

3RD ITUC WORLD CONGRESS 18-23 May 2014 Berlin



BUILDING WORKERS' POWER

Congress Record

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BUILDING WORKERS' POWER

Congress Statement

People feel abandoned by their governments

With few exceptions world leaders and international institutions are pursuing an economic agenda that has created greater inequality and devastating unemployment, undermining democracies everywhere.

- They have not defended the policies necessary to ensure secure and inclusive democracies and a sustainable planet for the 21st century;
- They have failed to build a stable global economy, at tremendous cost to working people and their families;
- They have failed to tackle historic levels of unemployment, to provide opportunities for young people and to stop the growth of precarious and informal work;
- They have failed to secure a healthy environment and tackle climate threats; and
- They have failed to eliminate nuclear weapons and deliver global peace.

Even “Social Europe”, where rights and protections have traditionally been strong, is under attack.

There is a profound mistrust of institutions as people increasingly lose trust in governments that prioritise business interests over the wellbeing of working people.

Half the world’s population has direct or family experience with unemployment or reduced working hours. More than half are in vulnerable or irregular work, and 40% struggle to survive in the desperation of the informal sector.

Unions across the world are leading the fight for economic and social justice, with policies based on fair distribution of income rather than the empty promise of neoliberal austerity.

We know that working people need quality jobs, a social protection floor and a minimum living wage. Sadly, hundreds of millions of workers are currently denied the right to a minimum wage on which they can live with dignity, while more than 75% of people have no or inadequate social protection.

Corporate welfare, which is increasingly dominating public policy, must not be to the detriment of social protection. In the face of escalating dominance of the US corporate model, we are determined to defend and rebuild collective bargaining, reduce precarious jobs in the formal economy and eliminate wage and social dumping. 62% of people want their government to tame corporate power.

Wherever unions are organising around these issues they will have the full support of the global union movement. That is what this Congress is about.

The global economy

The 'structural adjustment' policies of the 1980s and 90s crippled development in poorer countries, just as today 'austerity' has damaged employment, growth and inclusion in too many developed nations.

The global economy is no more secure in 2014 than it was seven years ago. We now have an unemployment crisis and inequality that is crippling economies and communities.

Business and its political supporters have used the great recession to tip the balance of power firmly towards large corporations at the expense of ordinary people. They have undermined decades of progress made by trade unions and other progressive forces.

Economic decisions, such as curtailing collective bargaining, restrict people's rights and have undermined confidence in governments. Just 13% of people surveyed in the ITUC Global Poll 2013 believe their government is focused on the interests of working families, while many believe corporations have too much power.

Despite overwhelming evidence that neoliberal policies are destructive and ineffective, international financial institutions continue to press governments to bow to the power of financial markets, and governments have cowered before them. Regulators neither foresaw nor prevented the economic crisis and they are still failing to prevent the greed and destruction of speculative capital. Progress on financial regulation has been derisory, and governments are being pressured to make social justice a variable that can be adjusted according to the state of the economy. Social justice must be the priority, based on capacity building and collective bargaining to achieve the best possible integration of economic and social considerations. Finance must be at the service of the economy, to guarantee a future for the next generations.

In developing countries, particularly in Latin America, the search for alternative models of development to reduce inequalities and achieve regional integration has been hampered by continuous pressure on mechanisms to control capital flows while maintaining the financial liberalization of the 1990s.

In addition, there is permanent pressure on developing countries to consolidate free-trade agreements and regulations through the WTO. These pressures keep these countries as exporters of raw materials, impacting on the environment and affecting the development of Africa, Latin America and other parts of the world.

The dominant model of trade has exacerbated the negative trends with shrinking policy space for the development of valued-added production and the escalation of exploitative supply chains where labour rights are blatantly violated or non-existent. Investors are now suing states for loss of earnings where governments move to intervene in the interests of their people. This must stop. Cooperation rather than competition must be realised through both bilateral and multilateral agreements which are based on the full respect for labour and other human rights. The impact of agreements on employment and the environment must be considered, industrial development supported and social dialogue guarantees must ensure the involvement of social partners.

The current model of free trade and investment agreements, inherited from the neoliberal hegemony, reinforces a model of domination captained by transnational companies and financial institutions. In this model, developing countries are included only as suppliers of agricultural, mineral and energy commodities in global value chains led by transnational corporations that exploit workers and violate their rights. This must end.

Fair trade, national development, democracy, cooperation and solidarity with respect to labor and human rights must be the basis for a new international trade regulation, replacing multiple bilateral, bi-regional and multilateral agreements.

The ITUC Global Poll 2013 found one in two working families have been hit by the loss of jobs or reduction of working hours. Young women in particular are impacted.

More than half the world's population say their incomes have fallen behind the cost of living in the past two years. Having a job no longer guarantees enough to meet basic needs, and women are the majority of the working poor.

59 percent of people are no longer able to save any money.

Income inequality rose over the past three decades in 17 out of the 24 OECD countries for which data is available, and more than 1.2 billion people are living in extreme poverty worldwide.

Inequality

The OECD report 'Growing Unequal' shows that while disposable income grew on average by 1.7% per year between the mid-1980s and the early 2000s, the distribution of this growth was very unequal. The richest 10% saw their disposable income grow by an average of 1.9%, compared to 1.3% for the poorest members of society. As a result, the average Gini coefficient in OECD countries increased by almost 10% by 2010.

The most recent report of the OECD from 2013 shows no reversal of this trend. In fact, income inequality increased further and more rapidly than ever before. The increase between 2008 and 2010 was as strong as in the twelve years prior to the crisis, and it was exacerbated by many governments' regressive tax policies.

The scandal of tax avoidance by the wealthy and by corporations within and between countries is compounded by the slashing of public services, jobs and social security. The fight against financial opacity, fraud and tax evasion must be determined and effective. This will mean combatting money laundering, tax optimisation and tax havens, practices which stand in the way of fair development and the reduction of inequality. Undeclared work and corruption put a heavy strain on public finances, and must be combatted. Undeclared work steals from public welfare, takes advantage of des-

perate workers and creates unfair competition.

Even though in developing countries the share of people living in poverty more than halved between 1990 and 2010, there are still more than 1.2 billion people living below the global poverty line of 1.25 USD a day.

International financial institutions fail to acknowledge that rapidly rising income inequality puts even marginal growth at risk and poses a threat to any further poverty reduction.

The last few decades have shown that rapid growth is not sufficient to make our societies more inclusive and fair. In Botswana, China, Costa Rica and the Dominican Republic, economic growth has been accompanied by significant increases in income inequality. As a result poverty has declined by less than it should have.

This does not have to be the case. In countries with similar growth patterns, such as Ghana and Brazil, government intervention meant the benefits of growth were more evenly distributed and the impact on poverty and decent work was more significant.

We should look to the models that have well-developed welfare and social security systems and high levels of equality, such as in Nordic countries.

We demand that the UN post-2015 Sustainable Development Framework include stand alone goals and targets for full employment and decent work, a universal social protection floor, gender equality and universal free quality education.

Within these or additional goals there must be a commitment to and targets for access to affordable quality healthcare, free access to water and sanitation, food and energy security. Global action on HIV-AIDS and other pandemic and epidemic diseases must remain high on the agenda.

Governments need to implement counter-cyclical fiscal policies, and government measures, along with our own efforts, are needed to strengthen living minimum wages and collective agreements to ensure workers' purchasing power.

To have a major impact on aggregate demand in the world economy, these policies would need to be implemented through coordinated government action. Therefore we should seek to advance this agenda at forums such as OECD and G20.

The role of unions

The ITUC is demanding that full employment, decent work and social protection floors be central pillars for global action, including stand-alone sustainability goals in the UN post-2015 agenda. Unions also support goals for universal access to quality education, gender equality and climate justice.

We have called for the G20 to implement its Growth and Jobs Plan, beginning with investment in infrastructure, particularly schools, public transport and hospitals, along with enabling green infrastructure. Meanwhile, the ETUC has pushed European governments to pursue a 'recovery plan'.

