training and education and reduce the gender wage gap. It would mean projects with higher employment content including investing in green infrastructure. Governments must also emphasise labour market programmes that provide jobs or training for young people, and halt the growth of precarious and irregular work that is undermining the recovery and increasing insecurity. The G20 Labour Ministers' Washington meeting of April 2010 recognised the need to achieve fair distribution of the benefits of growth, and now due follow-up to its recommendations must be undertaken. To this end, we call for the establishment of a G20 Working Group on Employment led by both finance and labour ministers that includes the social partners and the ILO to accelerate action and to assist governments in the implementation of recommendations.

8. In particular, the General Council insists that progress be made in providing social protection for all worldwide. This would both assist the poorest and give a significant boost to global demand. The ILO has the recognised expertise and mandate to lead action in this area. Governments must endorse a social protection floor and ensure that the IMF, World Bank, OECD and G20 commit adequate funding to achieving it. This would form part of a renewed international effort to get back on track for development by increasing official development assistance to achieve the MDGs.

9. It should be made a requirement for IMF programmes in crisis-hit countries that the ILO alone should provide the labour market recommendations. All IMF programmes should deploy counter-cyclical fiscal policies to achieve recovery on a pro-growth, high wage basis. The ILO must similarly be recognised as the sole agency

competent to undertake analysis of employment and social protection in the G20 Mutual Assessment Processes for Strong, Sustainable and Balanced Growth. ILO capacities to provide in-country assistance and to undertake global and national macroeconomic analysis need to be strengthened, with additional resources provided by major ILO member governments.

10. Furthermore, it is imperative to implement a financial transaction tax (FTT) as part of a return to progressive taxation that puts the heaviest burden on higher income groups and unproductive or speculative assets. The General Council emphasises its full support for the FTT Global Day of Action on 17 February 2011 and demands urgent implementation of an FTT both at the national level and as part of a major strengthening and acceleration of the G20 action plan on financial regulation. This must include more effective, robust measures against hedge funds and financial speculators and, led by the OECD, against tax havens and other forms of tax evasion. We underline the need for the Financial Stability Board (FSB) to establish a trade union consultation mechanism.

11. The General Council further underlines the necessity to move towards a new, sustainable and low-carbon economic growth model, entailing progress in multilateral climate negotiations, incorporating Just Transition, by the time of COP17 (South Africa, December 2011). We draw attention to the Resolution that this General Council has adopted on this matter.

12. With regard to the G20, the General Council calls for enhanced governance and transparency through a deepening of its processes for trade union consultation in order to ensure that trade union views receive equal weight to those of business. We call on the G20 to confirm the holding of the G20 Labour Ministers' Conference as an annual meeting incorporating social partners' consultation to draw up employment policy recommendations, and for the next meeting of G20 Labour Ministers to be brought forward to early 2011. A global charter for sustainable economic activity that incorporates the full decent work agenda of the ILO, with an effective implementation mechanism, needs to be finalised.

13. Finally the General Council instructs the General Secretary to ensure that attention is given to increasing economic growth, decent work and living standards in all regions, with particular attention to poorer countries. This will require the ITUC to organise meetings and to provide clear and detailed statements to enable affiliates to promote trade union recommendations with governments and decision-makers on the occasion of each major international meeting or event including those of the G20, international financial institutions and UN. All such efforts must form part of an overall undertaking to mobilise social and political support for a new globalisation model profoundly different to market fundamentalism.



INTERNATIONAL TRADE UNION CONFEDERATION

GENERAL COUNCIL

Brussels, 2 - 4 February 2011

FINAL

RESOLUTION ON TACKLING PRECARIOUS AND INFORMAL WORK

More than 50% of the world's workers require our determined action to extend organising and bargaining rights, decent jobs and social protection to workers in precarious and informal employment

1. According to the ILO, at least half the world's work force is engaged in various forms of vulnerable work. And over 80% of the world population has no, or highly limited, access to social protection and is not covered by even basic labour protection including occupational health and safety laws. This situation has been exacerbated by the economic crisis since 2008, casting one hundred million more people into extreme poverty and effectively halting efforts to improve the social and employment prospects of millions of workers. It is a social crisis of massive dimensions requiring urgent worldwide action by all, with a particular responsibility falling to the trade union movement.

2. Precarious, atypical and unprotected forms of employment deprive millions of workers of the coverage of labour legislation and social security and undermine the union capacity to organise and bargain collectively. Such workers are effectively denied these rights because of the inadequacy of law or its application, which often does not cover the full range of relationships under which work is performed. Women make up the majority of workers with precarious jobs and of workers in the informal economy who are not protected by legislation, are denied fundamental rights and are subject to sub-standard conditions of work.

3. Temporary workers, those forced into self-employment, domestic workers, agricultural workers, cross-border workers, workers in supply chains and workers supplied by agencies, intermediaries or other labour brokers are often unable to exercise their rights in practice. Companies avoid the obligations that laws place on employers through contracting out work and by denying employment relationships. The growth of precarious work impedes organising; vulnerable workers are often reluctant to join trade unions even where they may have a right to do so. Where work is performed on an informal basis, as is the case for a majority of the workers in many developing countries, the right to organise and to collectively bargain is particularly difficult to realise.

4. Accordingly, the ITUC General Council instructs the General Secretary as a priority to work intensively with affiliates, regional organisations, TUAC and other Global Unions over the course of 2011 to implement a programme of actions to respond to the urgency and the gravity of the situation faced by the hundreds of millions of workers in precarious and informal work worldwide, incorporating the following measures:

- a) To campaign together with the ILO for the extension of social protection to all, for ratification of ILO social security conventions and for a basic social floor for all, including the adoption of an ILO Recommendation on the establishment of a social protection floor set at a level above the poverty line, and sufficient to provide reasonable living standards;
- b) To assist the ILO in promoting such efforts in the UNDP's work initiated by the Seoul G20 Summit to support developing countries to strengthen and enhance social protection programmes, and insist that the ILO's primary expertise and mandate in this area be recognised by the G20 as well as in the elaboration of the World Bank's new Social Protection Strategy;
- c) To assist affiliates in pressing for broadly-based and higher minimum wages, both to protect vulnerable sections of the work force and, as recognised by the Global Jobs Pact, as this provides a vital means of raising aggregate demand and hence achieving economic recovery;
- d) To realise the provisions of the ILO Employment Relationship Recommendation No. 198 (2006) and translate it into national law and action, as well as implementing the 2002 conclusions of the ILO general discussion on the informal economy and supporting effective labour inspection to ensure the application of labour law, as is central to eliminating poverty and exploitation in the informal economy, and to promote ratification and implementation of ILO Convention No. 181 (1997) on private employment agencies;
- e) To seek a more robust programme of activities of the ILO to address these issues including through expert meetings, regional and sub-regional meetings and publications on specific aspects and through technical cooperation and policy guidelines aimed at strengthening administrative and judicial action;
- f) To work with the International Organisation of Employers (IOE) and the ILO to improve property rights and streamlined registration for currently informal businesses, giving them a stake in joining the formal economic system so that they increase investment and training, at same time as paying taxes and contributing to national revenues for development;
- g) To work with the ILO, governments and donors to support active labour market programmes for vulnerable workers including increased access to public employment agencies and training, whilst ensuring equality in access for women;
- h) To continue to participate in the Council of Global Unions Work Relationships Group to tackle precarious work and to address organising issues arising out of the various relationships under which work is performed;
- i) To encourage unions to extend the scope of collective bargaining throughout the supply chain;

- j) To promote the Global Unions Principles on Temporary Work Agencies to prevent private employment agencies from contributing to precarisation of the workforce, and to ensure that such agencies respect all internationally recognised workers' rights;
- k) To campaign jointly with affiliates, TUAC and global union federations against deregulation and precarisation policies such as those advocated in the OECD's "Going for Growth" report;
- l) To intensify organising campaigns focusing on young workers performing precarious or informal work including the "Decisions for Life" programme for young women workers, as well as actions under the ITUC special action programme on the informal economy;
- m) To prepare reports on precarious and informal work worldwide with a focus on vulnerable groups particularly affected by the economic crisis and on identifying problems common to different countries and to proposing solutions;
- n) To work to eliminate trafficking in persons and illegitimate "labour migration" agencies, which frequently place people in a situation of precarious or informal work;
- o) To provide input to the G20 Labour Ministers and other relevant international fora on the situations of precarious and informal work and to make policy recommendations as to how governments should end these situations; and
- p) To organise a meeting involving affiliates, regional organisations and global union federations to discuss effective means to achieve the transformation of precarious and informal work into secure and decent work (entailing social protection, respect for workers' rights, employment and social dialogue), followed by implementation activities including an informal network of affiliates and global union federations to promote the development of policies and activities to this end.



GENERAL COUNCIL

Brussels, 2 – 4 February 2011

RESOLUTION ON

TRADE UNIONS, CLIMATE CHANGE AND THE RIO+20 PROCESS

A strong mobilisation of unions and civil society throughout 2011 will be crucial for pushing governments outside of their 'comfort zones' and raising commitments.

1. 2010 has been a difficult year. The disappointing result of the conference in Copenhagen (2009); the come-back of climate-skeptics, funded by irresponsible companies; the economic crisis, which has undermined even further the possibility for generating new sources of climate finance; and more worrying, the current atmosphere of confrontation over many issues between governments in international fora, have all set a worrying scene for climate discussions in Cancun, Mexico, where the 2010 Conference of the Parties took place.

2. Governments meeting at COP16 in Cancun managed to rebuild trust in the UN's capacity to deliver agreements on climate change. The Conference stated that a post-2012 agreement should limit the temperature increase below 2°C , and decided on a procedure to review this objective and consider reducing it to 1.5°C in a few years. It also decided to create a 'Green Climate Fund', which gives equal representation to developed and developing countries in its decision-making structures, and to continue discussions on the 2nd commitment period of the Kyoto Protocol for one more year.

3. Nonetheless, the Cancun outcomes remain timid, and ambition from developed nations was still absent. A major gap remains between emission reduction pledges submitted by developed-country governments, and those required on the scientific evidence stay within the 2°C objective.. Further work needs to be done on financing sources for the just created 'Green Climate Fund', and the commitment to a binding treaty is absent from Cancun decisions.

4. Despite these frustrations, there are reasons for some satisfaction. For the first time in the history of UN environment-related agreements, the UNFCCC recognised the importance of ensuring that the transformation towards a low-carbon economy involves a 'Just Transition' and creation of decent jobs. This is a major step in UN recognition of trade union engagement in the climate process, and confirms that proactive union engagement on climate policies does bring results.

5. Overall, the Cancun outcomes do lay some foundations for the UNFCCC process, in which the COP17 in Durban is a major landmark. COP 17 must be a destination with the political mandate necessary for a fair, ambitious and binding agreement. A strong mobilisation of unions and civil society throughout 2011 will be crucial for pushing governments outside of their 'comfort zones' and raising commitments.

6. The difficulties faced by the climate negotiations are also part of a broader problem. There is a loss of momentum among intergovernmental processes and on top of this, inequities, poverty and environmental degradation have never been worse. In this context, renewing the commitment of governments to solving economic, social and environmental challenges in an integrated manner is of the utmost importance.

7. Thus 2011 should also be a year for strong mobilisation of the trade union movement towards RIO+20, which will take place in Rio de Janeiro, Brazil in 2012. In this context, Durban is the milestone for climate action on the road to Rio+20.

8. The Rio+20 Conference has the mandate to review progress made since the Rio Conference on Environment and Development in 1992, and to discuss the 'governance of sustainable development' as well as 'the green economy, in the context of sustainable development and poverty eradication'. If trade union expectations are to be realised in the negotiations, unions will have to work hard in cooperation with other civil society groups to make this meeting a forum where bold decisions are taken to tackle inequity, promote development and boost green and decent jobs.

9. A union campaign for RIO+20 should therefore be based on demands which could have an immediate impact in the sustainability prospects for our societies. This would include three main proposals which could be agreed at the Summit, addressing the different and interrelated aspects of sustainable development. These are: a universal social protection floor, the creation of a tax on financial transactions, and a decision on a global target of at least a 50% increase in green and decent jobs by 2015. The ITUC will thus need to establish a global green jobs target based on affiliates' inputs from each country, and working with experts to identify sectors where there is a green job creation potential.

10. Accordingly, the General Council instructs the General Secretary to:

- **update the ITUC policy on climate change, including the establishment of a global green jobs target and renew the commitment for achieving a Just Transition towards a low carbon economy for all workers;**
- **explore the opportunity for adding to the ITUC demands, a request for the UNFCCC to recognise and call on the ILO to address employment challenges related to this transformation;**
- **work with South African affiliates in the preparation for COP17 in Durban;**
- **Take the following steps in relation to the RIO+20 process;**
 - **cooperate with ITUC Brazilian affiliates to prepare for the Conference and ensure coherence between national and international dynamics and demands;**

- strengthen the trade union movement's leadership on sustainability issues, including through the possible creation of a High Level Panel on Sustainability, comprising current and former union leaders interested on this topic, to mirror the UN High Level panel;
 - participate in the formal process of negotiations leading up to RIO+20, in particular ensuring that discussions on the Green Economy will highlight the need for Decent Work, the role trade unions can play and the requirement for a clearer position on the governance aspects of sustainable development, including support for a new UN environmental organisation;
 - mobilise all ITUC affiliates to promote the linkages between labour and environment, including through the organisation of a global conference on this topic;
 - maintain dialogue with other organisations in the lead up to RIO+20; and,
 - promote the specific demands set out in paragraph 9 above for adoption by governments at RIO+20.
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3 February 2011



GENERAL COUNCIL

Brussels, 2 - 4 February 2011

RESOLUTION ON A FAIR MIGRATION POLICY

Mobilising against racism and xenophobia, for the UN to take responsibility for migration, and for policy based on labour standards and other human rights

1. Migration is first and foremost a labour issue: the majority of the 214 million migrants around the world - half of whom are women - are forced to leave their country to find decent work opportunities. The recent surge in the number of migrant workers is intrinsically linked to the failure of neo-liberal globalisation to deliver decent jobs to all. Governments should provide the necessary security to enable people to stay in their own country – in effect to have a right “not to migrate”. While migrants make a positive contribution to the economic and family lives of people in destination countries, today they are feeling the brunt of deteriorating labour markets caused by the 2008 economic and financial crisis. Migrants are being thrown out of work at a higher rate than native-born workers and unemployment among the young foreign-born labour force has soared in all OECD countries.

2. History teaches us that in times of economic crises, anti-immigrant feelings, xenophobia and racism rise. The current crisis seems to be no exception. It is alarming that extreme right and anti-immigrant political parties are part of governmental coalitions, elected to parliament, or supporting government. It has become politically expedient to suggest that this crisis is somehow caused by migrants and that if they were expelled, social problems would be solved. The ITUC expresses its concerns regarding the criminalisation and stigmatisation of migrants and strongly opposes the values promoted by these political parties as they are the opposite of what the trade union movement stands for. Instead of promoting intolerance, politicians should focus on a job-centred recovery to fight the social despair caused by the crisis and exacerbated by austerity measures.