Unions insist there are alternatives to the punitive and ineffective austerity measures that have done so much damage. Instead, we are advocating:

- progressive tax reform,
- an end to tax havens and corporate tax evasion through "base erosion" and profit shifting,
- long-term investment, such as in infrastructure and social protection,
- financial reforms that reign in speculation, including a financial transactions tax, and
- fight against undeclared work and corruption.

We demand investment in quality public services; in the care economy where the dignity of decent work means dignified care and opportunity for families and communities.

We demand an end to the undervaluing of women's work. We are mobilising for world-wide recognition and implementation of human rights for women - at work, in the household and in society - to make gender equality a reality. We will also mobilise to formalise the jobs of women and to realise equal participation of women in the workforce.

We recognise that public education, affordable health care, child protection, child care, aged care, maternity protection, support for the disabled, and active labour market programmes are among the hallmarks of dignified societies.

We have pursued measures to include young people, with guarantees for education, employment and social protection with a dramatic scaling up of apprenticeships to deliver the skills needed for sustainable growth and the potential of new technology.

Advances in technology and the expansion of internet access create enormous opportunities and challenges for working people. Union engagement in education, training and organising in the internet age is crucial. The ITUC is committed to internet governance which is free from domination by any government or corporate interest, and which ensures the free flow of information with strong protections for personal information and freedom of speech subject to the rule of law.

Capitalism based on neoliberal 'Washington Consensus' policies has made our societies even more vulnerable and unequal. Business as usual is not acceptable.

We need a new global deal between nations; a new social contract that guarantees full employment and decent work, social protection and sustainability.

The ILO must be at the heart of global decision-making to ensure a rights-based approach to work. We need to rebuild economies on new economic models that serve people and their communities through tripartism, social dialogue and collective bargaining. We reject the attack on the ILO and call on governments to re-invest in the centrality of workers' rights and social dialogue.

Between 2000 and 2010, the number of people covered by collective agreements declined in two-thirds of the countries reviewed by the ILO World of Work Report (2012). Equitable nations are only possible when citizens have a strong collective voice and there is a clear role for social dialogue. Decent work with health and safety guaranteed will only be achieved where workers have sufficient power to bargain for a better deal.

Unions are central to social justice and equality. We must organise in our workplaces and communities to build the power of workers to effect change. To realize social justice and equality, we must also take our Governments back from the iron grip of capital with our political power and change authoritarian regimes by winning the democratic rights of workers. The ITUC as the biggest democratic force on earth is committed to achieving this through unified action from all its affiliates.

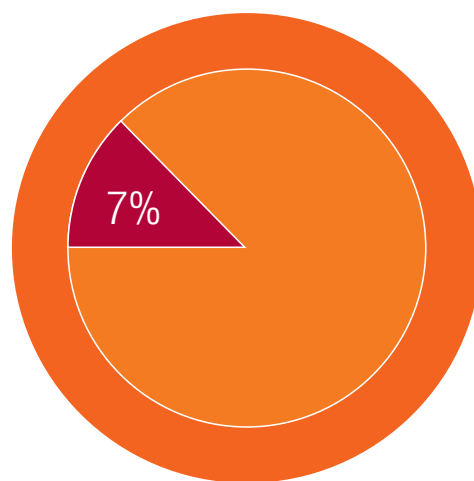
Furthermore, the ITUC and its affiliated organizations must act to promote the ratification and effective implementation of international labour standards, particularly those establishing freedom of association and the right to collective bargaining.

The global workforce

Unions are agents of development. In developing and emerging countries, where inequalities are the most acute, they have a major role to play to promote inclusive development and not leave anyone by the wayside. Solidarity between unions must be strengthened and the Trade Union Development Cooperation Network must ensure more effective partnerships.

The challenge is enormous:

- The global workforce is 2.9 billion;
- The formal workforce is 1.7 billion;
- The unionised workforce is 200 million, with as many again in unions which are not independent of government;



- Women make up 40% of the global paid workforce yet less than 15% of union leaders;
- 50% of workers are in vulnerable or irregular forms of employment, most of them women;
- Unemployment is higher among women and there are less than 70 women who are economically active for every 100 men;
- 90% of the world's 230 million migrants leave home in search of work;
- Youth unemployment is about 12% globally – twice the level for older workers; and
- 40% of the global economy is informal.

The central challenge is union growth – organising all workers, including those beyond our traditional areas of focus to ensure we have the democratic power to realise rights and shape a world of fair and abundant work.

To this end the ITUC and its affiliates will defend the central role of collective bargaining and social dialogue as fundamental to democracy, economic development and social cohesion. Collective bargaining at national and sectoral levels ensures workers' rights are protected. The capacity of national unions to bargain with employers and influence government policies is central to ensure workers' power.

Even where anti-union laws and practices deprive workers of union rights, the union remains their voice and fights for their interests.

Climate action

There are no jobs on a dead planet.

Climate action is non-negotiable. With the highest level of carbon in the atmosphere in history, humanity is in uncharted waters and living well beyond the boundaries of what the planet can sustain. The chance to stabilise average temperature increases below 2 degrees Centigrade is becoming dangerously low. Without urgent action, an average increase of 4 degrees or more by the turn of this century will result in even more destruction and death for millions across the world.

There is a path for survival, but governments must have the courage to take it.

The ITUC supports the moral imperative to both preserve an inhabitable planet and to profit from the jobs that climate action can deliver. We demand a commitment to a 'just transition' based on social dialogue from the workplace to the national level, with green skills and social protection guaranteed. To that end we will work to see an ILO standard to guide government and employer action. Equally, we will work to ensure that our own workers' capital is increasingly invested in the real economy, including in both industrial transformation and new green jobs.

All jobs must be cleaner if we are to green our economy, and decent work must be at the heart of this transformation.

As the world prepares for another deadline for a global agreement on climate by December 2015, the ITUC will mobilise our members and their communities to demand an ambitious and binding accord.

Holding governments to account for climate is a top priority, but so too is ensuring that we live within planetary boundaries and that the crucial issues of food security, energy security and water are addressed.

Peace and democracy

Sharan Burrow, General Secretary, ITUC: **“We’re also alarmed at the world’s failure to resolve intractable conflict. Let me particularly mention the occupation of Palestine and formally remind us of the Vancouver demand, the quest for a comprehensive peace between Israel and Palestine based on an agreement that guarantees the coexistence in conditions of security of two independent sovereign states. It requires renewed international attention and support as a highest and urgent priority.”**

The ITUC is committed to a world free of weapons of mass destruction where the United Nations is capable of preventing conflicts within and between countries. Where there is an imminent threat to peace, priority must be given to collective action via the UN Security Council rather than unilateral intervention.

Peace and democracy are based on:

- The full application of international law, and the rejection of “double standards” based on national or geopolitical interest;
- Social justice through the full implementation of fundamental ILO Conventions in every country and in international agreements, including trade agreements.

Weapons of mass destruction pose a grave and present threat to humanity. The ITUC will work with its civil society allies to see all countries ratify and implement the Nuclear Non-Proliferation Treaty, including through the 2015 NPT Review Conference. We call for urgent negotiations on a treaty to ban the use, manufacture, stockpiling and possession of nuclear weapons as a first step towards their complete eradication. We will also act to ensure regulation of the small arms trade and to show how hundreds of billions of dollars of military expenditure must be better spent meeting vital needs for sustainable employment and development.

Migration must be a free choice for every person, and may be necessary to escape from war, dictatorship, slavery or poverty. Migration policies must be the responsibility of the UN and therefore based on a rights-based approach, in line with ILO principles. Every migrant should have the choice

to stay at home where full employment, decent work and social protection is guaranteed or alternatively, have a path to citizenship in a new country of their choosing. The world needs investment that provides opportunity everywhere, not walls that divide people and deny them the chance to build a decent future.

The ITUC stands beside our brothers and sisters engaged in liberation struggles and the fight for democracy and human rights, including in Bahrain, Belarus, China, Egypt, Fiji, Hong Kong, Libya and Tunisia.

The ITUC denounces the suffering of the Saharawi people which has continued for half a century, and urges all parties involved in the conflict in Western Sahara to search urgently for a just, lasting and acceptable solution, negotiated under the auspices of the UN, and founded on the principles of freedom and democracy.

The ITUC should give attention to ending the unfinished border conflict between Eritrea and Ethiopia and restoring peaceful relations and confidence among the two fraternal working populations.

We denounce the occupation of Palestine by Israel, and will mobilise for a just and sustainable peace between Israel and Palestine, in accordance with the legitimacy of international law and in particular Resolutions 242 and 338 of the UN Security Council.

http://www.ituc-csi.org/IMG/pdf/2CO_09_Peace_Disarmament_and_UN_03-10-2.pdf

We call for:

An end to the construction of illegal Israeli settlements and removal of existing settlements; Israel's withdrawal from all Palestinian lands, in line with the 4th of June 1967 borders; and the dismantling of the illegal separation wall.

These demands will support equity, justice and the achievement of a comprehensive peace, confirming the right of the Palestinian people to self-determination and the establishment of a free and independent Palestinian state with East Jerusalem as its capital.

We equally support the demands of our people for peace and security in nations ravaged by conflict, such as Afghanistan, Central African Republic, Democratic Republic of Congo, Guinea, Haiti, Iraq, Mali, Somalia, Syria and Ukraine and those subject to oppression in Iran, Swaziland and Zimbabwe.

And we deplore the denial of rights, in particular attacks on freedom of association, and anti-union actions. We will fight for an end to impunity in Colombia, Guatemala and Turkey, and for an end to slavery in Qatar, Saudi Arabia, and other nations.

We condemn the long-lasting division of Cyprus, a Member of the EU, and we call all parties involved to enhance efforts towards reaching soon a viable and just solution to the Cyprus problem that would re-unify the country and bring peace and stability in the South-East Mediterranean region, in particular, improving relations among neighboring countries Cyprus, Greece and Turkey. Moreover, the ITUC welcomes the launch of a new round of negotiations last February under the UN Secretary General's good auspices for a comprehensive settlement and encourages the two Cypriot leaders to act with determination to respond to expectations of the workers and people of Cyprus for a

peaceful and secure common future with a solution based on all relevant UN resolutions, and according to the principles governing the establishment of the EU.

We will continue to oppose oppression and discrimination on the grounds of religion, colour, nationality, ethnicity, sexual orientation, gender identity, political opinion, social origin, age or disability, and will encourage ITUC affiliates to defend workers suffering such discrimination.

Conclusion

The ITUC is determined to build the power of workers to shape societies and economies that are socially just.

The trade union movement is making a difference globally; for domestic workers, for workers trapped in modern slavery in Qatar and elsewhere, in confronting corporate power, formalising informal work, organising migrants across borders, building social protection, delivering strong collective agreements and minimum wages, establishing new rights and defending existing fundamental rights in law and practice. We are at the forefront of the struggle for climate justice. We must build on these achievements, through unified and global trade union action to realise a democratic and progressive social and economic system for all the world's people.

This Congress will deliver Action Frameworks to ensure:

- Union growth;
- Sustainable jobs, secure incomes and social protection; and
- Fundamental rights

The uncertainty that people face creates anger and denies hope. We demand a plan and we demand hope. Jobs, jobs and jobs – decent work supported by a global framework of rights.

We have a vision for a positive future for working people and their families, shaped by a strong global labour movement. This movement can organise and mobilise its vast membership to stand united against the vested interests of unregulated capital and markets.

To have the means to do so, we must rethink the way the global trade union movement works and ensure greater effectiveness. We must build an inclusive and participatory trade union movement which can find answers to workers' problems. That also means democratizing and decentralizing the way the international trade union movement works, enabling all the occupational sectors and every level of representation to have their say, so as to respect trade union pluralism.

The ITUC is proud of our inclusive global movement of working people, and we stand with them and

their families as we build the power of workers to strengthen democracy and freedom, demand rights and bargain collectively for a socially just world.

The Congress Statement frames the mandate of ITUC action up to 2018. It was adopted with the reaffirmation of the ITUC Vancouver Congress resolutions as a broad policy platform.

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REALISING RIGHTS



Framework for Action

Realising rights

Big business, big finance and their political allies have intensified their campaign to undermine and resist efforts by unions to defend and expand workers' fundamental rights. They are now using the global economic crisis they precipitated as a rationale for an intensified campaign to sweep away existing rights, leaving workers even more vulnerable to exploitation.

The neoliberal model of capitalism is driving inequality, creating social unrest and undermining the very basis of democracy.

Workers' rights are not negotiable, yet decent work deficits exist in varying degrees in most nations, throughout global supply chains and for the majority of women and migrants.

People feel abandoned by their governments as decision makers prioritise business interests over workers' interests. Just 13% of people believe their government focuses on the interests of working families over those of business.

Facts: 47 countries have not ratified one or more international conventions on fundamental workers' rights.

33 countries, representing over half of the world's population, have not ratified the Freedom of Association and Protection of the Right to Organise Convention (No.87), including China, India, the US and Brazil.

Union members in 28% of nations have reported physical violence to the ITUC. In the past 27 years, 2942 trade unionists have been murdered in Colombia. In Guatemala, 73 trade unionists have been murdered since 2007.

Union members in 53% of nations have told the ITUC they suffer anti-union discrimination without effective recourse to justice.

In one in four countries employers refuse to bargain, despite extensive collective bargaining laws.

20.9 million people are working in forced labour conditions. So, three out of every 1,000 people are 'modern slaves', with migrants and indigenous people particularly vulnerable.

One in three women worldwide will experience physical and/or sexual violence.

A gender pay gap exists in every nation, ranging from 8 to 48%.

Yearly, almost 360,000 workers die in occupational accidents, and two million because of work-related diseases.

Despite often suffering discrimination and exploitation, the world's 232 million migrants (half of whom are economically active) make a huge contribution to economic growth. By 2016 they are expected to remit \$700 billion to their countries of origin, while still spending 87 per cent of their income locally.

Countries at risk

The ITUC Countries at Risk strategy comprises nations where democracy and rights are under attack. They are experiencing liberation struggles, conflict, struggles against discrimination and oppression, or a profound failure to guarantee laws that ensure fundamental rights for all workers.

This strategy is comprised of a WATCH LIST for coordinated action. In any one year, where conditions allow, up to ten countries will be targeted for intensive campaign support.

Congress identifies the following countries for consideration:

Watch list			Targeted
Afghanistan	Guinea	Palestine	Bahrain
Algeria	Haiti	Paraguay	Bangladesh
Belarus	Honduras	Philippines	Burma/Myanmar
Cambodia	Iran	Qatar	Fiji
Central African Republic	Iraq	Somalia	Georgia
Colombia	Korea	Syria	Guatemala
DRC	Mali	United States of America	Swaziland
Egypt	Mexico		Turkey
Greece	Pakistan		Zimbabwe

The IOE attack on rights, including freedom of association, collective bargaining and the right to strike, is a global agenda. This must be overturned, along with the corporate defence by employer organisations such as the American Chamber of Commerce of exploitative global trade and supply chains.

The Bangladesh Accord (2013) achieved by IndustriALL and UNI is a model to be built upon.

Urgently securing safe workplaces is a fundamental task for trade unions, which are fighting to prevent employees losing their life or health at work. In many countries today there is a massive attempt to weaken already insufficient OHS regulations and enforcement. It is our role as trade unions to stop this trend, which requires raising OHS not only as a technical issue, but as part of the broader 'realising rights' agenda.