3. The ITUC deplores the hypocrisy of the governments of several countries of destination of migration, which stoke an anti-migrant discourse and fortify their borders while at the same time facilitating the temporary stay of cheap foreign labour, denying migrant workers their human and labour rights. The most vulnerable migrant workers such as low-skilled, contract and domestic workers are the ones left most unprotected.

4. The ITUC insists that the non-respect of the principle of equal treatment between local and migrant workers fragments labour markets, undermines the rights

of both categories of workers, reduces social partners' bargaining autonomy and cultivates social exclusion. The ITUC and its affiliated organisations are deeply concerned by the proposed EU directives on the single permit, seasonal workers and intra-corporate transfers as well as by the guest-worker programmes implemented in North America which do not offer adequate guarantees of decent work to migrant workers under conditions of equality of treatment and non discrimination. The Kafala (sponsorship) system, widely used throughout the Gulf States, which links the issuance of a residence permit to a national employer places the worker at the mercy of his/her boss and must be abolished. The ITUC notes the increasing trend around the world of promoting temporary or circular migration programmes. The majority of such programmes are a detriment to the full exercise of workers' rights and the international trade union movement must develop policies to address the exploitative aspects of this trend.

5. The ITUC denounces the current mercantile approach to the human phenomenon of migration as illustrated by the increased use of the WTO's General Agreement on Trade in Services (GATS) Mode 4 and reiterates its call for a rights-based approach to migration. The ITUC deplores the low level of ratification by countries of destination of international instruments including the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, the ILO Migration for Employment Convention 97 and the ILO Migrant Workers Convention 143. The ILO has a prominent role to play in the global governance of migration and an historic responsibility to ensure that migrants' rights are upheld worldwide.

6. The ITUC denounces the shifting of the costs of labour migration onto workers. Such costs must be paid by employers or recruiters. By forcing workers to pay recruitment or migration fees to get a job, we are redefining work as a privilege instead of a right. The ITUC and its affiliated organisations must fight to end the institutionalisation of such fees on migrant workers. When imposed on workers, recruitment and/or migration costs often result in debt bondage. The ITUC reiterates its call for the ratification and implementation of ILO Convention 181 on Private Employment Agencies and for greater regulation and control over recruitment and employment agencies as well as policies for ethical recruitment.

7. The ITUC notes that the Global Forum on Migration and Development that meets annually since 2007 has paid lip service to migrant workers and has not managed to promote the rights-based approach to migration that the trade union movement is calling for. The review of the GFMD at the UN High Level Dialogue on Migration and Development in 2013 is an opportunity that unions should not miss, to put in place a global governance of migration within the normative framework of the UN.

8. The ITUC echoes the concerns of the Global Migration Group (GMG) about the human rights of migrants in an irregular situation around the globe. While recognising the legitimate interest of States in securing their borders, this should not trump their obligations to respect and protect the internationally guaranteed human rights of all persons. The ITUC notes that irregular workers are mostly employed by intermediaries and subcontractors and insists that the migratory situation in which they are should not deprive them either of their humanity or of their workers' rights.

9. In destination countries, migrant workers often end up in low-paid, low-skilled jobs, with no or limited access to labour laws and social protection. Many migrants are indeed working in informality. Trade unions have a crucial role to play to ensure their rights are effectively respected and that they have access to the services and benefits they are entitled to. In particular, cooperation between unions in countries of origin and destination is crucial to inform migrants about their rights and about the actual working and living conditions in destination countries. There is a need to organize more migrant workers in trade unions and to promote them in leadership positions. Accordingly, to respond to the urgency and the gravity of the situation, the ITUC General Council instructs the General Secretary as a priority to work intensively with its affiliates, - whose engagement is the most important element for a successful outcome- regional organisations, TUAC and other Global Union organisations over the course of 2011 to achieve a fair migration policy that would respect and protect the rights of all workers, incorporating the following measures:

- Position the trade union movement at the forefront of the anti-racism mobilisation both at the national and international levels, by intensifying trade union actions and campaigns to kick racism and xenophobia out of the workplace, by promoting the benefits of diversity in the labour force and by opposing all racist or xenophobic public statements.
- Oppose any attack on the universality of the principle of equal treatment in order to ensure that all workers, regardless of their migratory status or of their level of qualification, can benefit from equal protection of labour legislation and can enjoy their fundamental human rights including the rights to join and form a union and to bargain collectively.
- Actively promote the ILO rights-based approach to migration including by campaigning for the ratification and implementation of international instruments related to migration such as the UN Convention on the Rights of All Migrant Workers and the Members of their Family, and ILO Conventions 97 and 143.
- Prepare for the 2013 UN High Level Dialogue on Migration and Development, by advocating both at the national and global levels for global governance of migration that would take place within the normative framework of the UN.
- Encourage the ILO to take a more prominent role in international debates and fora related to migration.

**GENERAL COUNCIL**

Brussels, 2 – 4 February 2011

RESOLUTION ON EGYPT

People across Egypt have risen in massive numbers to demand change, for democracy, justice, and fundamental rights and to insist on the end of the discredited Mubarak regime. Decades of repression, poverty, imprisonment of political opponents and violation of human rights including, through the imposition of state controlled organisations, the rights to freedom of association and collective bargaining have stifled social and economic progress, and denied social justice.

The ITUC expresses its full support and solidarity to the Egyptian people in their quest for respect for fundamental freedoms and rights and its deepest condolences to the many victims of the Mubarak regime's violent repression of the legitimate protest actions which have taken place throughout the country. It pays tribute to all those who have stood up for democracy, and insists that human values must prevail over geopolitical and economic interests.

As in Tunisia and elsewhere, worsening unemployment, particularly amongst young people, has combined with resentment at the lack of political freedom to catalyse popular mobilisation against the regime. The ITUC salutes the independent trade union movement, which has stood at the forefront of the mobilisation, and recognises the critical role that the independent unions must play in putting Egypt on the path to genuine democracy and in ensuring social and economic justice for the Egyptian people.

The General Council:

INSTRUCTS the General Secretary to continue to closely monitor the situation in Egypt, and to assist the development of the independent trade union movement there;

REQUESTS all affiliates to call upon their governments to exert maximum international pressure for democratic transition in Egypt including full respect for freedom of association, collective bargaining and the other core labour standards; and,

FURTHER REQUESTS all affiliates and solidarity support organisations to assist in every possible way the development of genuine, independent trade unions in Egypt and their actions to promote democracy, social justice, equality and decent work.

INSISTS that those responsible for ordering physical attacks, or who sought in any way to use force to prevent people from exercising their right to freedom of expression or to demonstrate must be brought to trial and cannot remain unpunished.



GENERAL COUNCIL

Brussels, 2 – 4 February 2011

RESOLUTION ON TUNISIA

After decades on corrupt and dictatorial rule, the people of Tunisia have mobilised for democracy, fundamental rights and an end to corruption, causing Zine El Abidine Ben Ali and members of his entourage to flee the country, and the installation of a transitional government. The ITUC salutes the courage of all those who have taken part in the mass mobilisation, and deeply mourns the loss of more than 100 lives due to the violent repression by Ben Ali's security forces. It supports the aspirations for social justice, democracy and dignity of the Tunisian people.

The ITUC commends the key role played by its Tunisian affiliate the UGTT in coordinating and supporting mobilisation across the country, in expressing the demands of the people, and in establishing civil protection committees to guard individuals, property and production facilities against attacks by the militia of former regime. It supports the UGTT's stance in demanding the exclusion of former regime ministers from the transitional cabinet, which it has carried out with determination and success in the face of threats and smear campaigns and of militia attacks against its premises. It further recognises the essential role of the UGTT as a key force for transition to genuine democracy through political reform and full respect for human rights, including fundamental rights at work.

Equitable and sustainable economic development, with decent work at its heart, will be essential to meeting the aspirations of the Tunisian people, in particular the vast numbers of young unemployed whose exclusion from economic opportunity was a driving force in the movement for change. The Tunisian trade union movement has a critical role to play in bringing this about, building on its ongoing fight against poverty and for job creation, social protection and balanced nationwide development. It will also have a crucial role in consolidating democratic change in Tunisia and ensuring compliance with the commitments made by the transitional government on political reforms with a view to fulfilling individual and public liberties and fundamental rights.

The General Council therefore:

INSTRUCTS the General Secretary to continue to closely monitor the situation in Tunisia;

DECIDES that an international trade union delegation, to be organised in cooperation with the Amman Office and ITUC-Africa, be sent to Tunisia in the near future to help establish the needs and assistance required to support the UGTT to fulfil its responsibilities in the workplace and in society;

- CALLS UPON affiliates and solidarity support organisations to ensure the necessary cooperation and support to the UGTT to remain a leading force for the Tunisian people and defend the process of democratisation in Tunisia;
- INSISTS that all governments freeze any inflow of funds from former regime members including those who have fled Tunisia, and requests affiliated organisations to press their governments to support international action to deny safe-haven to these persons and ensure that they, and any assets which they control, are returned to Tunisia; and,
- INSTRUCTS the General Secretary to intervene with international financial institutions and in cooperation with the ETUC, the European Union, to help ensure the best possible financial and economic support for democratic transition.
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8GC/E/ - 4 February 2011

WORKERS' PACT FOR PEACE AND JUSTICE IN PALESTINE AND ISRAEL



The ITUC World Congress in Vancouver adopted a resolution on Peace, Security and the Role of the United Nations which sets out a clear pathway to secure a comprehensive peace between Israel and Palestine, based on the co-existence in conditions of security of two sovereign, independent and viable states.

We therefore commit to a Workers' Pact for Peace and Justice for Palestine and Israel, based upon the ITUC Vancouver Resolution, and to trade union action to put this Pact into practice by:

SECURING A TWO STATE SOLUTION

Engaging in dialogue with governments around the world to:

- respect the Roadmap and ensure recognition for the need of two states for two peoples and the rights of all Palestinians and Israelis to live in security, within safe borders and free from occupation; and,
- support Palestinian Authority President Abbas and his government in the call to freeze settlement-building and for the resumption of meaningful peace talks, and to commit to providing the necessary solidarity to achieve a just outcome.
- Supporting the resumption of meaningful peace talks and to commit to providing the necessary solidarity to achieve a just outcome.
- Endorsing and participating in a Peace and Development Conference organised by the ITUC in Palestine; and,
- Support and encourage action by the PGFTU Palestine and Histadrut Israel for peace, justice and workers' rights.



BUILDING THE STATE OF PALESTINE

Decent Work and Social Protection are central to a viable economy. Hundreds of thousands of Palestinian workers are unable to find employment under current conditions, causing widespread despair and disillusion. Urgent action to promote decent work opportunities for them is a priority. The ITUC will therefore:

- Support ILO technical assistance for the Palestinian Authority to implement its commitment to introduce labour laws in line with Conventions 87 and 98, a law for social protection, a law for an employment agency and a law for strengthening cooperatives;
- Provide legal advice for the PGFTU negotiating these laws;
- Work to have Governments, and the private sector, invest in key industries to promote jobs including construction, tourism, agriculture, value added industries and public services. In this context affiliates will promote the ILO Palestinian Fund for Employment and Social Protection;
- With the support of donors, establish skills programs to build the capacity of Palestinian workers;
- Work with employers to build a private sector understanding that economic growth and stability require an independent economy inclusive of private enterprise; and,
- Respond to the request of the Palestinian authority to promote tourism by trade union members.
- 2011 must be a year of action for Peace between Israel and Palestine. The ITUC's affiliates, in signing on to international solidarity in support of this Pact for Peace and Justice, mark our common commitment to security, freedom, democracy and opportunity for future generations of Palestinian and Israeli workers and their families.





INTERNATIONAL TRADE UNION CONFEDERATION

GENERAL COUNCIL

Dead Sea, Jordan, 30 October – 1 November 2012

Agenda item 2:

Report of the 9th meeting of the General Council (Elewijt, 17 – 18 October 2011)

1. The General Council is requested to approve the report of its 9th meeting of the General Council (Elewijt, 17 – 18 October 2011).
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INTERNATIONAL TRADE UNION CONFEDERATION

SUMMARY OF DECISIONS OF THE 9TH SESSION OF THE GENERAL COUNCIL

Elewijt, 17-18 October 2011

Agenda Item 1 Opening of the Meeting and Adoption of the Agenda

The General Council meeting was opened by the host, ITUC Deputy President Luc Cortebeeck, who gave a word of welcome. ITUC President Michael Sommer chaired the General Council. He introduced the draft agenda which was ADOPTED as printed (Appendix I).

**Agenda Item 2 Report of the 8th meeting of the ITUC General Council
(Brussels, 2 – 4 February 2011)**

The General Secretary proposed the report of its 8th meeting which was APPROVED as printed.

Agenda Item 3 Obituaries

The General Council observed a minute of silence to salute the outstanding contribution to trade unionism of departed colleagues, who had served with great distinction: Gérard Fonteneau, Kiyoshi Sasmori, Jan Kulakowski, Hilda Josefina Amalia Anderson Neváarez, Alfred Ströer and Nancy Riche.

Agenda Item 4 Constitutional Bodies

The General Council ENDORSED the document as printed and consequently RATIFIED the new composition of the ITUC Constitutional bodies.

Agenda Item 5 Affiliation Questions

1) Applications for affiliation

Applications for affiliation proposed for acceptance

The General Council DECIDED to accept into ITUC affiliation:

Haiti	Confédération des Travailleurs des Secteurs Public et Privé (CTSP)
Haiti	Coordination Syndicale Haïtienne (CSH)
Tonga Islands	Tonga National Trade Union Congress (TNTUC)
Vanuatu	Vanuatu Council of Trade Unions (VCTU)

Applications for affiliation proposed for on-going consideration

The General Council DECIDED to keep under on-going consideration the following applications:

AFRICA

Algeria	Syndicale National Autonome des Progresseurs de l'Enseignement Secondaire & technique (SNAPEST)
Chad	Confédération Indépendante des syndicats du Tchad (CIST)
Gabon	Union des Travailleurs du Gabon (UTG)
Somalia	Somalia Federation of Trade Unions (SFTU)

AMERICAS

El Salvador	Confederación Sindical de Trabajadoras y trabajadores de El Salvador (CSTS) Federacion Sindical Revolucionaria (F.S.R.)
Guatemala	Movimiento Sindical, Indígena y Campesino Guatemalteco (MSICG) Sindicato Nacional de Trabajadores de Salud de Guatemala (SNTSG)
	Frente Nacional De Lucha En Defensa De la Libertad Sindical (FNL)
Belize	Christian Workers' Union (CWU)
Guyana	Guyana Trade Union Congress (GTUC)
St. Vincent and the Grenadines	Commercial, Technical and Allied Workers' Union (CTAWU)

ASIA PACIFIC

Burma	Myanmar National Trade Union (MNTU)
Iraq	General Federation of Iraqi Workers (GFIW)
Indonesia	All Indonesia Confederation Democracy of Trade Unions (KSBDI)
Nepal	Indepedent Democratic Confederation of Nepalese Trade Union (INDECONT)
Philippines	Alliance of Progressive Labor (APL)
New Caledonia	Union des Syndicats des Ouvriers et Employés de Nouvelle Calédonie (USOENC)

EUROPE

France Île de La Réunion (département et région d'outre-mer (DROM))	CGTR (CGT de la Réunion)
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Long term pending affiliation requests

The General Council DECIDED to keep the applications of FSU France, KGWSU Kurdistan, U.G.T. SARIO Western Sahara, NUAE Afghanistan and AAFTU Afghanistan on the list of long term pending requests and ACCEPTED to remove the FICTU, Fiji, from this list and to bring it into the list of organisations under on-going consideration.

Applications for which no further consideration is proposed

The General Council DECIDED to give no further consideration to:

Cameroon	Confédération des Travailleurs Unis du Cameroun (CTUC)
Chad	Confédération Syndicale du Tchad (CST)

Mauritania	Union Générale des syndicats Professionnels en Mauritanie (UGSPM)
Panama	Union General de Trabajadores de Panamá (UGT)
Paraguay	Confederación Sindical de Trabajadores del Paraguay (CESITP)
Bangladesh	Bangladesh Sramik Kalyan Federation-BSKF (Bangladesh Labour Welfare Federation-BJF)

2) Other affiliation issues

Canada, CLAC - CLC

As proposed by the General Secretary the General Council DECIDED to suspend the CLAC from ITUC membership as described in article IV of the ITUC Constitution and to monitor developments and to advise Congress on a final decision to expel CLAC from ITUC membership in 2014.

3) Associated Organisations (AO)

Organisations accepting AO Status

The General Council NOTED that the following organisations accepted the status of Associated Organisations:

Cambodia	Cambodia Confederation of Trade Unions (CCTU)
Cambodia	Cambodian Confederation of Unions (CCU)
Former Yugoslav Republic of Macedonia	Federation of Trade Unions of Macedonia (CCM)
Former Yugoslav Republic of Macedonia	Confederation of Free Trade Unions (KSS)
Kazakhstan	Federation Of Trade Unions of the Republic of Kazakhstan (FPK)

Organisations proposed for AO status

The General Council DECIDED to grant FESTU (Federation of Somali Trade Unions) the status of Associated Organisation.

Organisations whose AO status is proposed for extension

The General Council DECIDED to extend the status of Associated Organisation to the following organisations for a period of two years:

Armenia	KPA/CTUA
Croatia	HUS
Guinea	UDTG
Lesotho	LECODU

Cambodia, Cambodian Labour Confederation (CLC)

Jaap Wienen informed the General Council that a mission to Cambodia (CLC) would take place before the end of 2011 and that a report from this mission would be presented at the next General Council meeting.

4) Developments in the MENA Region

Lebanon Confédération Générale des Travailleurs au Liban (CGTL)

The General Council DECIDED to postpone a review of this affiliation request until spring 2012.

Algeria Syndicat National Autonome des Personnels de l'Administration Publique (SNAPAP)

The General Council AGREED to mandate the ITUC secretariat to offer SNAPAP the status of Associated Organisation as soon as the consultation process is completed and the main criteria for ITUC affiliation are fulfilled according to article V of the ITUC constitution.

Libya Union Générale des Producteurs de la Lybie Jamahiryia (UGPJAL)

The General Council AGREED to end the associated status of UGPJAL.

Libya Libyan Federation of Trade Unions (LFTU)

The General Council AGREED to mandate the secretariat to offer the new independent trade union movement (LFTU) in Libya the status of Associated Organisation as soon as the basic ITUC criteria for affiliation are fulfilled according to article V of the ITUC constitution.

Egypt Egyptian Federation of Independent Trade Unions (EFITU)

The General Council AGREED to grant EFITU the status of Associated Organisation with a perspective of full membership as soon as all criteria for affiliation to the ITUC will be fulfilled, which is expected to be the case after their first congress.

Agenda Item 6: Congress Mandate: “Now the People – from the Crisis to Global Justice”:

Plans of Action for 2012 (*tabled for information*)

The General Secretary informed the General Council that the Plans of Action that the Secretariat had prepared to implement Congress Decisions were tabled for information and that a full debate would take place on a number of selected priority items while Council members were requested to submit any inputs to the other action plans in writing or subsequently.

Plans of Action:

- 6.1. Changing globalisation
- 6.2. Promoting and defending fundamental workers' rights
- 6.3. Gender equality
- 6.4. A sustainable and just development model for the 21st century
- 6.5. Global unions, global business
- 6.6. Organising
- 6.7. A decent life for young working men and women
- 6.8. International Labour Organisation
- 6.9. Democracy, peace, security and the role of the United Nations
- 6.10. Combating climate change through sustainable development and just transition
- 6.11. Migrant workers
- 6.12. Extending social protection and ensuring good occupational health and safety
- 6.13. Fighting HIV/AIDS

Hungarian Workers video

Following the video on Hungarian Workers, the General Secretary focussed on the second economic crisis, which became a threat for workers and especially young workers, the highlights of 2010 and the priorities for 2011.

She also introduced the new online newspaper of the ITUC: "Equal Times". This newspaper will provide daily news, opinions and national news from countries that does not appear international.

Overview of progress and priorities for 2012: General Secretary

Priority Resolutions:

(a) The global economy, the financial crisis and the attack on labour rights and public services

The resolution was proposed by the General Secretary and introduced by James Howard.

Presentations were made by Pierre Hubbard (TUAC-OECD), James Howard, John Evans (TUAC-OECD), Kwasi Adu-Amankwah (ITUC-AF), Bernadette Ségal (ETUC), and Mikhail Shmakov (FNPR-Russia).

Amendments on the resolution were proposed by Diana Holland on behalf of the ITUC Women's Committee, Bernard Thibault (CGT-France), Francois Chérèque (CFDT-France), Owen Tudor (TUC-Great Britain) and Francis Atwoli (COTU-Kenya).

The resolution was ADOPTED as amended (Appendix II).

(b) Organising

The resolution was proposed by the General Secretary and introduced by Tim Noonan.

After a video message of Larry Cohen (CWA - USA), presentations were made by Tim Noonan, Claire Courteille, Victor Baez (TUCA) and Noriyuki Suzuki (ITUC-AP)

Amendments were proposed by Wanda Guimarães (UGT-Portugal).

The resolution was ADOPTED as amended (Appendix III).

Migration Policy

The General Council ADOPTED the ITUC policy note on labour migration.

(c) United Nations Conference on Sustainable Development (Rio+20)

The resolution was proposed by the General Secretary and introduced by Anabella Rosemberg.

Presentations were made by Anabella Rosemberg, Kristin Blom, and Alison Tate.

Amendments were proposed by Julio Roberto Gomez Esguerra (CGT-Colombia), Cecilia Brighi (CISL-Italy) and Owen Tudor (TUC-UK).

The resolution was ADOPTED as amended (Appendix IV).

(d) Human Rights - priority issues/countries at risk

Agnes Jongerius (FNV, Netherlands), Chair of HTUR Committee, proposed the Resolution as discussed and amended by the Committee to the General Council. It was introduced by Stephen Benedict.

Presentations were made by Felix Anthony (FTUC-Fiji), Agnes Jongerius (FNV-Netherlands) and Stephen Benedict.

The resolution was ADOPTED as amended (Appendix V).

(e) International Labour Organisation (ILO)

The resolution was proposed by the General Secretary and introduced by Raquel Gonzalez.

Presentations were made by Raquel Gonzalez, Michael Sommer (DGB-Germany) and Luc Cortebeeck (ACV/CSC-Belgium).

The resolution was ADOPTED as printed.

(f) Arab States

The resolution was proposed by Jaap Wienen.

Presentations were made by Jaap Wienen, Mustapha Tlili (ITUC/Amman), Abdessalem Jerad (UGTT-Tunisia) and Claire Courteille.

The resolution was ADOPTED as printed.

Agenda Item 7: 3rd ITUC World Congress 2014

The General Council ACCEPTED the offer of the DGB-Germany to hold the 3rd ITUC World Congress in Berlin the week of 19 May 2014 and that a discussion document on the format of this Congress would be presented at its next meeting.

Agenda Item 9: Council of Global Unions

The General Council NOTED the report.

Agenda Item 10: Development Cooperation

Jaap Wienen requested the General Council:

- to approve the Policy Guidelines for the attainment of a new paradigm on development effectiveness;
- to advocate for the Policy Guidelines, through the support of the TUDCN, at the upcoming global events: the High Level Forum 4 on Aid Effectiveness (in Bussan, 2011) and the Rio +20 - United Nations Conference on Sustainable Development (2012).

The General Council APPROVED both proposals.

Agenda Item 11 Reports (*tabled for information*)

The General Secretary informed the General Council that the following reports were tabled for information and endorsement.

(a) Gender Equality

Report of the 5th meeting of the ITUC Women's Committee (Brussels, 17 - 18 March 2011)

The General Council ENDORSED this report.

(b) Youth

Report of the 5th meeting of the ITUC Youth Committee (Singapore, 5-7 September 2011)

The General Council ENDORSED the report and NOTED the actions planned.

(c) Report of the 3rd meeting of the ITUC Human and Trade Union Rights Committee (Elewijt, 16 October 2011)

The General Council ADOPTED the oral report of the Committee meeting which was presented by the Committee's Chair, Agnes Jongerius, FNV-Netherlands.

Agenda Item 12 The Regions**(a) Africa****(b) Americas****(c) Asia and the Pacific****(d) Middle East****(e) PERC**

The General Secretary informed the General Council that the regional reports were tabled for information and endorsement.

The General Council ENDORSED the reports.

Agenda Item 13 Financial Questions**(a) Report of the 10th meeting of the ITUC Executive Bureau (Elewijt, 17 October 2011)**

The General Council ADOPTED the report.

(b) ITUC Budget and Programmes for 2012

The General Council APPROVED the Income and Expenditure Budget for 2012 of the General Fund (document 10EB/E/5(a)).

(c) Solidarity Fund: Budget and Programmes for 2012

The General Council APPROVED the Income and Expenditure Budget for 2012 of the Solidarity Fund.

Agenda Item 14 Date and place of next Meetings

The General Secretary proposed the General Council to hold its next meeting from 23 till 25 October 2012 and that the ITUC Secretariat was looking into the possibilities of holding this meeting outside Belgium with Africa being one of the options. The next HTUR Committee would then take place on 22 October 2012.

The General Secretary also informed the General Council that for the next Executive Bureau to be held in April the possibility of a combination of video and phone conference would be explored.

The General Council ACCEPTED the proposals.

Agenda Item 15 Any Other Business

Jeff Lawrence (ACTU, Australia) talked about the coming Campaign on secure jobs for a better future. He asked for more consideration on a wide and a more detailed discussion on this issue.

Gabriel del Rio Doñe (CASC, Dominican Republic) announced the 50th anniversary of CASC.

The President concluded at 5.30 p.m. on 18 October 2011

Appendix I: Final Agenda

Appendix II: Final Resolution on “The global economy, the financial crisis and the attack on labour rights and public services”

Appendix III: Final Resolution on “Organising”

Appendix IV: Final Resolution on “United Nations Conference on Sustainable Development (Rio+20)”

Appendix V: Final Resolution on “Human Rights – priority issues/countries at risk”

Appendix VI: Attendance

GS/km-jvm-28 October 2011



INTERNATIONAL TRADE UNION CONFEDERATION

GENERAL COUNCIL

Elewijt, 17 – 18 October 2011

*Venue CSC - Elewijt Center
Tervuursesteenweg 564
1982 Elewijt-Zemst
Room 16 - 17
Opening at 10:00 on Monday, 17 October 2011*

FINAL AGENDA

1. Adoption of Agenda
2. Report of the 8th meeting of the ITUC General Council
(Brussels, 2 – 4 February 2011)
3. Obituaries
4. Constitutional Bodies + Supplement
5. Affiliation Questions
6. Congress Mandate: “Now the People – from the Crisis to Global Justice”:
Plans of Action for 2012 (*tabled for information*)

Plans of Action:

- 6.1. Changing globalisation
- 6.2. Promoting and defending fundamental workers' rights
- 6.3. Gender equality
- 6.4. A sustainable and just development model for the 21st century
- 6.5. Global unions, global business
- 6.6. Organising
- 6.7. A decent life for young working men and women
- 6.8. International Labour Organisation
- 6.9. Democracy, peace, security and the role of the United Nations
- 6.10. Combating climate change through sustainable development and just transition
- 6.11. Migrant workers
- 6.12. Extending social protection and ensuring good occupational health and safety
- 6.13. Fighting HIV/AIDS

Overview of progress and priorities for 2012: General Secretary

Priority Resolutions:

- (a) The global economy, the financial crisis and the attack on labour rights and public services

- (i) Political Organising: What Role for Unions?

- (b) Organising

- (i) ITUC policy on labour migration

- (c) United Nations Conference on Sustainable Development (Rio+20)

- (d) Human Rights - priority issues/countries at risk

- (e) International Labour Organisation (ILO)

- (f) Arab States

7. 3rd ITUC World Congress 2014

8. Committee on Workers' Capital (*oral report*)

9. Council of Global Unions

10. Development Cooperation

11. Reports (*tabled for information*)

- (a) Gender Equality

- Report of the 5th meeting of the ITUC Women's Committee
(Brussels, 17 - 18 March 2011)

- (b) Youth

- Report of the 5th meeting of the ITUC Youth Committee
(Singapore, 5-7 September 2011)

- (c) Report of the 3rd meeting of the ITUC Human and Trade Union Rights Committee (Elewijt, 16 October 2011) (*oral Report*)

12. The Regions (*tabled for information*)

- (a) Africa

- (b) Americas

- (c) Asia and the Pacific

- (d) Middle East

- (e) PERC

13. Financial Questions

- (a) Report of the 10th meeting of the ITUC Executive Bureau
(Elewijt, 17 October 2011)

- (b) ITUC Budget and Programmes for 2012

- (c) Solidarity Fund: Budget and Programmes for 2012

14. Date and place of next Meetings

15. Any Other Business



GENERAL COUNCIL

Elewijt, 17 - 18 October 2011

Agenda item 6:

Priority Resolutions:

(a) The Global Economy, the Financial Crisis and the Attack on Labour Rights and Public Services

The global economy is now in the grip of a second wave of the Global Financial Crisis, and the impact for working people and their families is very severe in many nations.

Stock market declines that began in August 2011 along with stagnating growth demonstrate the continuing fragility of the world economy.

Governments failed to regulate the financial markets and the global domination of the bond markets, exacerbated by the ratings agencies, is putting at risk the future for many nations, not only in Europe but globally as well.

Companies' under-regulated search for profits contributed significantly to the development of the 2008 crisis. Since then, speculation has further increased and the volatility of food and commodity prices is increasing the stress on working families, especially in the developing world.

The rush to austerity by European Governments has seen wages slashed, pensions and other benefits reduced, jobs lost and worker pitted against worker. One of the consequences of such tensions stands to be worsening racism and xenophobia, and even threats to democracy itself.

Record levels of unemployment around the world, attacks on workers' rights, the rise in precarious work and in discrimination at the workplace and in the community, and the continued decline in the wage share now make up the front on which unions need to stage a serious fight-back.

The ITUC General Council deplores the fact that, with the exception of a few countries that have implemented measures to reduce inequality and broaden social protection, most governments have failed working people by clinging to failed economic policies. There is no effective will to tackle the global inequity that has been recognised as a significant cause of the crisis.