Jyrki Raina, General Secretary of IndustriALL Global Union: **“The Accord on Fire and Building Safety in Bangladesh is the only credible programme that brands can sign. The requirements of this programme are straightforward, commonsense measures which will have a vital impact on worker safety in factories in Bangladesh. It is now time for all other brands to commit to sustainable safety in Bangladesh.”**

UNI Global Union General Secretary Philip Jennings: **“The Accord is a call for justice and provides a sustainable solution to factory safety which cannot now be ignored. These global retailers must change their behaviour. We have seen the terrible consequences in Bangladesh of the business-as-usual mentality. Companies must sign up and show they are finally willing to take on their responsibilities to these factory workers who are ultimately part of their global workforce.”**



Women's rights are central
to workplace justice

Women's concentration in informal and precarious working arrangements with low pay, high job insecurity, poor health and safety, and a lack of social dialogue and social protection makes them additionally vulnerable to gender-based violence at work. Forty to sixty percent of working women have experienced sexual harassment or other forms of gender-based violence.



Myrtle Witbooi leader of SADDAWU and President of the International Domestic Workers Network: **“...we were treated with no respect, no value for the work we do! I asked myself on that day (1966) why: why were we treated differently, why do we work long hours and do not say no to the master, clapping our hands while being very poorly paid ? That was my aha moment, and if I can make a difference, we can all do it...”**

The trade union movement is committed to organising migrant workers to defend their rights to equal treatment and legal protection. Only 47 states have ratified the UN Migrant Workers Convention. No destination state in Western Europe or North America or Australia, the Gulf, India or South Africa have ratified the Convention. Governments must take responsibility for a rights-based approach to migration governance on a global, regional and national level.

The slave states where forced labour is growing are key targets for coordinated global campaigning. Millions of migrant workers are tricked and trapped into forced labour around the world and particularly in the Gulf States.



The ITUC is committed to a strong protocol attached to Convention 29 to increase prevention of forced labour and improve protection and compensation for victims.

The rise in precarious work around the world is the result of employment practices meant to maximise short-term profitability and flexibility at the expense of workers. The use of precarious work strikes at the core of trade union rights, as workers in such employment relationships (e.g., short-term contracts, subcontracting or misclassification as self-employed) find it difficult if not impossible to organise with fellow workers to form or join a union and bargain collectively.

Incheon airport organiser Gil-Suk Min after a hair shaving ceremony during 11 November strike for direct employment contracts, decent conditions and union rights.

Indigenous people, who account for roughly 5% of the world population – or 370 million people, continue to suffer marginalization in society and in the workplace and see their rights routinely violated.



Action points

Rights are non-negotiable and unions everywhere are committed to a national and global struggle to build a just world.

This requires:

- Affiliates' contribution to the ITUC survey to ensure it is the most authoritative resource on violations of trade union rights;
- Campaign for the ratification of ILO conventions, including core and priority conventions as well as those related to domestic work and migrant work, among others;
- Organising to secure and defend freedom of association, including the right to strike, and collective bargaining for all workers, including through ILO standards;
- Promote quality and equality in public services, like education and health, and forwarding the right to education for all;
- Skills and targeted strategies for the effective use of the ILO supervisory mechanisms and regional and national tribunals;
- Targeted campaign and organisational support for workers facing attacks on rights and labour legislation;
- With GUFs and national centres, identifying corporate and national targets for organising, bargaining, litigation and legislative action to reduce precarious work;
- Intensify efforts to combat precarious work worldwide through legislation, corporate campaigns and elevating the issue on the agenda of the ILO, including standard setting on precarious forms of employment;
- Engagement with human rights and migrants groups, indigenous peoples' organisations and other allies;
- Research, support and making space for non-traditional organising strategies to build power and representation among marginalised workers, including those who are migrants and/or working in the informal sector;
- Fighting discrimination at work by, for example, encouraging national centres to: defend LGBTI workers from discrimination at work and fight criminalization generally; defend the rights of indigenous peoples and to organize indigenous workers into trade unions; and demand gender equality in the workplace and in society.
- Raising awareness of gender-based violence as a workplace issue, including lobbying and campaigning for an international labour standard to address gender-based violence; and
- Promoting national and local OHS actions by trade unions, and contributing to integrating occupational health and safety into the broader trade union agenda, including: sharing best union practice on OHS risks, including emerging issues; promoting a global asbestos ban and the ratification; and ratification and implementation of ILO OHS standards. See http://www.ituc-csi.org/IMG/pdf/ohs_action_points.pdf

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SUSTAINABLE JOBS, SECURE INCOMES AND SOCIAL PROTECTION



Framework for Action

Sustainable jobs, secure incomes and social protection

The global economy is no more stable than it was seven years ago. The neoliberal model of capitalism will not deliver sustainable jobs, secure incomes, and social protection.

With few exceptions, governments and international institutions have failed workers: unprecedentedly high unemployment, precarious and informal work, and a global wages slump have created a vicious cycle of economic and social risk.

Intractable unemployment in the formal sector affects around 200 million, especially young people. With 40% of the world's workers forced into the desperation of the informal sector, the priority is jobs, jobs and jobs – decent work for all.

Inequality is growing in almost all nations, and wages are among the lowest on record as a share of wealth. 70% of people say their wages are falling behind the cost of living or are stagnant. (ITUC Global Poll)

Health, public education, transport and public services generally are increasingly denied to those who cannot pay. Tax evasion is rampant and new forms of bi-lateral and regional trade agreements have emerged that are tailored to corporate power and threaten democratic rights.

The Millennium Development Goals will not be met, yet nations are still squabbling about global sustainability goals beyond 2015. Unions are again fighting for full employment and decent work along with universal social protection floors.

There is little political courage to tackle climate change, despite the increasing devastation of climate catastrophes and current emission predictions which would lead to an average increase of 4°C in average global temperatures by the turn of the century.

Sustainable jobs, secure incomes and social protection are the foundation of a just economy.

The ITUC and TUAC have advocated for alternative economic models – solutions we know work. Collective bargaining, minimum living wages, social protection and tax justice are the best distributive tools to tackle inequality.

The best way to create jobs is through investment in infrastructure, the care economy and industrial transformation to low carbon enterprises.

The ITUC Global Poll shows that:

- 51% of people have direct or family experience with unemployment or reduced working hours in the past two years.
- 59% of people say they can't save.
- 71% of people say their wages have fallen behind or not increased.
- Most people believe their economies favour the wealthy.

There is overwhelming support for a social protection floor.

95% want their government to deliver affordable access to health care and education, 85% support decent retirement incomes, 87% are in favour of unemployment benefits and 89% support paid maternity leave.

Facts: Global projected growth is just over 3% and has been downgraded by the IMF six times since 2011.

Recorded unemployment is around 200 million and youth unemployment is up to 60% in some nations.

The informal sector is 40% of the global economy and growing.

More than 50% of workers in the formal sector are nevertheless in vulnerable or irregular work.

Market income inequality has increased further and more rapidly than ever before. In the OECD countries the increase between 2008 and 2010 was as strong as in the 12 years prior to the crisis.

Between 1990 and 2009, the wage share fell in 26 out of 30 advanced economies, by an average of 4.4 percentage points.

The majority of the world's poor now live in middle-income countries.

1.2 billion people live in extreme poverty on less than \$1.25 US per day.

75% of people have no adequate social protection.

Women make up 50% of the population but only 30% of the workforce.

If women's workforce participation rose to equal that of men in numbers, the workforce GDP would increase dramatically – 5% in the US, 9% in Japan and 34% in Egypt.

Of the 865 million women worldwide who have the potential to contribute more fully to their national economies, 812 million live in emerging and developing nations.

168 million child labourers are out of school.

Climate change is already destroying jobs. It is contributing to the deaths of nearly 400,000 people each year, costing the world more than \$1.2 trillion and wiping 1.6% from global GDP. Without urgent intervention, by 2030 the cost of climate change and air pollution combined will rise to 3.2% of global GDP, and up to 11% in developing countries.

One billion people don't have access to adequate drinking water and 2.6 billion lack proper sanitation.

Mortality rates have increased in 37 countries over the past three decades.

Target issues

Jobs, jobs and jobs

The ITUC supports allocating 2% of global GDP for investment in infrastructure, more apprenticeships and intervention to formalise work in the informal sector.

The ETUC has called for a 'Recovery Plan' for Europe.