We restate our concern that, despite the early promises and some initial courage around global stimulus, the G20 leaders have yet to provide any tangible proof that they can or will respond adequately to the gravity of the situation.

The ITUC has submitted key demands to Governments in the lead up to the G20 Labour Ministers meeting in September and the Leaders' meeting in November. Nevertheless we are not confident of significant ambition on their part. Therefore a secretariat review of G20 processes should be considered at the next meeting of the General Council in 2012.

Without effective action on employment, the social protection floor and financial regulation, a commitment to a financial transactions tax (FTT) and progressive taxation arrangements, this group of Governments cannot drive economic recovery and correct global imbalances.

The General Council condemns the attacks on labour rights everywhere, but the sweeping attacks in Europe, the US and newly-emerging democracies are new frontlines in the fight for labour rights and constitute a threat to workers everywhere. This is not a national agenda but rather a coordinated orthodoxy promoted by entrenched interests, the legacy of the World Bank's 'Doing Business' report, the OECD's 'Going for Growth' report and elements of the European Commissions' agenda, all too often reinforced by unchanging IMF orthodoxy in national level recommendations.

The demands for flexibilisation of the labour market, constraints on bargaining, attacks on the minimum wage and direct employment contracts, a reduction in job security with the weakening of dismissal rules and compensation arrangements, along with the breakdown in social dialogue structures, comprise the menu of options for driving 'competitiveness'.

Governments are not just bowing to the demands of international organisations but also to external employer groups such as councils of foreign investors and the American Chamber of Commerce who, in their own interests, have seized the pretext of economic imperative in order to attack basic workers' rights and established labour codes.

The General Council condemns these attacks and instructs the ITUC to launch a fight-back campaign.

The following recommendations are therefore proposed:

1. That the ITUC General Council again demands of the G20:
 - effective, robust financial regulation to constrain the financial speculators;
 - requirements for due diligence from the ratings agencies;
 - measures to ensure that banks service the real economy;
 - a stop to bank bailouts without contractual arrangements to reimburse governments their taxpayers' dollars;
 - the translation of top-level statements about employment into effective investment at national level with solidarity to assist the poorest countries invest in the industries that will drive employment – a G20 working party on employment is essential;
 - building momentum to attain social protection floors, where they do not exist, in every country with global funds to assist the poorest nations to kick-start

sustainable systems of social security, and defending social protection advances such as maternity protection in every country where they have been achieved;

- support for a financial transactions tax (FTT);
- a restatement of their commitment to fundamental labour rights recognising the role of collective bargaining to maintain and improve wages by ensuring fairer distribution of productivity gains; and,
- to ensure that the Cannes and Mexico G20 Summits provide enhanced governance and transparency and give trade union views equal priority to those of business.

2. The General Council further underlines the necessity of a new, climate-resilient economic growth model and the need to intensify advocacy concerning this model in cooperation with TUAC, affiliates, regional organisations and GUFs.

3. The General Council stands firm against all pressures to divide workers and will draw maximum publicity to all policies that have an impact on the realisation of our commitment to oppose discrimination and to actively promote equality for all.

4. The General Council endorses the following focus on the new frontlines in the fight for labour rights including:

- holding a Forum to bring together affiliates from those countries where the new offensives against labour rights are being fought;
 - using that Forum as a platform to launch an ITUC 2012 Commission of Inquiry;
 - negotiating a more strategic and visible presence of the ILO;
 - coordinating research as requested by affiliates and in partnership with the ETUC and other allies; and
 - initiating a political strategy to implement the above elements.
-



GENERAL COUNCIL

Elewijt, 17 – 18 October 2011

Agenda item 6:

Priority Resolutions:

(b) Organising

1. Building independent trade unions is central to achieving and defending democracy, rights and freedoms. Realising the power of workers to shape their countries to fight for and defend labour rights, to advocate and achieve progressive policy, including bargaining for fair wages and ensuring equity including gender equity, and social protection, requires us to organise. These rights are under continuous assault, from employers and from conservative political forces. Corporations are driving down wages, job security and rights in their global operations, and are allocating substantial resources to shaping the political landscape against the interests of working people. Too many Governments, amongst them traditional political allies of trade unions, are unable or unwilling to stand up to these powerful corporate interests.

2. This is core business for all unions and their national centres and thus for the ITUC. The role of the ITUC is not to organise workers directly but rather, with its affiliates, to enable or add value to their work and that of Global Union Federations. This requires:

- strategic intervention and support for rights and organising in targeted corporations, in partnership with GUFs and national unions;
- action and direct support to workers in the global supply chains where informality and precarity prevail;
- reaching out to and empowering those most in need of solidarity, including migrant, domestic workers and young men and women;
- mobilising for a trade union agenda at global events;
- investor information and shareholder actions;
- shaping alliances with other progressive forces around workers' rights; and
- political action to confront the corporate agenda and achieve progressive policies.

3. The ITUC has a particular commitment to union and workforce diversity and will encourage organising opportunities for women and migrant workers.

4. The general council therefore endorses the following priority actions for 2012:

I. Corporate Organising

- continued activities to ensure compliance from Deutsche Telekom in regard to freedom of association and collective bargaining;
- development of strategic options for other corporations including DHL's global operations and IKEA's international supply chains;
- action on telecoms supply chains, targeting brokers of rare earth minerals and manufacturers of telecoms devices;
- support for TUCA and the GUFs to tackle protection contracts in particular in Mexico, with actions directed at both the government and corporations;
- establishing benchmarks of union membership as a percentage of working population and by sector, as a basis for setting membership growth targets;
- supporting union organising in export processing zones in at least 10 countries;
- supporting organising of workers involved in producing merchandise and constructing venues for international sports events.

II. Migrant Workers

- continuing support for four Special Action Programmes to organise migrant workers in 2012 - Senegal-Mauritania, Brazil-Paraguay, Nicaragua-Costa-Rica, and Indonesia-Malaysia;
- initiating an organising project for migrant workers in Bahrain;
- a 'Recruitment Agency Watch' to monitor key agencies involved in placement of migrant workers;
- a 'No World Cup in Qatar without rights' campaign against the Qatar Government and FIFA.

III. Domestic Workers

- seeking ratification of ILO Convention 189 on Domestic Workers by 12 countries in 2012;
- supporting 15 national organising campaigns in partnership with the IUF and regional organisations;
- supporting the empowerment of domestic workers' unions.

IV. Young Workers

- continuing and extending the 'Decisions for Life Project' with a target of 5,000 young women organised per selected country in 2012, and empowering young women to fight against gender discrimination, sexual harassment, the gender pay gap, dismissal on the basis of maternity and the overrepresentation of women in insecure forms of work;
- strengthening the young women's network;
- supporting 10 organising projects emerging from the youth committee or the young women's network.

V. The Informal Economy

- continuing support for affiliates organising in the informal economy in 16 countries;
- working with the ILO and the International Organisation of Employers to improve property rights and streamlined registration for currently informal business, giving them a stake in joining the formal economic system so that they increase investment and training, while paying taxes and thus contributing to revenues for development;
- mapping key groups engaged in the informal economy to identify potential allies for trade union action to protect workers.

VI. A special focus on women

- initiating the 'Labour Rights for Women' project including promoting women's representation in trade union structures and decision making processes, with a focus on Bangladesh, Egypt, Ghana, Guatemala, India, Indonesia, Kenya, Pakistan, Palestine, Paraguay, Peru, South Africa, Tanzania, Tunisia and Uganda.

VII. Combatting racism and discrimination in employment

- **denouncing racist and discriminatory practices of employers, and organising to combat such practices;**
- **ensuring that employment agencies adopt and implement policies to fully respect the rights of all workers to protection from discrimination, in line with the relevant ILO standards.**

VIII. Political Organising

- collecting and exchanging information on affiliates' engagement with and experiences in political organising and campaigning;
- exploring and documenting the concerns of workers on a regional/global basis through surveys;
- testing common messages reflecting common concerns of workers on a regional/global basis;
- targeting support for the fightback on labour rights (see Resolution on the Global Economy – document 9GC/E/6(a));
- inviting and supporting affiliates with substantial experience to run political organising forums on request from other affiliates;
- developing and implementing a strategy to reduce the influence of the American Chamber of Commerce globally;
- increasing critical engagement with progressive political parties.

5. In order to promote growth in union membership, organise and empower vulnerable workers, and ensure corporate compliance with freedom of association and collective bargaining rights, the ITUC can and will intervene. Thus the General Council reaffirms our commitment to enable and assist affiliates and GUFs to achieve their organising targets.

6. The General Council is therefore invited to endorse the above actions in 2012, and noting the success of the 2011 World Day for Decent Work on October 7, determines that precarious work should again be the theme of the WDDW for 2012.

TN – 22 September 2011



GENERAL COUNCIL

Elewijt, 17 - 18 October 2011

Agenda item 6:

Priority Resolutions:

(c) United Nations Conference on Sustainable Development (Rio+20)

1. With global crises multiplying and intensifying, people are losing faith in the capacity or will of governments to defend their interests. The international community needs to show that it can deliver, and restore hope.

2. The United Nations “Earth Summit” in Rio 20 years ago was an historic moment to address development and environmental challenges founded on global action. At that time, leaders affirmed that a coordinated plan could change the face of the earth and lay the foundations for a world in which every person could have a decent life in a healthy and secure environment.

3. The Rio+20 UN Conference in June 2012 and the events leading up to it need to show that there is indeed hope to achieve global equality, that multilateralism has a role to play, that solidarity and cooperation between countries and their people is possible. Rio + 20 must also acknowledge that, while necessary, a vision alone will not be enough. Activating creativity and commitments for the future is a way to address the impact of these crises on the people and the planet.

4. The international community must deliver concrete measures which will put our societies on track to achieve social equity, decent work, environmental protection, development and prosperity; on track for truly sustainable development.

5. The world does not need “just another Summit”. It needs leaders to show real leadership. Rio+20 must be the place to which future generations can look back and say that with its focus and its outcomes, humankind took the right direction.

6. It is in this context that the General Council supports the development of an advocacy statement based on the following:

- The Rio+20 Summit must inspire governments to deliver outcomes that go beyond pre-recorded language and recognise that ambitious decisions can re-energise the multilateral system. Trade unions believe that Rio+20 can deliver a

message of hope and commitment for the future. This requires a strong political document containing, among other elements, the main principles to be respected by the Green Economy, recognition of the role social protection systems play in ensuring people's economic security and the capacity to bring about change, and a commitment to strengthening rights to defend the planet and communities.

- The Summit must deliver a concrete and ambitious pathway towards sustainability. A declaration will not be enough. Workers expect governments and civil society to leave Rio+20 with decisions that will be implemented from day 1. These must include nationally-based commitments for decent and green jobs, including targets and accompanying social policies. They must also embrace a decision to kick-start the Social Protection Floor Initiative in the poorest countries and a commitment to a Financial Transactions Tax to support climate action, social protection and development and to reduce financial speculation.
- The Summit must integrate the three dimensions of sustainability in each of its decisions. The 1992 Rio Summit laid the foundations in making the linkages between social progress, environmental protection and economic prosperity. Unfortunately, decisions and institutional responsibilities on these three issues have been taken in isolation for the past twenty years. To change that, each Rio+20 decision, partnership and initiative needs to specifically incorporate all three dimensions. Trade unions commit to make explicit the linkages of our proposals, focused on equality and fairness, with environmental protection and economic progress. Similar initiatives should be taken by all other actors in the process.

7. The ITUC would anticipate two different sets of outcomes for Rio+20: a Declaration, containing the main aspects of the agreements on the objective and the themes of the Conference, and a concrete set of decisions that governments must implement and be held accountable for from day 1.

8. Leaders' commitments at the UN Summit level must include:

- A commitment to implement the Universal Social Protection Floor initiative by 2020;
- A country by country self-identified commitment on decent & green jobs targets to be reached in the next 5-10 years, with accompanying decent work policies; and,
- An agreement on a global Financial Transactions Tax.

9. A policy-based Declaration must include:

- A recognition of the role social protection systems play in reducing people's vulnerability in a sustainable way;
- An agreement on the principles of the green economy, which must include social equity, gender equality, decent work and trade union rights, democracy and a Just Transition for workers;

- A clear acknowledgement of the role of redistributive and environmentally-friendly tax policies in the green economy; and
- A clear acknowledgement of the role collective bargaining and environmental and occupational health and safety rights play in sustainable development.

10. In any agreement on sustainable development goals, governments should agree on a commitment to ensure that at least half of the workers of the world have decent jobs by 2020, secondly, ensuring all governments have as a minimum a social protection floor, based on relevant ILO standards, in place by 2020.

11. In the context of discussions on the Institutional Framework for Sustainable Development, the General Council call for:

- A strong political commitment to prioritise social equity and environmental protection over economic performance. This must be reflected on the projects driven by different institutions in the multilateral system, including in the International Financial Institutions, regional development banks and national export credit agencies.
- Support for the designation of a national council or public representative or 'ombudsperson' to represent the interests and rights of present and future generations;
- Launch negotiations for the establishment of an international convention on Principle 10 of the Rio Declaration that deals with access to information, public participation and environmental justice;
- Work towards the creation of a UN Environmental Organisation with strong powers and authority and support the creation of a Sustainable Development Council.

12. The General Council is requested to endorse the above proposals, and is further requested to:

- support the development of international and national Green/Decent Jobs targets and strategies to generate decent work in key sectors, including energy, construction, transport, manufacturing, agriculture/forestry and water;
- reaffirm the close linkages between the Rio+20 agenda and policies in the upcoming Durban Climate Conference (COP17) and the High Level Forum on Aid Effectiveness (Busan, November 2011), which are reflected in the policy and guidelines proposed under Agenda Item 9GC/10.

**GENERAL COUNCIL**

Elewijt, 17 – 18 October 2011

Agenda item 6:**Priority Resolutions:****(d) Human Rights – priority issues/countries at risk**

Since the beginning of the latest financial and economic crises, trade unions have been under renewed and often vicious attacks by both employers and governments in many countries already notorious for violations, such as Burma, Colombia, Fiji, Guatemala, and Zimbabwe.

Even in those countries, the economic and financial crisis is often given as the pretext to ruthlessly attack workers. In Fiji, the dictatorship has even claimed that the crisis is the ‘reason’ for delaying yet again the democratic elections it itself had promised.

In Georgia, employers are making free use of the police to force workers from their homes and return to work while trade unionists are arrested for carrying out their responsibilities, with complete disrespect for internationally-recognised fundamental human and trade union rights. Migrant contract workers are held against their will in what amounts to forced labour conditions.

In many other countries, including in Europe, where a continuation of once well-established respect for the fundamental values of dialogue and decency should be expected, the trend has been to eliminate benefits once considered as acquired rights.

So-called ‘austerity measures’ have become the norm in country after country, from Greece, Ireland, and Portugal to Romania and Hungary, with more to come. These measures undermine the very foundations of fairness, dignity and rights on which societies are built.

Collective bargaining in particular, the fundamental principle on which working women and men have relied to establish and maintain proper industrial relations, is increasingly under attack by callous governments eager to satisfy powerful business lobbies.

Europe, the US, and the middle-east and North Africa, amongst others, are fast becoming new frontlines in the fight to defend fundamental workers’ rights.

The Arab spring, discussed at the February General Council, has since swept through one country after the other, as young people, women, and working people continue to put their lives on the line, claiming their right to dignity, democracy, and decent work.

The trade union 'fight-back' is now on; but it can only be effective with the broad and active support and participation of all our mobilised forces and those of our allies in civil society.

The General Council, at its last meeting, adopted a list of priority 'countries at risk'. Concrete campaigns including a wide range of strategic objectives (media, political, legal and industrial strategies) were discussed at the 3rd Meeting of the HTUR Committee.

In this context the General Council instructs the General Secretary to take action on the following crisis situations and requests all affiliates to act accordingly as appropriate.

Campaigns

Affiliates, Regional Structures, GUFs, and the HTUR Networks are called upon to actively engage in, and provide prompt support as appropriate, to the campaigns and action points outlined below.

Burma:

Forced labour and violations of the right of freedom of association continue. The global trade union movement needs to act immediately to demand the establishment of a Commission of Inquiry on Convention 87 at the November meeting of the ILO Governing Body. This Commission would allow for a full review of Burma's laws and practices with regard to freedom of association and help to create further momentum for change. Independent trade unions will not be able to form and carry out their activities without the full support and continued pressure of the international trade union movement.

Action: Lobby governments on the request for a Commission of Inquiry on C87 and continue to work for the eradication of forced labour, and report back to the ITUC on progress.

Fiji:

2011 has been particularly serious for Fijian workers, as the government has stripped most of them of their fundamental labour rights through a series of executive decrees. Trade union leaders have also been beaten and arrested and trade unions have been denied permission to hold meetings, or had them broken up by police. In response, a global campaign to apply political and economic pressure on the regime has been launched. We need all affiliates to step up and do what they can to support our campaign on the key sectors of sugar, tourism, food and beverage, and garments and to keep up the political pressure on the regime.

Action: In Asia-Pacific, apply economic pressure on the tourism and garment sector in particular, and step up political pressure through regional bodies. In the US and EU, affiliates should apply pressure through their GSP schemes and other trade or investment programs and support targeted action on the Fijian sugar and beverage sector. All affiliates need to work to isolate the regime by coordinated pressure at international organisations.

Georgia:

The Georgian government is waging a coordinated, all-out assault on the Georgian Trade Union Confederation. We have responded with a campaign to deny the government trade benefits, investments and aid, and an effort to raise the political pressure on the government to restore trade union rights. We have raised our voice,

outside the Embassy and in the EU Parliament, but these are just initial steps. Affiliates need to press governments to re-evaluate their relationships with Georgia, and in the EU and US, to end trade preferences and aid until trade union rights are restored.

Action: US and European affiliates to press governments to end/review trade preferences and aid until trade union rights are restored.

Colombia:

51 trade union leaders were assassinated in 2010 and 22 trade unionists have already been killed this year. While we continue to pressure the Government to implement rights for workers and to end impunity, the ITUC, GUFs and affiliates must step up action against companies that deny workers Freedom of Association. The ITUC and TUCA are taking the issue of Freedom of association to the Inter American Court of Human Rights (ICHR) on 27 October. We must also help Colombian affiliates to strengthen their individual and collective capacity to organise new members and represent workers.

Action: Pressure Colombian government to implement rights and support efforts to identify organising opportunities around MNCs which violate rights.

Guatemala

The ITUC organised its 2nd Conference against Impunity in July to develop new strategies to combat the widespread impunity. As the situation gets worse, it is essential that Guatemalan unions receive help to strengthen their individual and collective capacity to organise and represent workers (including in EPZs), to fight impunity and to be able to stand up to the vicious attacks of the employers. We must campaign to take on national and multinational companies, in specific sectors including mining, and in relation to violations of ILO Conventions. Political and trade-related pressure on the Government, to effectively implement the conclusions of the ILO Committee on Application of Standards (CAS), must be increased.

Action: Support a coordinated approach to organising by sector (including in EPZs) as the most effective protection against impunity.

Bahrain

Since February the government has undertaken a coordinated, all-out assault against the GFBTU. More than 2,600 workers and trade unionists have lost their jobs as a result of the government's crackdown. The ILO Governing Body will be called on to launch a Commission of Inquiry on C111 and this will require lobbying of governments. We must campaign for the reinstatement of fired workers and the release of prisoners, for reform of national legislation to conform to ILO standards and to secure rights of migrant workers to join trade unions and promote migrant workers' rights.

Action: Urgently pressure governments to exert all possible political pressure for the reinstatement of all workers fired, and the release of all prisoners arrested for demonstrating for democracy; consider solidarity missions where possible; and lobby governments on the ILO Commission of Inquiry.

Egypt

The General Council salutes the birth of a new and growing independent trade union movement in Egypt, despite on-going attacks by employers and authorities who continue to use military courts to harass trade unionists and civil society activists. The international trade union movement needs to intensify its campaign for a new labour

law in line with ILO conventions, and the strengthening of the independent trade unions.

Action: Support the coordinated efforts led through the Cairo Office. Call on governments, where possible, to target development assistance towards skills training and jobs for youth.

Swaziland

The campaign on Swaziland must have as key objectives an end to the State of Emergency and the realisation of full democracy with labour laws consistent with international standards.

The General Council calls for a strategic campaign to raise the profile of this courageous struggle amongst trade union activists through increased media attention, increased pressure at the ILO, targeting the AU and SADC to further pressure the Swazi government, and also target Swazi exports such as sugar (UK, South Africa, US, EU) with the same objective.

Action: Lobby the AU and SADC to restore democracy. Target Swazi exports of sugar where possible.

Zimbabwe

The Conclusions and Recommendations of the ILO Commission of Enquiry in 2010 outlined concrete and specific requirements to restore labour and social peace. The General Council calls for an aggressive campaign to strengthen the capacity of trade unions to organise and defend workers and democracy, and to engage within the AU, SADC and other international bodies (including the ILO) regarding the HTUR situation in Zimbabwe.

Action: support organising efforts by the ZCTU, and lobby AU and SADC regarding HTURs in Zimbabwe

Turkey

Fundamental trade union rights continue to be violated (despite some opportunities for renewed dialogue towards revised legislation) and trade unionists are arrested for the legitimate exercise of their rights **and** responsibilities.

Action: target the government to amend the trade union laws before the 2012 ILC. Lobby EU institutions for implementation of the European Commission's report on accession (bringing legislation in line with European and international standards)

Hong Kong Liaison Office

The general council welcomes the inclusion of the work of the Hong Kong Liaison Office (IHLO) into the priorities of the work of the HTUR Committee. The IHLO should play an increased role in monitoring the challenges and significant changes taking place in China, Hong Kong and Macau.

In addition to the country-campaign work, existing and new initiatives on Forced Labour and Indigenous People's rights are making significant headway. The General Council calls upon affiliates to intensify their involvement in these and other areas including issues such as precarious work, protection contracts, the informal economy, and EPZs through the HTUR Committee and Networks.

Networks

The Networks, the ‘backbone’ of our HTUR work, must be more actively engaged in ITUC priority campaigns including the WDDW, corporate campaigns such as on Deutsche Telekom and ITUC work on political mobilisation, in addition to monitoring violations of rights, and supporting our work at the ILO.

A new ITUC “Guide to Campaigns” will assist affiliates and in particular HTUR Networks participants to focus on specific and achievable results in our collective campaigning efforts.

The General Council therefore calls on the General Secretary, the GUFs, Regional Organisations, and through them all affiliates to provide the necessary political commitment and support for the HTUR Networks, and network focal persons to deliver on the priorities established at regional and global levels.

Annual Survey and ILO

The new interactive Survey website has been warmly received, making information more broadly accessible. New improvements to the Survey, in particular the development of a comprehensive database are important tools for more effective campaigning.

The work within the ILO must intensify, as outlined in a separate resolution. The General Council calls on the ITUC to strengthen the capacity of our movement to make more effective use of the ILO Supervisory Mechanisms (including input to the CAS and follow up of cases) through its process of preparatory meetings prior to the International Labour Conference (ILC).

Workers’ Capital

The responsible investment of Workers’Capital presents a significant opportunity to promote respect for human and trade union rights (funds to provide income to retired workers is valued at over 25 trillion us dollars).

The Human and Trade Union Rights Committee, the Networks, and the Global Unions Committee on Workers’ Capital to work closely together to strengthen the recognition of human and trade union rights by the Funds that invest workers’ capital and the companies in which they invest.

9th MEETING OF THE GENERAL COUNCIL

Elewijt, 17-18 October 2011

ATTENDANCE

Titular/Substitute members

Mr Michael Sommer	Chair - Accompanied by Ms Barbara Susec and Mr Wolfgang Lutterbach
Mr Abdessalem Jerad	Accompanied by Mr Mohamed Shimi
Ms Amal El Amri	
Mr Sébastien Ayikoué Tevi	
Mr Mody Guiro	
Mr Francis Atwoli	
Ms Katani Angélique Kipulu	
Mr Toolsyraj Benydin	
Mr Zwelinzima Vavi	
Ms Gretchen Humphries	
Ms Maria Fernanda Carvalho Francisco	
Mr Juan Carlos Schmidt	
Mr João Antonio Felicio	
Mr Ricardo Patah	
Ms Luz Mary González	
Ms Nair Maria de Jesus Goulart	
Mr Julian Hunte	
Mr Julio Roberto Gomez Esguerra	
Mr Gabriel Del Rio Doñé	
Mr Mariano Mena	
Ms Myriam Luz Triana	
Mr José del Valle Pérez	
Mr Lucien Royer	
Mr Michel Arsenault	Accompanied by Ms Johanne Deschamps
Mr Louis Roy	Accompanied by Claudette Carbonneau and Ms Anne Pineau
Ms Cathy Feingold	
Mr Nobuaki Koga	Accompanied by Mr Hitoshi Takezume, Ms Mamiko Katsumata and Ms Yoshiko Ichikawa
Ms Naomi Okamoto	
Mr Kim Young-hoon	Accompanied by Ms Mikyung Ryu
Ms Induk Lee	
Mr John De Payva	
Mr Abdul Halim bin Mansor	
Mr Rekson Silaban	
Mr Sanjeeva Reddy	
Mr Abdul Rahman Y. Alghanim	Accompanied by Mr Faiez Ali Almutairi
Mr Uğras Gok	
Mr Ergun Atalay	
Mr Khaled Abu Marjoub	
Mr Jeff Lawrence	

Mr Felix Anthony	
Mr Walter Sauer	
Ms Dana Stechova	
Ms Lise-Lotte Lenber	
Ms Keth Thapper	
Ms Karin Beate Theodorsen	
Mr Jens Erik Ohrt	
Mr Leiar Anders Folkestad	Accompanied by Mr Lars Holmer-Hoven
Ms Mariana Valkonen	
Mr François Chérèque	Accompanied by Mr Maurice Bossuat
Ms Andrée Thomas	
Mr Bernard Thibault	Accompanied by Mr Jean Michel Joubier and Mr Pierre Coutaz
Mr Joseph Thouvenel	
Mr Brendan Barber	
Mr Owen Tudor	
Ms Agnes Jongerius	Accompanied by Ms Annie Van Wezel
Mr Jan Vercamst	Accompanied by Ms Vera Dos Santos Costa
Mr Jaap Smit	Accompanied by Mr Martijn Hordijk
Mr Luc Cortebeeck	Accompanied by Mr Marc Leemans and Ms Véronique Rousseau
Rudy De Leeuw	Accompanied by Mr Thierry Aerts and Mr Rafaël Lamas
Mr Javier Doz	
Mr Cándido Méndez	Accompanied by Mr Manuel Bonmati
Mr Laura González de Txabarri	Accompanied by Ms Saioa Igeregi
Mr Javier de Vicente Tejada	
Ms. Wanda Guimarães	
Mr Renzo Bellini	Accompanied by Ms Cecilia Brighi
Mr Leopoldo Tartaglia	
Ms Cinzia Del Rio	Accompanied by Mr Massimo di Pietro
Mr Andrzej Adamczyk	Accompanied by Ms Anna Wolanska
Mr György Károly	
Mr Bogdan Iuliu Hossu	
Mr Mikhail Shmakov	Accompanied by Ms Vera Guseva
Mr Alexander Mikhaylov	
Ms Jamila Sattarova	
Mr Vasyl Shylov	
Mr Igor Kovalchuk	
Ms Diana Holland	
Ms Rabiatou Serah Diallo	
Ms Gladys Branche	
Ms Zakia Silem	
Ms Ann Van Laer	
Mr Benoit Constant	

Ex-officio members

Ms Sharan Burrow

General Secretary

Deputy General Secretaries

Mr Kwasi Adu-Amankwah
Mr Victor Báez

Mr Noriyuki Suzuki

Mr Jaap Wienen
Mr Wellington Chibebe

ITUC – Africa
Accompanied by Mr Eduardo Estevez Martin and
Mr Laerte Teixeira Da Costa
ITUC – TUCA
Accompanied by Mr Andy Soo Moon Keong and
Ms Kathleen Koa Puay Chen
ITUC – Asia-Pacific
ITUC-HQ
ITUC-HQ

GUF & TUAC Representatives

Mr Philip Jennings
Mr Fred Van Leeuwen

Mr John Evans
Mr Pierre Habbard

PERC

Mr Bernadette Ségol

Auditors

Mr Arto Kuusiola

Others in Attendance

Mr Tom Jenkins
Ms Anna Biondi
Mr Ricardo Peidro
Mr Jack O'Connor

Guests

Mr John Monks
Mr C LeRoy Trotman

Verbatim Reporters

Ms Lynn Holt
Ms Linda King

Staff

Ms Raquel Gonzalez
Mr Mustapha Tlilli



INTERNATIONAL TRADE UNION CONFEDERATION

GENERAL COUNCIL

Brussels, Belgium, 9 – 11 October 2013

Agenda item 2:

Report of the 10th meeting of the General Council (Dead Sea, Jordan, 30 October – 1 November 2012)

1. The General Council is requested to approve the report of its 10th meeting of the General Council (Dead Sea, Jordan, 30 October – 1 November 2012).
-

INTERNATIONAL TRADE UNION CONFEDERATION

SUMMARY OF DECISIONS OF THE 10TH SESSION OF THE GENERAL COUNCIL

Dead Sea, 30 October – 1 November 2012

Agenda Item 1 Opening of the Meeting and Adoption of the Agenda

The General Council meeting was opened by the ITUC General Secretary giving a brief overview of this year's WDDW campaign. ITUC President Michael Sommer chaired the General Council. He introduced the draft agenda which was **ENDORSED** as printed (Appendix I).

Agenda Item 2 Report of the 9th meeting of the ITUC General Council (Elewijt, 17-18 October 2011)

The Chair proposed the report of the 9th meeting which was **ENDORSED** as printed.

Agenda Item 3 Obituaries

The General Council observed a minute of silence to salute the outstanding contribution to trade unionism of departed colleagues, who had served with great distinction: Tadanobu Usami, Etsuya Washio, Tadayoshi Kusano, Bill Brett, Anton Lodwick, Ana da Conceição Pedro Garcia, Joyce D. Miller, John Castegnaro, and Thamrin Mosii.