The ITUC and the ETUC support a youth guarantee, inclusive of education and employment.

There must be an economic agenda for women as part of a jobs and growth plan. A plan to increase women's participation in work supported by childcare and aged care with family friendly workplaces is an imperative for new economic thinking.

There are millions of jobs in the green economy, and millions more in the care sector.

Fred van Leeuwen - Education International General Secretary: **In total, 6.8 million teachers should be recruited by 2015 in order to provide the right to education to all primary school-age children.**



Rosa Pavanelli - PSI General Secretary: **“The forces working against ordinary people are ruthless and powerful. They destroy. They care nothing for the public good. They are driven by self-interest and insatiable greed. Women, young people, workers and families are paying the price as unemployment soars and vital public services are slashed.”**

Poverty and inequality

The ITUC will defend collective bargaining, and affiliates and GUFs are targeting support for a minimum living wage and the social protection floor as a universal basic set of entitlements where these are absent or inadequate.

Michael Sommer DGB/ITUC President:
We need the minimum wage. Everyone is saying that now but not everyone means it.



The ILO standing setting discussion on ‘formalising the informal sector’ in 2014 is a critical piece of justice for millions of workers.

We have been organising workers in the informal sector, based on the conviction that we have to be more than just a trade union organisation, we have to be a great social movement of working people.” Francisca Jiménez of CASC Dominican Republic. **CASC set up the Mutual de Servicios Solidarios – AMUSSOL – to let 7000 informal economy workers – domestic workers, self-employed bus drivers, handypersons and hairdressers – sign up to the national social security (health) and pension systems.**



Unions that are working to increase retirement earnings and extend pension schemes to all workers must be supported.

‘UN Post 2015 Sustainability Goals’ must include ‘full employment’ & ‘decent work’ and the ‘social protection floor’. Unions also support goals for universal access to quality education, gender equality and climate justice.

Action points

A sustainable future requires new economic thinking. Central to this is our commitment to action for jobs which requires:

Full Employment

- Advocate for national jobs targets including women's and youth economic participation.
- Campaign for targeted investment in infrastructure, quality public services, including education and health, the green economy, the care sector and quality apprenticeships.
- Extend solidarity for unions fighting to defend and extend collective bargaining so as to support an income led recovery.
- Support for unions organising for minimum living wages and a social protection floor.
- Organise to reduce precarious work and to formalise informal work.
- Build broad-based alliances to protect workers' right to decent, adequate and secured retirement incomes, extend pension coverage in the population and support worker education and awareness of future pension challenges.
- Expose the failed policies of the IMF and other international institutions where they deny collective bargaining or affect jobs, wages or social protection.
- Support GUF campaigns for global framework agreements.
- Campaign for effective implementation of OECD guidelines and real consultation and participation rights for workers within multinational enterprises.
- Draw attention to power imbalances in exploitative global value chains and take action to counterbalance inequalities.
- Support an initiative for popular education in economics for our members and campaign for economic alternatives

Climate action

- Mobilise nationally for an ambitious global agreement in 2015.
- Demand and engage in social dialogue to ensure investment in industrial transformation, universal access to breakthrough technologies and just transition measures.
- Organise workers in green jobs to ensure decent work.

UN Post-2015 Sustainability Goals

- Ensure all governments support the inclusion of 'full employment & decent work' and the 'social protection floor' in the new UN goals.
- Support goals for universal access to quality education, gender equality and climate justice.

A new trade and investment model

- Secure investment of workers' capital in long-term investments in the real economy and increasingly in green technology, infrastructure and services.
- Hold asset managers to account, making sure that workers' pension money work for the people, not for financial intermediaries and bankers.
- Campaign for labour rights and environmental standards as pre-requisites for investment of workers' capital.
- Campaign to oppose investor-to-state dispute settlement and unaccountable regulatory cooperation mechanisms in investment treaties and trade agreements.
- Reinforce the enforceability of labour standards and oppose neoliberal trade agreements .
- Practically demonstrate solidarity with countries seeking policy space to industrialise.
- Mobilise to tame corporate power and realise rights and safety in supply chains by using all available international instruments.
- Support a financial transaction tax to rebalance economies and make finance pay for the crisis.

Inclusive Development

- Support the regional development networks for advocacy and partnerships
- Strengthen our advocacy at international level, especially towards the UN system to secure sustainable and inclusive development in the 2015 agenda and beyond.
- Improve trade union partnerships based on our principles on development effectiveness
- Increase multilateral solidarity initiatives and support south-south cooperation initiatives

3RD ITUC WORLD CONGRESS 18-23 May 2014 Berlin

UNION GROWTH



Framework for Action

The ITUC has 176 million members with 325 affiliates in 161 countries

The ITUC family is the largest democratic force on Earth. We have a proud history at national and international levels. When we act collectively we can both drive and achieve serious change.

Nevertheless, democratic unions independent of Government represent just 7% of the global workforce. The capacity to grow, to directly represent millions more workers and to bargain collectively for a fairer share of wages, safer workplaces, better conditions and social justice measures lies in our hands.

We recognise that we must organise to grow. If we are to build the power of workers necessary to secure democracy, decent work, equality and social justice, we must break through the 7% barrier.

Can we add 20 million workers to our movement before the next Congress? Are we equipped for the challenge?

ITUC global polling tells us that people demand what unions offer:

- More than two out of three respondents (68 percent) agree that workplaces with a union provide better wages, conditions and health and safety for workers.
- There is exceptionally strong support for a range of labour laws.
- 78% of people support the right to strike, rising to 99% when people are asked if they favour laws that protect the right to strike for better wages, conditions and health and safety.
- 96% of people are in favour of laws that establish and protect a decent minimum wage for workers.
- 91% of people support laws that give people the right to collectively bargain, and 89% support laws that give workers the right to join a union.
- The challenge to build workers' power through organising is to develop a strategy with identified targets and a clear plan, supported by capacity building, with action at all levels that leads to real gains for workers.

Facts: The global workforce is 2.9 billion.

The formal workforce is 1.7 billion.

The unionised workforce is 200 million, with as many again in unions not independent of government.

50% of workers are in vulnerable employment, most of them women facing precarity and discrimination at work.

40% of the global economy is informal.

90% of the world's 230 million migrants leave home in search of work, but less than 1% of them are in trade unions.

Union targets

Workers around the world are facing concerted attacks on rights with the aggressive export of US-style employment practices. The attacks on freedom of association and collective bargaining are designed to ensure employers have absolute control over the workforce. This dehumanisation of work poses huge challenges for union organising, collective bargaining and social dialogue.

Many unions are developing and implementing counter-strategies in response to, or in anticipation of, the incursion of these practices into the workplace and industrial relations systems. The

global trade union movement has a vital role to play in helping unions expand their capacity and knowledge of successful practice to equip themselves to organise against this onslaught against fundamental rights.

The ITUC and the Global Union Federations (GUFs) have agreed on shared responsibility for three pathways to growth. These include corporate organising, national targets and significant obstacles or limits to freedom of association.

Building Workers' Power: ITUC Organising Framework - Pathways to growth		
1. Corporate Campaigns	2. Global Issues Regional/National Targets	3. Agenda Setting
GUF(s) Led	ITUC-led strategies for unorganised target groups	Strategic Global Campaigns that are in their Genesis e.g. Qatar
Added Value / Partnership ITUC National Centres Union Affiliates Allies	Added Value / Partnership GUF's National Centres Union Affiliates Allies	ITUC » may lead the starting of these campaigns » may help GUFs in starting these campaigns » ITUC may lead these campaigns NB: » These strategic campaigns should be limited to 1 in planning and 1 in implementation » As they mature with organising possibilities they should be shifted to 1 or 2

These pathways to growth are set out to indicate the areas where the Global Union Federations will take the lead in organising, working with their affiliates, and where the ITUC might take the lead, working with our affiliates. Clearly there will be opportunities for all organisations to add value, and many strategic organising campaigns will also emerge from the bottom up.

Many ITUC and GUF affiliates and have set growth targets and have stories of successes and challenges to share. We can all learn from these stories, and the targets will provide the means to achieve the 20 million new members.

Action points

Congress agrees that building capacity for organising is top priority for unions everywhere. 20 million new members is the target for 2018. The challenge is for all ITUC affiliates to commit to national growth and organising plans working with member unions.

The challenge is to develop strategic organising campaigns:

- Wherever possible in partnership with Global Union Federation-led global or regional campaigns;
- With non-unionised member based organisations of workers where they exist for migrant workers, domestic workers or workers in the informal economy; and
- Individuals or groups of workers who are determined to act collectively for rights and social justice in unorganised sectors.

This requires the following:

- Changing our unions to meet the challenges of organising and campaigning.
- Strategic research and mapping;
- Identifying key groups and growth targets;
- Transparent planning and evaluation;
- Capital strategies to support corporate organising;
- Utilizing and integrating corporate campaign tools, including international standards and safeguards, OECD Guidelines on Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights;
- Recruiting and training organisers, lead organisers and strategic campaign coordinators through strengthening the ITUC Global Academy;
- Deepening the partnership with the Council of Global Unions with organising campaigns in agreed corporate sectors, countries and on major global issues;
- Sharing and coordinating information and action to stop social dumping by multinational companies; and
- Building an organising fund to support organising objectives as detailed above.

Organising campaigns must be inclusive with measurable outcomes for:

- Membership growth, union recognition and collective bargaining with workers employed by global corporations;
- Building new unions or inclusion of existing unions/member organisations to achieve membership growth, union recognition, collective bargaining, minimum wages, social protection and other gains for workers in regional or affiliate target groups and sectors;
- Membership growth and expanding leadership of women, migrants and young workers, including in the informal sector and where necessary by changing union rules;
- Identified gains for existing members and new members through organising campaigns to achieve collective bargaining, policy demands or legal rights; and
- Organising of migrant workers through action in countries of origin and destination.

**INTERNATIONAL TRADE UNION CONFEDERATION
MICHAEL SOMMER
PRESIDENT'S ADDRESS TO CONGRESS
3rd ITUC World Congress 18th May, 2014, Berlin**

Dear colleagues and distinguished guests,

It is a great honour and pleasure to have the opportunity to welcome you here to my hometown of Berlin for the 3rd Congress of the International Trade Union Confederation.

As you know, it's a bit of a miracle that we are able to be here today. Some had justifiable doubts. The DGB Congress was the dress rehearsal.

It's nice to see so many familiar and new faces. It's nice to see how big our family has grown – there are no less than 1,500 of us here today.

Many of you were there in Vienna when we founded the ITUC eight years ago. Its success has further boosted the global trade union movement. And we want to and will continue to grow, just as the motto of our Congress “Building Workers' Power” invites us to do.

In 2014 the ITUC represents 180 million colleagues organised in independent trade unions, spread across about three-quarters of the countries of the world. We can justifiably be called the United Nations of working people. This is the foundation which we can continue to build on.

Let's have a quick look back over the previous years. In many ways they have been turbulent years:

- The Arab Spring, on which we all pinned such high hopes, was so successful in Tunisia yet it plunged other countries into destructive conflicts.
- In Central Africa, the situation is rapidly escalating. In Ukraine, we are witnessing an increasingly warlike conflict which constitutes a danger to the entire region. The world cannot stand by and watch as violence wins over dialogue and negotiation and as fundamental rights are violated by weapons.
- The global financial crisis has plunged countless millions of people into poverty and robbed them of all hope. It has created historically high rates of unemployment and has massively exacerbated inequality in the world.
- The only solution many governments have come up with as a way to combat the crisis has been a radical austerity policy, which is a euphemism for massive attacks on collective bargaining rights, salaries and social security systems.
- It is no wonder then that all too many citizens have lost faith in their governments. With few exceptions, the heads of governments and international institutions are pursuing a policy that puts the interests of the financial industry before the welfare of working peo-

ple. We all know that such a policy will suppress any form of economic growth and will thus deprive an entire generation of their future. Worse still, this policy leads to democracy being undermined and threatened.

No one is concerning themselves with what it all means for the future. Even here in Europe – which has long worked to ensure that rights, welfare and democracy are respected, the situation is evolving in a very dangerous direction.

It is a sign of our times that we like to hide behind pleasant-sounding empty words. Thus if one wants to sound particularly intelligent and sophisticated today we can speak of “global governance” - a nice term that turns out to be meaningless on closer inspection. What is “global governance” in practice?

The international financial industry and the multinational corporations, together with their allies in politics, have skilfully used the financial crisis for their own benefit and have shifted the balance of power in their favour, at the expense of the general public.

It became clear to everyone by the latest G20 summit in London that classic neoliberal policies are not only inefficient but are also destructive. In order to address this we set out a blueprint for the effective regulation of the financial markets. And yet, all attempts to regulate the global financial industry have failed. The big banks have got off scot-free. The “too big to fail” mantra has saved them.

The international financial institutions continue to pressure national governments to bow down to the ruthless rules of the financial markets, and too many governments have allowed themselves to be intimidated. Many of our colleagues in this room know better than I do about this. They experience the first hand consequences of this misguided policy every day.

What is more, our governments want to make us believe that it is totally normal, if it is written into free trade agreements, that investors in a country can sue the government (i.e. they themselves) for damages when the government is simply carrying out its primary duty and enacting laws which protect people and ensure that they have access to social welfare. Some governments have clearly misjudged the signs of the times - or as a German proverb says - only the stupidest calves choose their own butcher.

Tremendous social and economic inequalities are proof of the failure of “governance” and “governments”. If we look at the numbers today, the dangers posed by global inequality are as severe as they were in the immediate aftermath of the Second World War.

In this way we can draw lessons from the era of our forefathers – both from the failure of the League of Nations, and from prior attempts made by the world community to “organise itself”. Our forefathers founded the United Nations, which has proven itself over three quarters of a century. Its more comprehensive scope - from classical conflict resolution, to health, social relations and later economic and financial policy areas – has been effective.

The two Bretton Woods institutions, the IMF and the World Bank have clearly reached the limits of their ability to act. Their guidelines are still caught up in the economic orthodoxy of neoliberal-

ism and are often reliant on totally unfounded assumptions.

In terms of global governance the G20 process seemed like the light at the end of the tunnel. We had all expected a lot of it, and reading the outcome documents from Pittsburgh and London, this hope was entirely justified. However nothing came of it.

And what has become of the United Nations? It has been significantly weakened, not least because governments no longer fulfil their responsibility, rather they actively evade it.

This is particularly clear in the Security Council. The United Nations has proved useful in tensions and conflicts between states countless times in the past, but today the Security Council has been paralysed since a handful of states systematically misuse their right of veto to protect their national interests.

The United Nations was set up for a different time with different challenges, and it's becoming increasingly clear that it's only partially capable of dealing with today's issues.

The International Labour Organization's founding document, the "Philadelphia Convention", set out the framework for globally applicable labour laws. The "Declaration on Fundamental Principles and Rights at Work" adopted almost 80 years later and the "Basic Declaration on Social Justice for a Fair Globalization", adopted in 2008, have reconfirmed this mandate for a new era.

Unfortunately, the employer side of this mandate is increasingly being called into question, when the control mechanisms of the ILO are continually being challenged and the right to strike disregarded. When the short-term interests of employers undermine tripartism, the foundation on which the ILO is built crumbles away: the conviction that lasting peace is only possible if based on social justice, freedom, dignity, economic security and equal opportunity.

I could go on and on indefinitely with that list. It is said that what we have is a patchwork of international institutions, which the governments and the capital itself can exploit, depending on what they want to achieve. And if you want you can even play them off against each other. There really is no such thing as coherent global governance.

What we need are global institutions who subscribe to a number of global regulations. For real "global governance" to exist, the important role of social partnership must be recognised and emphasised. This can be seen, for example, in the European treaties. Social partnerships have been embedded in these treaties since 1992.

What does this mean for us? How do we achieve our objectives?