Agenda Item 4 Constitutional Bodies

The Deputy General Secretary, Jaap Wienen, introduced the document informing the General Council of the following additional change:

Mr Hassine Abbas was elected as the new General Secretary of the UGTT, Tunisia, and was welcomed as General Council member and ITUC Vice-President.

The General Secretary of the ITUC-AP informed the General Council that the 7th ITUC-AP Executive Bureau (Dead Sea, Jordan, 29 October 2012) nominated the following ITUC General Council Members to be elected as Vice Presidents: John de Payva, SNTUC, Singapore; Reijeli Naruma, FTUC, Fiji; and Dave Oliver, ACTU Australia.

The General Council consequently **ENDORSED** the document as corrected and **RATIFIED** the new composition of the ITUC Constitutional bodies.

Agenda Item 5 Affiliation Questions

1) Applications for affiliation

A. Applications for affiliation proposed for acceptance

The General Council DECIDED to accept into ITUC affiliation:

Cambodia	Cambodian Labour Confederation (CLC)
Cambodia	Cambodian Confederation of Unions (CCU)
Cambodia	Cambodian Confederation of Trade Unions (CCTU)
Philippines	Alliance of Progressive Labour (APL)
Nepal	All Nepal Federation of Trade Unions (ANTUF)

Côte d'Ivoire	Fédération des Syndicats Autonome de Côte d'Ivoire (FESACI)
New Caledonia	Union des Syndicats des Ouvriers et Employés de Nouvelle Calédonie (USOENC)
Belize	National Trade Union Congress of Belize (NTUCB)

B. Applications for affiliation proposed for on-going consideration

Following recommendation from the General Council, it was **DECIDED** to send a mission to Tunisia to further investigate the situation of the CGTT and to keep under on-going consideration the following applications:

AFRICA

Algeria	Syndicale National Autonome des Progresseurs de l'Enseignement Secondaire & technique (SNAPEST)
Tunisia	Confédération Générale Tunisienne du Travail (CGTT)
Tunisia	Union des travailleurs du Tunisie (UTT)
Chad	Confédération Indépendante des syndicats du Tchad (CIST)
Gabon	Union des Travailleurs du Gabon (UTG)
	Entente Syndicale des Travailleurs du Gabon (ENSYTG)
South Sudan	South Sudan Workers Trade Union Federation (SSWTUF)

AMERICAS

El Salvador	Confederación Sindical de Trabajadoras y Trabajadores de El Salvador (CSTS)
Guatemala	Movimiento Sindical, Indígena y Campesino Guatemalteco (MSICG)
Cuba	Coalición Sindical Independiente de Cuba (CSIC)
Costa Rica	Confederación Costarricense de Trabajadores Democráticos (CCTDNS-RN)

ASIA PACIFIC

Palestine	General Federation of Independent Trade Unions in Palestine (GFITUP)
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EUROPE

Kazakhstan	Federation of Trade Unions of the Republic of Kazakhstan (FPRK)
	Confederation Free Trade Union of Kazakhstan (CFTUK)

C. Long-term pending affiliation requests

The General Council **DECIDED** to keep the applications of KGWSU Iraq-Kurdistan, U.G.T. SARO Western Sahara, NUAE Afghanistan, AAFTU Afghanistan and FICTU Fiji on the list of long-term pending requests.

On the request of FSU, France, it has been **DECIDED** to remove it from the list of long-term pending affiliation questions to the list of applications for on-going consideration, to continue consultations with Education International and to mandate the Executive Bureau to take a decision.

D. Applications for which no further consideration is proposed

The General Council **DECIDED** to give no further consideration to:

Somalia Somalia Federation of Trade Unions (SFTU)

AMERICAS

El Salvador Federacion Sindical Revolucionaria (F.S.R.)

Guatemala Frente Nacional De Lucha En Defensa De la Libertad Sindical (FNL)

Nueva Central Sindical de Trabajadores – (NCST)

ASIA

Burma Myanmar National Trade Union (MNTU)

Indonesia All Indonesia Confederation Democracy of Trade Unions (KSBDI)

Nepal Indepedent Democratic Confederation of Nepalese Trade Union (INDECONT)

2. Other affiliation issues

Canada, CLAC

The Deputy General Secretary, Jaap Wienen, informed the General Council that CLAC, Canada, has withdrawn from ITUC membership.

Swaziland, TUCOSWA

Two ITUC affiliates, SFTU and SFL along with Teachers' Association SNAT, merged into a national confederation called TUCOSWA, which has been endorsed as an ITUC member organisation.

3. Associated Organisations (AO)

Organisations endorsing AO Status

The General Council **NOTED** that the following organisations endorsed the status of Associated Organisations:

Algeria Syndicat National Autonome des Personnels de l'Administration Publique (SNAPAP)

Egypt Egyptian Federation of Independent Trade Unions (EFITU)

Somalia Federation of Somali Trade Unions (FESTU)

Organisations proposed for AO status

The General Council **DECIDED** to grant the following organisations the status of Associated Organisation:

Iraq General Federation of Iraqi Workers (GFIW)

Kyrgyzstan Federation of Trade Unions of Kyrgyzstan (FPKg)

Oman General Federation of Oman Trade Unions (GFOTU)

The General Council **AGREED** to offer the status of Associated Organisation to the Egyptian Democratic labour Congress (EDLC) as soon as its founding Congress has taken place.

Organisations whose AO status is to end

The General Council **NOTED** that if the CUTC-STC Cuba is part of the new coalition, CSIC, which has applied for ITUC membership, it should be aware that, if endorsed, their status of Associated Organisation would end.

CUTC-STC will be consulted to ensure that they are aware of this consequence before the General Council deals with the application from CSIC.

Organisations whose AO status is proposed for extension

The General Council **DECIDED** to extend the status of Associated Organisation to the following organisations for a period of two years:

Lebanon	Confédération générale des travailleurs au Liban (CGTL – General Confederation of Lebanese Workers)
Papua New Guinea	Papua New Guinea Trade Union Congress (PNGTUC)
Slovak Republic	Nezavisle Krestanske Odbory Slovenska, NKOS (Independent Christian Trade Union of Slovakia)
Timor Leste	Timor Leste Trade Union Confederation (TLTUC) – Kondederasaun Sindikatu Timor Leste (KSTL)
Bolivia	Corriente de Renovacion Independiente y Solidaridad Laboral (CRISOL)

Agenda Item 6: Congress Mandate: “Now the People – from the Crisis to Global Justice”: Plans for Action 2013

The General Secretary introduced the strategic framework and the plans of action that the Secretariat had prepared.

An economic overview was given by John Evans (TUAC) supported by Tom Jenkins (ETUC), and Kwasi Adu Amankwah (ITUC-AFRICA).

A presentation on organising was given by Christy Hoffmann (UNI), Jyotibata Macwan and Manali Shah (SEWA, India) and Victor Baez (TUCA).

Tim Noonan (ITUC) introduced the Qatar Campaign, and the General Secretary requested General Council members to sign up to the campaign and to get their organisations to promote the campaign. Brendan Barber (TUC-GB) provided an update on the Play Fair campaign with a focus on the successful London Olympics and the role of the TUC and unions.

Claire Courteille (ITUC) gave an overview of the latest developments on social protection at the international level including the new ILO recommendation No 202 on social protection floor. She further reported on the organising activities related to social protection including the 12 by 12 domestic workers campaign and the Labour Rights for Women Project.

Noriyuki Suzuki (ITUC-AP) provided an analysis of the coverage of social protection in the Asia Pacific Region.

Building Workers Power: Plans of Action

- 6.1. Strategic re-framing, overview and priorities for 2013: General Secretary
- 6.2. Global Injustice, inequity and inequality
- 6.3. Global threats to peace, democracy, rights and sustainability
- 6.4. Decent jobs, minimum wages, social protection, collective bargaining and poverty reduction

The General Council **NOTED** the 2013 Plans of Action

Agenda Item 7: 3rd ITUC World Congress 2014

The General Secretary introduced the document.

The General Council **CONFIRMED** the dates for the 3rd ITUC World Congress (opening on 18 May and closing on 23 May 2014) and the venue for Congress as the Berlin City Cube Congress Centre.

The General Council also **AUTHORISED** the General Secretary to prepare a Congress Programme on the lines set out in document 10GC/E/7 for decision by the General Council at its next meeting, as well as a report on the statutory obligations concerning participation in Congress and other relevant issues.

The General Council **AGREED** to the target of 10% participation of young workers (under the age of 35 years) at the Congress, proposed by the Youth Committee.

Agenda Item 8: International Labour Organisation

- (a) Procedure for the Selection of ITUC Candidates for the ILO Governing Body

The General Council discussed the proposals set out in document 10/GC/E/8(a) and endorsed the proposal from the secretariat that this be subject to further consultation and be decided upon at the 2013 General Council.

- (b) Committee on the Application of Standards (CAS)

Luc Cortebeeck (ILO Workers' Group Spokesperson) introduced the document and gave a brief overview on the failure of the Committee on Applications of Standards to fulfil its mandate at the 101st International Labour Conference held in July 2012.

- (i) Resolution on the CAS

The General Council **ENDORSED** the proposal set out in document 10/GC/E/8(b)(i).

- (ii) ITUC Statement on the failure of the Committee on the Application of Standards to fulfil its mandate at the 101st ILC (July 2012)(+Appendix Draft Monti II)

The General Council **NOTED** document 10/GC/E/8(b)(ii).

- (iii) Briefing note – Luc Cortebeeck – Informal Tripartite Consultations September 18-19

The General Council **NOTED** document 10/GC/E/8(b)(iii).

Agenda Item 9: The Arab Region – Panel

The General Secretary reported back from the visit to the Syrian refugee camp Al-Zaatari.

Mustapha Tlilli (ITUC Amman); Professor El Borai, Former Egyptian Labour and Minister; and Ms Souhair Ben Hassen, FIDH France; provided an overview on developments in the MENA region.

Agenda Item 10: Committee on Workers' Capital

The General Council **NOTED** the report.

Agenda Item 11: Council of Global Unions

The newly founded IndustriALL, formed by the IMF, the ICEM and the ITGLWF, was introduced by its General Secretary, Jyrki Raina.

Jim Baker, Coordinator CGU, introduced the report of the Council of Global Unions focussing on the UN Guiding Principles on Business and Human Rights.

David Cockroft, General Secretary ITF, introduced his successor, Acting General Secretary Mr Stephen Cotton.

The General Council **NOTED** the report.

Agenda Item 12: Post 2015: Trade Union Priorities for UN Developments

The General Council **ENDORSED** the proposals set out in document 10/GC/E/12.

Agenda Item 13: Cuba

The General Council endorsed a proactive strategy of critical engagement with the Cuba CTC in line with those endorsed for other country trade unions.

Agenda Item 14: Reports (*tabled for information*)

The General Secretary informed the General Council that the following reports were tabled for information and endorsement/approval.

(a) Gender Equality

Report of the 6th meeting of the ITUC Women's Committee (Brussels, 8 – 9 May 2012)

The General Council **ENDORSED** this report.

(b) Youth

Report of the 6th meeting of the ITUC Youth Committee (Guadalajara, 14-15 May 2012)

The General Council **AGREED** to set an objective of a minimum of 10% youth participation at the 3rd World Congress and to strongly encourage organisations with a delegation of eight or more to include more than one delegate who is less than 35 years of age.

The General Council **ENDORSED** the report.

(c) Report of the 4th meeting of the ITUC Human and Trade Union Rights Committee (Dead Sea, 29 October 2012)

Agnes Jongerius reported on the 4th Meeting of the HTUR Committee which she chaired for the last time, as she would be leaving the FNV.

She informed the General Council that the Committee had dealt in detail with four themes on the agenda:

- Countries at risk (Bahrain, Burma, Georgia, Guatemala, Fiji, Georgia, Bahrain) campaigns were discussed and side meetings with interested organisations organised to consider additional steps;
- Thematic campaigns, including on indigenous people and on forced labour, were reported and debated;
- Reports of the Regional HTUR networks were provided by regional coordinators – the Arab world received particular attention;
- Plans for 2013, including plans to continue to improve the visibility and usability of the survey were presented, discussed and endorsed by the Committee.

One of the highlights under the first item was the opportunity to talk via Skype to Maung Maung, who had just returned home to Burma to continue his work on behalf of the FTUB.

TUCA and the Colombian affiliates requested, through the HTUR Committee, endorsement by the General Council of four points dealing with the Peace Negotiations with Colombian guerrillas, initiated by the Santos Government:

1. We support the peace discussions between the guerrillas and the Government.
2. The war on trade unions must cease also.
3. Trade unions are the natural interlocutor to deal with social and labour issues. No one can replace them in this role.
4. Social justice is a prerequisite for a sustainable peace. To that end, we support the proposal of the Colombian national centres to initiate a rapid process to formalise the employment of millions of workers in precarious or unregistered jobs, or those directly in the informal sector.

The HTUR Committee also requested the General Council to condemn the new measures being imposed on Greece by the Troika, which severely undermine trade union organising and collective bargaining rights. These measures and similar impositions in the name of austerity are being imposed on other European countries, including Ireland, Italy, Portugal and Spain. The ITUC General Council expressed its full support and solidarity with the European trade union movement, and the November 14 Day of Action being organised by the ETUC.

Sister Jongerius was thanked with profound emotion by the Committee.

The General Council **ENDORSED** the oral report of the Committee meeting which was presented by the Committee's Chair, Agnes Jongerius, FNV-Netherlands.

Agenda Item 15: The Regions

- (a) Africa
- (b) Americas
- (c) Asia and the Pacific
- (d) Middle East
- (e) PERC

The General Secretary informed the General Council that the regional reports were tabled for information and endorsement.

The General Council **ENDORSED** the reports.

Agenda Item 16: Financial Questions

- (a) **Report of the 11th meeting of the ITUC Executive Bureau (Brussels, 27 April 2012 (virtual meeting))**

The General Council **ENDORSED** the report.

- (b) **Report of the 12th meeting of the ITUC Executive Bureau (Dead Sea, 30 October 2012)**

The General Council **ENDORSED** the report.

- (c) **ITUC Budget and Programmes for 2013**

The General Council **ENDORSED** the Income and Expenditure Budget for 2013 of the General Fund (document 12EB/E/5(a)) with the proposed increase of 2% in membership fees.

- (d) **Solidarity Fund: Budget and Programmes for 2013**

The General Council **ENDORSED** the budget and programmes for 2013 of the Solidarity Fund (document 12EB/E/5(c)(ii)).

Agenda Item 17: Date and place of next Meetings

The General Secretary proposed the General Council to hold its next meeting from 9 to 11 October 2013. The next HTUR Committee would then take place on 8 October 2013. The venue is still to be determined.

The General Council **ENDORSED** the proposals.

Agenda Item 18: Any Other Business

João Antonio Felicio (CUT Brazil), invited the General Council to attend the World Social Forum Free Palestine (WSFFP), which will be held from 28th November to 1st December 2012, in Porto Alegre, Brazil.