Our most important answer to this question is: By remaining steadfast, ladies and gentlemen!

This is the only way that we will be able to defend ourselves against attacks, protect our vested rights and pursue progress - as we have tried time and time again to demonstrate to others. We are successful in our work and we have achieved a lot for our colleagues - and we should certainly all be proud of this.

We will be able to learn much from each other this week, to hear about many accomplishments and to have the opportunity to openly and honestly have debates and discussions with each other. And I think we should also celebrate our achievements - together.

This Congress marks a turning point for the ITUC. It is time to make decisions; Decisions about the world economy, for the people and their environment.

With the increasing number of unresolved conflicts in our world - unemployment, poverty, inequality and climate disasters - our voice and our work are more important than ever before. It must be clearly audible - we can and we must make a difference. We all have a responsibility to those who we are here representing to do so.

Dear colleagues,

Let's use this week to unite in our common objectives and to rise to the challenge together.

Let's develop concrete measures to achieve our goals and to leave here resolute in our decisions. We should seize this opportunity, and not only because we should, but also because we want to take responsibility for doing so!

It is up to us – despite or perhaps even because of our diverse cultures and history – to be open to debating with and learning from each other.

Only by being united we can resolutely fight for our common goals:

- for lasting peace, in which people can live in freedom and dignity;
- for democracy that serves people, not profit;
- democracies that provide economic security and equal opportunities;
- democracies which strive to safeguard the rights to collective bargaining, minimum wages and a global social security system;
- for worldwide organised labour forces in both formal and informal sectors;
- for climate protection and green jobs, to ensure a just future for our children.

If we are willing to learn from each other and use our diversity of experience, we will deepen and strengthen our bond of solidarity to the extent that the voice and work of the ITUC will be so strong that neither employers nor the government will be able to ignore us.

Dear colleagues,

we are meeting under the motto of “Building Workers' Power”, because we all know that we will only be powerful and have influence if there are many of us, and above all, if we are united. Each and every one of us has in our own country – in business as well as in politics– found that unity is strength!

Allow me to conclude with a few personal remarks.

Since the founding of the ITUC at the Vienna Congress in 2006 and as the President since 2010, I have been able to experience, on the one hand, how our identity has grown as a united trade union movement and, on the other hand, how our ability to act as well as the respect we have achieved have continually developed. This fills me with pride and, at the same time, also with humility.

With pride when I see what we have achieved, when I look at our family...

And with humility, because it is a very great honour to be able to serve the people in this movement, through this position. And it is you who have allowed me to do this, by placing your trust in me. I thank you all for this.

Dear colleagues,

let us now look to the future. Let's use this week to work on what unites us all: For our colleagues, for our children and grandchildren, we strive for a future in which social justice is no longer a regulative principle but rather is a mission statement for all of society. We are united by the desire for decent work throughout the world.

Let's fight to achieve just that.

I hereby declare open the 3rd Congress of the International Trade Union Confederation.

**INTERNATIONAL TRADE UNION CONFEDERATION
SHARAN BURROW
GENERAL SECRETARY'S ADDRESS TO CONGRESS
Check Against Delivery
3rd ITUC World Congress 19th May, 2014, Berlin**

We are the voice of opposition; we are the voice of progress.

Welcome to the 3rd Congress of the ITUC.

We are the largest democratic force on earth. With nearly 180 million members, we stand as representatives of working people all over the world.

We share a commitment to a set of values enshrined in our constitution - peace, democracy, rights, the dignity of work and social justice.

We fight together for workers' rights everywhere.

We abhor the attacks by too many governments on fundamental rights and the wages and the social protection of their people - governments who are cowered by the power of big finance and big business.

We are the voice of opposition and we are the voice of progress.

Corporate power stands for the profits of the 1%. Their tools are inequality, precarious work and supply chain exploitation. We are the opposition who will stand on the frontlines to defend democracy and rights and we are the movement that will fight for justice.

We know who we stand with. We stand with the world's 2.9 billion working people.

60 percent of working people are employed in the formal sector where workers are facing increasingly precarious employment arrangements

And 40 percent in the informal sector - the sector of desperation where there are no rights, no minimum wages and no social protection.

Christina, our sister from Spain says it all,

"There is a feeling of hopelessness, people are afraid. If you can't bargain you can't get a decent wage."

What working people want

Full employment and decent work for all is non-negotiable.

We will organise for just that - for jobs, for collective bargaining, for minimum wages on which you can live and for universal social protection.

And we know that working people respect the role of unions.

The ITUC Global Poll found

63 percent of people think workplaces with unions have better wages, conditions and safety.

We know people have lost trust in Government.

There is not a single country where a majority believes the economic system is fair to most people.

We know what the worlds' people want even if our governments don't.

87 percent and more favour their government providing workers with unemployment benefits, decent retirement incomes, affordable access to health care, education and paid maternity leave.

And we are organising to achieve just that, organising in the informal sector; organising migrant workers and domestic workers; women, and young workers.

With the global union federations we are building campaigns against exploitative companies;

And we are organising against slavery beginning with Qatar.

Four years of turmoil

We have come through four years of turmoil since we met at the Vancouver Congress.

The great recession was born in America where the greed of big finance quickly became a bitter crisis of global unemployment and sovereign debt as governments moved from stimulus to austerity.

At the Vancouver Congress we were optimistic of recovery. But in their desperation to appease the bond markets and the ratings agencies and the troika - with the IMF, the European Commission, and the European central banks, governments in crisis countries went to war on their own people slashing collective bargaining rights, minimum wages, social protection, government services and jobs.

It failed.

We said it would fail and it failed.

Georgia a young woman from Greece understood all too well. She told us

“The IMF have ruined my life. I will never forgive them what they did to me, to my mother. My mother's pension was slashed, she can't live and I can't help her.”

The world needs a pay rise

The global wages slump continues. Romania and Portugal are just two examples where the IMF demanded the government smash collective bargaining by more than two thirds.

Yet the IMF's own research is flawed.

The IMF admitted in 2012 they underestimated the negative impact of their measures, their prescription for crisis countries; and with the European Commission these flawed studies were used to demand damaging structural reforms for labour and the slashing of public debt.

But we have seen no recognition that these failed policies based on flawed data will be changed.

Yet inequality is growing with the majority of the world's poor now in middle income countries.

However while inequality is finally being recognised as a macroeconomic issue, the very tools of distribution - collective bargaining, minimum wages and social protection – all remain on the 'structural reform' hit list of international institutions, of big business and the governments they command.

We are proud of our Frontline publications. They show the devastation of the crisis on the lives of working people. They show that empirical evidence demonstrates that collective bargaining works and that minimum living wages and social protection are fundamental for reducing poverty and inequality.

Trend data from our Global Poll shows that in the past three years over half the world's population has not been able to save any money.

For 82 percent of people their wages are stagnating or not keeping pace with living costs.

With just over 3 percent global growth unemployment is set to rise again this year.

The G20 will fail again if it doesn't drive investment in jobs!

Jobs in infrastructure, in green economy in the care sector - in health, education, childcare, aged care and other vital public services.

Investment in jobs, wages and universal social protection, not just in developed countries but in all countries.

There is no other recipe for economic and social stability.

An economic agenda for women

We demand an economic agenda for women.

The employment of women is the fastest way to drive growth and productivity.

If women were in the workforce in equal numbers GDP would increase markedly - 4 percent in France, 8 percent in Japan and 34 percent in Egypt. And the jobs needed in the care economy to support participation adds more jobs.

So COUNT US IN - this Congress will mark our determination to support women's rights and equality.

How many affiliates have already signed up to the campaign ? Let's see those hands.

The message from women is clear - count us in to the workforce, count us into unions and count us into leadership.

Atook, a working woman in Indonesia says is all

“Our money, our wages are not enough to survive. Companies should respect women workers and pay a living wage – we are helping them make profits.”

Our advocacy for full employment demands that the post 2015 UN Sustainable Development Goals must include Full Employment and Decent work along with universal Social Protection Floors as stand-alone goals. Please demand of your government that they do not settle for less.