The President concluded at 15:20 on 1 November 2012



GENERAL COUNCIL

Dead Sea, Jordan, 30 October – 1 November 2012

*Mövenpick Resort & Spa Dead Sea
Dead Sea, Jordan
Grand Ballroom
Opening at 14:00 on Tuesday, 30 October 2012*

FINAL AGENDA

2. Adoption of Agenda
3. Report of the 9th meeting of the ITUC General Council
(Elewijt, 17 – 18 October 2011)
4. Obituaries
5. Constitutional Bodies
6. Affiliation Questions
7. Congress Mandate: “Now the People – from the Crisis to Global Justice”: Plans of Action for 2013
 - Building Workers Power: Plans of Action:
 - 6.1. Strategic re-framing, overview and priorities for 2013: General Secretary
 - 6.2. Global Injustice, inequity and inequality
 - 6.3. Global threats to peace, democracy, rights and sustainability
 - 6.4. Decent jobs, minimum wages, social protection, collective bargaining and poverty reduction
 - 8. 3rd ITUC World Congress 2014
 - 9. International Labour Organisation
 - (c) Procedure for the Selection of ITUC Candidates for the ILO Governing Body
 - (d) Committee on the Application of Standards
 - i. Resolution on the CAS
 - ii. ITUC Statement on the failure of the CAS to fulfil its mandate at the 101st ILC (July 2012) (+ Appendix Draft Monti II)
 - iii. Briefing note – Luc Cortebieck
Informal Tripartite Consultations – 18-19 September 2012
 - 10. The Arab Region (Panel – no document)
 - 11. Committee on Workers’ Capital
 - 12. Council of Global Unions

13. Post 2015: Trade Union Priorities for UN Developments
 14. Cuba
 15. Reports (*tabled for information*)
 - (d) Gender Equality
Report of the 6th meeting of the ITUC Women's Committee
(Brussels, 8-9 May 2012)
 - (e) Youth
Report of the 6th meeting of the ITUC Youth Committee
(Guadalajara, 14-15 May 2012)
 - (f) Report of the 4th meeting of the ITUC Human and Trade Union Rights Committee (Dead Sea, 29 October 2012) (*oral report*)
 16. The Regions (*tabled for information*)
 - (f) Africa
 - (g) Americas
 - (h) Asia and the Pacific
 - (i) Middle East
 - (j) PERC
 17. Financial Questions
 - (a) Report of the 11th meeting of the ITUC Executive Bureau
(Brussels, 27 April 2012 (virtual meeting))
 - (b) Report of the 12th meeting of the ITUC Executive Bureau
(Dead Sea, 30 October 2012)
 - (c) ITUC Budget and Programmes for 2013
 - (d) Solidarity Fund: Budget and Programmes for 2013
 18. Date and place of next Meetings
 19. Any Other Business
-



INTERNATIONAL TRADE UNION CONFEDERATION

GENERAL COUNCIL

Berlin, 18 May 2014

Agenda item 2:

Report of the 11th meeting of the General Council (Brussels, 9-11 October 2013)

1. The General Council is requested to approve the report of its 11th meeting of the General Council (Brussels, 9-11 October 2013).

INTERNATIONAL TRADE UNION CONFEDERATION

SUMMARY OF DECISIONS OF THE 11TH SESSION OF THE GENERAL COUNCIL

Brussels, Belgium, 9 – 11 October 2013

Agenda Item 1 Opening of the Meeting and Adoption of the Agenda

In the absence of the ITUC President Michael Sommer, the General Council meeting was opened and chaired by the ITUC Deputy-President Luc Cortebeeck. He introduced the draft agenda, which was **ENDORSED** as printed (Appendix I).

The General Council expressed appreciation for the ITUC President Michael Sommer's generous act of humanity and wished a speedy recovery.

Agenda Item 2 Report of the 10th meeting of the ITUC General Council (Dead Sea, Jordan, 30 October – 1 November 2012)

The Chair proposed the report of the 10th meeting which was **ENDORSED** as printed.

Agenda Item 3 Obituaries

The General Council observed a minute of silence to salute the outstanding contribution to trade unionism of departed colleagues, who had served on ITUC bodies with great distinction: M.R. Chowdhury, Jack Jones, Ernst Breit, Marcello Malentacchi, Davora Jurić and Basile Mahan Gahé. A number of other departed union leaders were listed and acknowledged respectfully.

Agenda Item 4 Constitutional Bodies

The Deputy General Secretary, Jaap Wienen, introduced the document informing the General Council of the following additional changes:

Ms Hege Hero (YS, Norway) was replaced by Ms Mariana Kniesner (BNS, Romania), the new Chair of the PERC Women's Committee (11GC/E/4/page 2, para 22).

Ms Elke Hannack (DGB, Germany) replaces Ms Ingrid Sehrbrock on all her positions being ITUC Vice-President, titular member on the General Council, and 2nd substitute on the Executive Bureau.

The General Council consequently **ENDORSED** the document as corrected and **RATIFIED** the new composition of the ITUC Constitutional bodies.

Agenda Item 5 Affiliation Questions

Applications for affiliation proposed for acceptance

The General Council **DECIDED** to accept into ITUC affiliation:

Afghanistan	National Union of Afghanistan Workers' Employees (NUAWE)
Armenia	Confederation of Trade Unions of Armenia (KPA/CTUA)
Cameroon	Centrale syndicale du secteur public du Cameroun (CSP)
Egypt	Egyptian Democratic Labour Congress (EDLC)
Egypt	Egyptian Federation of Independent Trade Unions (EFITU)
El Salvador	Confederación Sindical de Trabajadores de El Salvador (CSTS)

Former Yugoslav Republic of Macedonia	Federation of Trade Unions of Macedonia (CCM)
Madagascar	Confédération des Syndicats des Travailleurs Malagasy Révolutionnaires / Firaosamben 'ny Sendikan 'ny Mpiasa Malagasy Revolisionera (FISEMARE)
Oman	General Federation of Oman Trade Unions (GFOTU)
South Sudan	South Sudan Workers Trade Union Federation (SSWTUF)

Applications for affiliation proposed for on-going consideration

Following recommendation from the General Council, it was DECIDED to send a joint ITUC/ITUC-AF mission to Mauritius, to wait for the outcome of the Congress of the CGTT, Tunisia, before deciding on a mission, and to organise a mission to KMU, Philippines, beginning 2014.

The General Council **DECIDED** to keep under on-going consideration the following applications:

AFRICA:

- SNAPEST – Algeria
- FOC – Central African Republic
- CIST – Chad
- CGSA – Congo RDC
- CSH – Côte d'Ivoire
- CSTG – Gabon
- LLC – Lesotho
- LFTU – Libya
- UGSPM – Mauritania
- CITU – Mauritius
- CTSP – Mauritius
- SCTU – Somalia
- CGTT – Tunisia
- COFTU – Uganda

AMERICAS:

- CCTDNS-RN – Costa Rica
- CSP – Peru

ASIA-PACIFIC:

- KSPSI – Indonesia
- ICWA – Iran
- FITU – Jordan
- INDECONT – Nepal
- GFITUP – Palestine
- KMU – Philippines

EUROPE:

- FSU – France
- CGTR – France Ile de la Réunion (DROM)
- CFTUK – Kazakhstan
- FTUIT – Tajikistan

Long-term pending affiliation requests

The General Council **NOTED** the long-term pending requests of KGWSU Iraq-Kurdistan, U.G.T. SARIO Western Sahara, and FICTU Fiji.

On FSU, France, as no agreement with the organisations concerned has been reached, the case remains pending.

Applications for which no further consideration is proposed

The General Council **DECIDED** to give no further consideration to:

UTG – Gabon
ENSYTG – Gabon
UNTM – Morocco
UTT – Tunisia
CSIC – Cuba
MSICG – Guatemala
AAFTU – Afghanistan

Other affiliation issues

The General Council **DECIDED** to accept the change to the affiliation of APL Philippines now known as SENTRO.

Associated Organisations (AO)

The General Council **DECIDED**

- a. to grant the status of Associated Organisation to

UGSL – Togo

- b. to extend the status of Associated Organisation to

HUS – Croatia
TLTUC – East Timor
FPK – Kazakhstan
KSS – FYR Macedonia
UDTG – Guinea
LECODU – Lesotho
FESTU – Somalia

- c. to end the status of Associated Organisation of

CGT – Lebanon

- d. CFTUI India

The GC reconfirmed its decision to organise a combined mission of ITUC and ITUC-AP to evaluate the representative character of the Associated organisation CFTUI India, within the perspective of their request to become full member of the ITUC.

Cambodia

ITUC-AP General Secretary Noriyuki Suzuki reported to the General Council on the 1st General Review and Coordination Meeting with the CCTU, CLC, and CCU Cambodia.

The three organisations have largely fulfilled their commitments submitted in March 2012. However, the CLC needs to further amend their constitution.

Agenda Item 6: Building Workers' Power

The General Secretary reported on:

- Evaluation 2013 and priorities 2014
- Union growth
- Realising rights
- Sustainable jobs, secure income and social protection floor

In particular the report emphasised:

- The global context for working people and the failure of international institutions;
- The 2013 ITUC Global Poll;
- The use of ILO standards for domestic workers and the Social Protection Floor;
- The need to rebuild our economies on the basis of full employment, decent work and on universal social protection;
- G20 support for jobs;
- Long-term principles and tax evasion;
- 2013 plans and achievements;
- 2014 plans and challenges;
- Qatar, and
- Congress ambitions.

The General Council **NOTED** the 2014 Plans of Action

Agenda Item 7: 3rd ITUC World Congress 2014

Tim Noonan introduced the documents.

(a) Draft Congress Agenda and Programme

The General Council **ENDORSED**, in accordance with Article XV(d) of the Constitution, the proposals listed and **AGREED** to **SUBMIT** the relevant matters to the Congress Standing Orders Committee.

(b) Congress documents

The General Council:

- **AGREED** to discuss the draft Congress Statement and the draft resolutions for the three sub-plenary debates;
- **AUTHORISED** the General Secretary to circulate second drafts of these documents, taking into account any amendments made by the General Council, to all affiliates in order to enable them to submit amendments or proposals by the deadline of 18 February 2014;
- **REQUESTED** the Executive Bureau, at its meeting on 2 – 3 April 2014, to give consideration to amendments to these documents submitted by affiliates, as well as any other proposals or amendments to the Constitution and any adjustments to the Congress programme or arrangements;
- **INSTRUCTED** the General Secretary to prepare final draft proposals following the Executive Bureau meeting, for circulation to affiliates and submission to the General Council meeting on 18 May in Berlin.
- **APPROVED** the proposals concerning the Report on Activities and Financial Reports.

(c) Congress logistics

The General Council **APPROVED** the relevant proposals in the document, including the arrangements for interpretation in the full plenary and sub-plenary sessions and

the objective of having a “paperless” congress, for transmission to the Congress Standing Orders Committee.

(d) Constitutional amendments

The General Council **NOTED** the provisions concerning amendments to the Constitution and **REQUESTED** the Executive Bureau to give consideration to any proposed amendments received by the deadline of 18 February 2014 for inclusion in its report to the 12th meeting of the General Council (Berlin, 18 May 2014).

(e) Budget

The General Council:

- **APPROVED** the draft budget for the 3rd ITUC World Congress;
- **AUTHORISED** the General Secretary to provide financial support, in case of genuine need, to organisations which do not have a computer or other electronic device to enable their participation in a “paperless” Congress;
- **REQUESTED** the Executive Bureau at its April 2014 meeting to make any necessary adjustments to the draft budget; and
- **CALLED** upon all affiliates with the means to do so to contribute to meeting the fundraising target of Euros 500,000 to support participation from organisations which would otherwise not have sufficient resources to participate in Congress.

(f) Invitations

The General Council:

- **APPROVED** the setting of a target of 10% for the participation of people under the age of 35 years in the official Congress delegations;
- **ENDORSED** the application of the criteria listed for the allocation of funds to organisations seeking financial support for their participation in the Congress;
- **DECIDED** that each Associated Organisation be invited to send one representative to Congress;
- **REVIEWED** the proposed list of guests and organisations to be invited to Congress contained in Appendix I, and **AUTHORISED** the Executive Bureau at its proposed meeting in April 2014 to consider any further such invitations; and
- **ENDORSED** the decisions proposed in the document, **REQUESTED** the Executive Bureau at its meeting in April to make recommendations on the matters proposed for its attention, and **AUTHORISED** referral of the relevant items to the Congress Standing Orders Committee.

(g) Congress Committees

The General Council **REQUESTED** the Executive Bureau, at its meeting proposed for 2 - 3 April 2014, to make a recommendation on the composition of the Credentials and Standing Orders Committees to the 12th meeting of the General Council in Berlin on 18 May 2014, in order to ensure appropriate geographical and gender balance in the composition of these Committees.

Agenda Item 8: International Labour Organisation

(a) Procedure for the Selection of ITUC Candidates for the ILO Governing Body

The General Secretary introduced the document.

The General Council **ENDORSED** the proposals set out in document 11/GC/E/8(a).

(b) Report – Luc Cortebeeck and Raquel González

Raquel González informed the General Council that bilateral talks were held between workers and employers hosted by the Swiss Government with a view to seek solutions to the problems that arose in 2012 and that at this stage it is not sure that an agreement with employers will be reached. If this be the case, other options will have to be looked at including having the Office tabling a document to the October Governing Body.

In light of this, three elements of a worker strategy to address the problems caused by the employers in 2012 are suggested:

- A lobbying strategy towards governments in defence of the ILO supervisory mechanism;
- The consideration of referring the question of the right to strike under C87 to the International Court of Justice for an advisory opinion if no solution is found to the current dispute; and
- Giving consideration to the creation of an independent ILO Tribunal under article 37 or a mechanism based on that article to solve disputes related to the interpretation of Conventions.

(c) Resolution on Committee on Application of Standards

The General Council **ENDORSED** the conclusions set out in document 11/GC/E/8(c) (Appendix II).

(d) Introduction – Maria Helena André, Director ACTRAV

The General Council welcomed the recently appointed Director of the Bureau for Workers' Activities (ACTRAV), Ms Maria Helena André, a trade unionist and Portugal's former Minister of Labour and Social Solidarity.

ACTRAV's work to support the trade union organisations has to enable implementation of ILO's agenda and ensure that that agenda can strengthen the place and role of the trade union organisations and consequently the defence of workers' rights, so as to establish greater social justice in the world.

Agenda Item 9: The Arab Region

Jaap Wienen introduced the document.

The General Council **APPROVED**:

- The draft resolution on the establishment of an Arab sub-regional organisation (Appendix III); and
- The functioning of a transitional Arab Sub regional structure until its founding Congress that is foreseen in the second half of 2014.

The General Council **AGREED** to request the Congress Standing Orders Committee to submit to the 3rd ITUC World Congress a proposal under the authority of the ITUC General Council to amend the ITUC Constitution to the effect that the ITUC General Council may, following consultations with the Regional Organisations, establish sub-regional structures in the event that the membership of such sub-regional structures would include members of more than one ITUC Regional Organisation.

Agenda Item 10: Committee on Workers' Capital

The General Council **NOTED** the report.

Agenda Item 11: Council of Global Unions

Jim Baker, Coordinator CGU, introduced the report of the Council of Global Unions.

The General Council **NOTED** the report.

Agenda Item 12: Post 2015: Trade Union Priorities for UN Development

Alison Tate gave an overview on the Post-2015 UN Development Agenda.

The UN system has been focused on what global goals should come after the Millennium Development Goals (MDGs) expire in 2015.

The ITUC and affiliates have made inputs into the various UN-led consultations calling for two stand-alone goals on 1) Full Employment and Decent Work and 2) Social Protection. Key outcomes in 2013 were the High Level Panel Report which suggested a possible future goal on employment and the UN Secretary General's report delivered in September 2013 which also refers to social protection. Governments will start a negotiation period from February 2014 until September 2015 when the UN Summit aims to agree on a new set of global goals.

It is important for affiliates to lobby home governments and their Foreign Affairs representatives in New York who will negotiate the content of the goals to ensure both these goals are included and agreed.

Further details and information can be found at: <http://www.ituc-csi.org/post-2015-development-framework>

Agenda Item 13: China

The General Secretary introduced the document and informed the General Council that it was a report on issues of interest and addressed particular attention on Chinese investment.

The General Council **NOTED** the content of document 11/GC/E/13.

Agenda Item 14: Reports (*tabled for information*)

The General Secretary informed the General Council that the following reports were tabled for information and endorsement.

(a) Gender Equality

Report of the 7th meeting of the ITUC Women's Committee (Brussels, 16-17 April 2013)

Diana Holland, Chair of the ITUC's Women Committee, presented the report.

The General Council **ENDORSED** this report.

(b) Youth

Report of the 7th meeting of the ITUC Youth Committee (Brussels, 11-12 April 2013)

Pierre Ledecq, Chair, ITUC's Youth Committee, presented the report.

The General Council **ENDORSED** the report.

(c) Report of the 5th meeting of the ITUC Human and Trade Union Rights Committee (Brussels, 8 October 2013)

Stephen Benedict reported on the 5th Meeting of the HTUR Committee.

Brother Karl-Petter Thorwaldsson, President of LO-Sweden, has kindly accepted to chair the Human and Trade Union Rights Committee in the future. In his absence on

Tuesday, ITUC Deputy General Secretary, Wellington Chibebe, and Keth Thapper, LO- Sweden, ably chaired the meeting.

Regional and “Targeted Countries”

A large part of the meeting was spent on reviewing the dire situation in the various regions of the world. Regional coordinators provided an overview of the challenges faced by workers and their organisations, ranging from political and economic to social and fundamental human and trade union rights issues.

Following immediately on these presentations, a number of comprehensive campaigns involving countries identified as “Targeted Countries” or “Countries at Risk” for those regions were outlined and opened for discussion, including Swaziland, Zimbabwe, Guatemala, Burma, Fiji, Bangladesh, Bahrain, and Georgia.

Given the limited time of the meeting, and following on the suggestion made at the 4th meeting of the Committee, a series of well-attended side meetings (in most cases with representatives from the trade union movements from these countries) were scheduled for the following day to allow a broader discussion about further steps and suggested initiatives. In addition, a discussion on Iran also provided an opportunity to explore new opportunities.

A rich debate on the context in which the situation in a particular country is identified as being on our “Watch List” as opposed to a “Targeted Country” illustrates the strong commitment of affiliates to committed solidarity with workers’ struggles. There are of course many concrete examples. To give but two illustrations: the strong support of RENGO in making Brother Nakajima available in Yangon, and the resources by Belgian and Dutch affiliates to provide for a coordinator of the TUCA/ITUC Campaign in Guatemala.

Trade Union Rights Reports

The new website format for trade union rights violations reporting was presented to the Committee, along with the latest report on “*Collective Bargaining – Collective Voices*” highlighting an improved capacity to draw analyses from the information coming in.

A constructive discussion around broader dissemination as well as ‘usability’ by affiliates of the information available led to the suggestion of an informal discussion with interested affiliates.

2014 Program

As a result of the limited time to go through the whole agenda, the Committee concluded that it was, for future meetings, appropriate to review the format and working methods for the Committee.

The General Council **ENDORSED** the oral report of the Committee.

Agenda Item 15: The Regions

- (a) Africa**
- (b) Americas**
- (c) Asia and the Pacific**
- (d) Middle East and North Africa (MENA)**
- (e) PERC**

The General Council **ENDORSED** the reports.

Agenda Item 16: Financial Questions

- (a) Report of the 13th meeting of the ITUC Executive Bureau (Brussels, 23 May 2013 (virtual meeting))

The General Council **ENDORSED** the report.

- (b) Report of the 14th meeting of the ITUC Executive Bureau (Brussels, 9 October 2013).

The General Council **ENDORSED** the report.

- (c) ITUC Financial Reports for 2012

- (i) Financial Report for 2012
(ii) Internal Auditors' Report for 2012

The General Council **ENDORSED** the ITUC Financial Report for 2012 and the ITUC Internal Auditors' Report for 2012.

- (d) ITUC Regional Organisations – Financial Reports for 2012

- (i) ITUC-AF:

- (a) Financial Report for 2012
(b) Internal Auditors' Report for 2012

The General Council **ENDORSED** the ITUC-AF's Financial Reports for 2012.

- (ii) ITUC-AP:

- (a) Financial Report for 2012
(b) Internal Auditors' Report for 2012

The General Council **ENDORSED** the ITUC-AP's Financial Reports for 2012.

- (iii) TUCA:

- (a) Financial Report for 2012
(b) Internal Auditors' Report for 2012

The General Council **ENDORSED** the TUCA Financial Reports for 2012.

- (e) ITUC Budget and Programmes 2014

The General Council **ENDORSED** the Income and Expenditure Budget for 2014 of the General Fund (document 14/EB/E/5(a)).

- (f) Solidarity Fund: Budget and Programmes for 2014

The General Council **ENDORSED** the Budget and Programmes for 2014 of the Solidarity Fund (document 14/EB/E/5(d)(ii)).

Agenda Item 17: Date and place of next Meetings

The General Secretary informed the General Council that the next meeting of the Executive Bureau would take place on 2 and 3 April 2014 in Brussels.

The General Council **NOTED** the date and venue.

Agenda Item 18: Any Other Business

At the opening session of Thursday 10 October, John Evans, TUAC General Secretary, presented an overview on the economic outlook and stocktaking of the 2013 G20 Outcomes and Bernadette Ségal, ETUC General Secretary, gave an overview of the situation in Europe.

At the closing session of Thursday 10 October, Christy Hoffman, UNI Deputy General Secretary, presented the “Bangladesh Accord” which now binds 87 companies to stay in Bangladesh and improve safety. The accord was created by the [IndustriALL Global Union](#) and the [UNI Global Union](#) in alliance with leading NGOs.

The President concluded at 13.15 on 11 October 2013

GS/km-17 October 2013



GENERAL COUNCIL

Brussels, Belgium, 9 - 11 October 2013

*ITUH
Blvd Du Roi Albert II, 5, 1210 Brussels, Belgium
Auditorium, 1st floor
Opening at 14:00 on Wednesday, 9 October 2013
Reception at 18.00
ITUC - 2nd floor*

FINAL AGENDA

1. Adoption of Agenda
2. Report of the 10th meeting of the ITUC General Council
(Dead Sea, Jordan, 30 October – 1 November 2012)
3. Obituaries
4. Constitutional Bodies (+ Supplement)
5. Affiliation Questions
6. Building Workers' Power
 - 6.1. Evaluation 2013 and priorities 2014 General Secretary
 - 6.2. Union Growth
 - 6.3. Realising Rights
 - 6.4. Sustainable jobs secure income and social protection floor
7. 3rd ITUC World Congress 2014
 - (a) Draft Congress Agenda and Programme
 - (b) Congress documents
 - (c) Congress Logistics
 - (d) Constitutional amendments
 - (e) Budget
 - (f) Invitations
 - (g) Congress Committees
8. International Labour Organisation
 - (a) Procedure for the Selection of ITUC Candidates for the ILO Governing Body
 - (b) Report Luc Cortebeeck and Raquel González (*oral report*)
 - (c) Draft resolution on the CAS dispute
 - (d) Introduction Maria Helena André – Director ACTRAV (no document)
9. The Arab Region
10. Committee on Workers' Capital
11. Council of Global Unions
12. Post 2015: Trade Union Priorities for UN Development (*oral report*)

13. China
 14. Reports (*tabled for information*)
 - (a) Gender Equality
Report of the 7th meeting of the ITUC Women's Committee
(Brussels, 16-17 April 2013)
 - (b) Youth
Report of the 7th meeting of the ITUC Youth Committee
(Brussels, 11-12 April 2013)
 - (c) Report of the 5th meeting of the ITUC Human and Trade Union Rights Committee (Brussels, 8 October 2013) (*oral report*)
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 - (a) Africa
 - (b) Americas
 - (c) Asia and the Pacific
 - (d) Middle East and North Africa (MENA)
 - (e) PERC
 16. Financial Questions
 - (a) Report of the 13th meeting of the ITUC Executive Bureau
(Brussels, 23 May 2013 (virtual meeting))
 - (b) Report of the 14th meeting of the ITUC Executive Bureau
(Brussels, 9 October 2013)
 - (c) ITUC Financial Reports for 2012
 - (i) Financial Report for 2012
 - (ii) Internal Auditors' Report for 2012
 - (d) ITUC Regional Organisations - Financial Reports for 2012
 - (i) ITUC-AF:
 - (a) Financial Report for 2012
 - (b) Internal Auditors' Report for 2012
 - (ii) ITUC-AP:
 - (a) Financial Report for 2012
 - (b) Internal Auditors' Report for 2012
 - (iii) TUCA:
 - (a) Financial Report for 2012
 - (b) Internal Auditors' Report for 2012
 - (e) ITUC Budget and Programmes for 2014
 - (f) Solidarity Fund: Budget and Programmes for 2014
 17. Date and place of next Meetings
 18. Any Other Business
-

**GENERAL COUNCIL**

Brussels, Belgium, 9-11 October 2013

Agenda item 8:**International Labour Organisation****(c) Resolution on CAS dispute****Context**

1. The Employers Group provoked an institutional crisis at the International Labour Organization (ILO) in 2012 when it brought to a halt the work of the Conference Committee on the Application of Standards (CAS) for the first time in its history based on their assertion that: 1) a right to strike derived from ILO Convention 87 does not exist, and, more fundamentally, 2) that the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) had gone beyond its mandate in interpreting a right to strike within C87. The Employers' Group insisted that no cases involving strikes and/or the right to strike be discussed in the CAS. They also wanted that a 'disclaimer' be affixed to the reports of the CEACR.

2. At the 2013 International Labour Conference, the Employers' Group demanded a statement be included in the conclusions of all cases raising the right to strike stating that: "The Committee did not address the right to strike in this case as the employers do not agree that there is a right to strike recognized in Convention No. 87". It further widened its attack on the CEACR to include long-standing and previously uncontested observations on collective bargaining.

3. In order for the CAS to proceed with its work and to hear important cases of violations, the Workers' Group accepted after difficult negotiations the inclusion of the Employers' views on the right to strike but made clear that 2013 was an exception and that no such statements would be considered in future years. The Workers' Group again restated its view that the ILO Constitution provided the means to resolve issues of interpretation and urged the Employers' Group to consider these constitutional avenues.

4. The Employers' Group also put forward proposals to reform the working methods of the CAS and the annual reporting of the CEACR - none of these intended to resolve the dispute, but seeking instead to further undermine the independent work of the CEACR.

5. Broadly speaking, governments have fallen into three categories: a) those which recognise the longstanding contribution of Supervisory Mechanisms relying on independent Experts to the fulfilment of fundamental rights; b) those who are

primarily concerned with not finding themselves on the list of cases; and finally c) those which for various reasons would see standards fundamentally weakened and the Supervisory Mechanisms undermined.

6. The constituents of the ILO have engaged in informal tripartite discussions, as well as formal tripartite discussions during the November and March Governing Body Sessions in 2012-13. Since April 2013, the Employers' and Workers' Groups agreed to engage in a 'mediation process' hosted by the Swiss Government. However, no resolution to the dispute has been reached to date.

7. The ITUC remains committed to constructive dialogue. In the meantime:

Decision points

8. The International Trade Union Confederation:

- Holds the Employers' Group squarely responsible for initiating and protracting the institutional crisis at the ILO, with the apparent aim of weakening the ILO supervisory system;
- Rejects the repeated efforts by the Employers to weaken the long-standing jurisprudence of the ILO supervisory system and to submit the work of the independent CEACR to review by the ILC (a political/legislative body) rather than the judicial bodies contemplated under Article 37 of the Constitution;
- Is deeply disappointed that no progress towards the resolution of the dispute has been achieved through bipartite and tripartite dialogue over the last year.
- Calls on its affiliates and Worker members of the GB to lobby their governments to:
 - Express their support for and commitment to defending and strengthening the ILO supervisory system and for the CEACR in particular as an independent body whose observations, while not legally binding, should be given due deference absent a decision from the bodies referred to in Article 37 in order to maintain a properly functioning system.
 - Support the referral of the question of a right to strike under Convention 87 to the International Court of Justice for an advisory opinion if the Employers' Group continues to oppose a resolution to the current dispute;
- As a permanent safeguard consider the creation of an independent tribunal under Article 37.2, or a similar mechanism based on that article, to hear disputes on the interpretation of conventions based on agreed criteria.

Conclusion

9. The ITUC will circulate the conclusions of this discussion and provide additional materials to affiliates and Worker members of the ILO Governing Body for use with their governments and Employer organisations.

10. The ITUC will provide regular updates to this General Council regarding initiatives by affiliates as well as Governments and Employers.

11. The ITUC recommends that the Workers' Group request at the appropriate time the ILO to study the options for the referral of the question of a right to strike under Convention 87 to the International Court of Justice for an advisory opinion.



GENERAL COUNCIL

Brussels, Belgium, 9 – 11 October 2013

Agenda item 9:

The Arab Region

Resolution on the establishment of an Arab Sub regional organisation

1. The Arab affiliates of the ITUC expressed their strong will to establish an ITUC Arab sub regional structure to meet the needs for representation and trade union action in the specific context of the challenges of the Arab region and its democratic transition.
2. The Arab affiliates of the ITUC confirmed that policy and functioning of an ITUC Arab Sub regional structure will be in accordance to the ITUC standards and principles as defined in its Constitution and Congress decisions.
3. The establishment of an Arab Sub regional organisation will have no effect on the membership relations of the involved affiliates with the existing Regional Organisations of the ITUC: ITUC Africa and ITUC Asia-Pacific.
4. The General Council requests the General Secretary:
 - to support and facilitate the preparation of the founding of an Arab Sub regional organisation with the aim to establish the new structure in the second half of 2014;
 - to support and facilitate the functioning of a transitional structure until its founding Congress;
 - to guarantee the involvement and consultation of the ITUC Regional Organisations ITUC-AF and ITUC-AP in the establishment of the Arab Sub regional organisation and during its functioning during the transitional period; and,
 - to propose an addition to Article XXVII(h) of the ITUC Constitution to allow the General Council to establish sub regional structures in the event that the membership of such structures would include members of more than one ITUC Regional Organisation, following consultations with the Regional Organisations concerned.