We also support a goal for gender equality and free universal quality education also with the commitments necessary for affordable healthcare, sanitation and food water and energy security.

Peace and liberation in the Arab world

Brothers and sisters we can only express pride and solidarity for the liberation struggles in the Arab world. The ongoing struggle for peace, democracy and rights has our full support and we stand in awe of the courage of our colleague.

The images of people taking to the streets against dictatorships, beginning in Tunisia, is legendary.

The role of the UGTT is now dedicated to securing their constitution, a constitution that enshrines rights; A constitution that stands tall amongst all others and inspires us all.

It is fitting brother Abassi that for this the UGTT has been nominated for a Nobel Peace prize and you have our support.

APPLAUSE

We also support a new ITUC Arab sub-regional structure, a structure that will give collective voice to the unions fighting against state oppression of workers and for independent trade unionism, a structure that will work with both Africa and Asia.

Michael Sommer and other leaders have visited Palestine with me and witnessed first-hand the suffering.

The photo of these boys returning to their bombed out school on the visit we made to Gaza with the colleagues from the PGFTU and the region demonstrates the senseless cruelty.

The occupation of Palestine and the settlements in the West Bank must end. Palestine must be recognised as an independent state in line with our two state policy. We will not give up.

But we are also witnessing the breakdown in democracy and rights in countries like Turkey, Bangladesh, South Sudan and Korea, the escalation of conflict in Central Africa, in the Ukraine and more.

It is 100 years since WWI. Michael Sommer reminded the DGB Congress - never again war, never again fascism.

Peace and democracy must remain a focus for the ITUC

Then there is persistent state oppression against strikes and political protest in many nations. It is an unspeakable crime that in countries like Guatemala, Columbia and the Philippines where they still shoot trade unionists with impunity. We will continue to work with you to see these murderers prosecuted

Minimum Wages in Asia

Then we see countries like Cambodia where the employers attack on the right to strike in the ILO through the Committee on Application of Standards has been taken to the frontlines in the struggle for a minimum wage - where striking workers are shot and jailed and where police and military action are sanctioned by governments and supported by local employers.

We have seen similar oppression in Indonesia, Bangladesh and Haiti amongst many other countries.

We cannot and we will not stand silent while workers are impoverished through the supply chains of big business and attacked by their own governments

I hope we will have your support to take on this abusive corporate power and fight for minimum wages and social protection across borders in Asia and around the world.

We must shame the brands to pay a living minimum wage and support our affiliates to demand fair wage fixing mechanisms in their countries.

When on a pair of jeans the retailer receives 64 percent of the price and production workers 2 percent. This is pure greed.

Our own ITUC Global Poll tells us 94 percent of people want to strengthen international rules to make companies around the world provide better wage and labour conditions.

A minimum living wage and a social protection floor are the foundations of dignity and decent work.

Together we can win this fight everywhere!

ITUC Global Rights Index

We also have to continue the fight with the World Bank and its Doing Business Report.

This index is nothing short of a big business scam to get countries to impose neo-liberalism on themselves.

Doing business is best they say where employment protections and rights are weak.,

Doing business in this context is a crime against humanity.

Yet the world bank, the IMF, even sections of the UN defend and promote such.

We thought we fatally wounded the 'employing workers indicator' where freedom of association and collective bargaining rights are a tick against a country.

But they want to bring it back and we aim to fight fire with fire.

The ITUC has the most comprehensive database of both the lack of legal rights and rights violations in our survey. Today I launch a new index.

The Index is The ITUC Global Rights Index: The Worst Places in the World for Workers

These global hot spots are where workers rights are absent or not respected. It is based on exhaustive methodology.

There is now a global leaderboard in the race to protect workers' rights.

Where not to work is the counterpoint to the advocacy of big business to destroy the rights of workers. It is also a backbone for the global solidarity that our Countries at Risk program represents.

The export of the American corporate model

Employers have stepped up their anti - union attacks. The drive to export the American corporate model is global. The attacks on the European social model are deliberate, well planned and well resourced.

Like the IMF, the American Chamber of Commerce issues their policy prescriptions everywhere and they use the threat of capital flight.

From opposition to the minimum wage in Moldova to the opposition of collective bargaining in Romania to a demand for reduction in wages in Belgium! Even in Qatar they issued a statement saying the workplace deaths and injuries would not happen if workers took more responsibility!

On May Day we decided to name and shame some of the worst of this club of employers.

Have you voted yet for the worst boss in the world?

You can see the CEO of Qatari airlines has not shared his photo - he threatened to sue the ITUC for exposing him but he can't sue all of you so get your vote in - it's a hard choice but time is running out and we will announce the winner on Wednesday.

Their bullying knows no bounds. Take a look at what happened in the basement of a New York store.

https://www.youtube.com/watch?v=LTDfEVlv_XQ

This is the true story of the Harlem 7 – a group of workers who stood up to company oppression and voted to form a union.

We do expect better - the law expects better. This is a German company Deutsche Telecom's T-Mobile.

A German company that bargains with Verdi here, but uses fear and intimidation to keep their workplaces union free in the US.

Verdi and the CWA have a global union called T-UNION - the solidarity for American workers from Verdi and their members is extraordinary - Verdi and CWA delegates stand up!

We have a message for DT - we expect better and we don't give up.

Climate action – climate justice

The threats to jobs and livelihoods include the threat of climate change.

For unions it is simple. There are no jobs on a dead planet.

Despite our success in being recognised as a key player by negotiators,

Despite our success in having 'Just Transition' guarantees in the draft global agreement,

And despite the adoption of the first ever conclusions on the world of work and environment in the ILO, which provides a tripartite-agreed definition of Just Transition;

Governments have failed us.

We watched governments fail the planet and their people in Copenhagen and the same corporate interests want to see failure in a Paris.

We must mobilise for a global agreement in Paris and we must demand industrial transformation with the funding for a just transition for vulnerable nations and communities.

And there are jobs jobs and jobs. We did the research - 48 million new jobs in just 12 countries. You only have to look here in Germany to see the possibilities - 400,000 new jobs in renewable energy in just 2 years.

We are launching a global climate justice sign up right here at Congress.

Colleagues, Dorje Khartri, a great climate warrior, has died in a tragic accident, at work on Mount Everest.

Dorje was a leader of his Shepra's Union and Vice-President of GEFONT.

He was alarmed at the impact of climate change on his beloved mountain and he planted the ITUC flag on the top of Mount Everest to mark his pride in our fight for the climate.

He gave me his medal for this climb and today I dedicate it as a perpetual trophy for the Dorje Khartri Award for Union Action for Climate Justice.

The global union movement

Despite the challenges we are fighting back and we have victories to celebrate.

Throughout the week you will discuss many union successes even as you determine the next set of priorities. Here is just a taste;

Firstly Burma – Myanmar: our brother Maung Maung and his colleagues are back in Burma organising workers after a 24 year struggle in exile.

Secondly - domestic workers: A new convention, 125 affiliates campaigning, 15 ratifications + EU, 12 new unions 60,000 new members, 11 new laws and 3 collective agreements, the jobs of 12 million domestic workers formalised and union organised social protection in the Dominican Republic.

A collective bargaining agreement in an EPZ in Togo and others where they said there were no rights

Thousands of members in the nurses and transport unions in Swaziland despite the oppressive regime of the monarchy

A million street vendors in India unionised, the informal sector workers take their place in the executive in Ghana, mechanics operating legally with union support in Mali, ITUC mapping of waste pickers and energy workers to support organising campaigns and much more WITH standard setting for informal workers on the agenda of the ILO this year

A victory in the Inter-American Commission on Human Rights on violations of freedom of association in Chile –and the new president Michele Bachelet has already announced plans to prohibit the use of replacement workers during strikes.

ITF and UNI taking on DHL, winning in Turkey against the company's yellow union strategy and using the OECD guidelines to secure dialogue with DHL at the global level

IndustriALL and UNI securing the ACCORD in Bangladesh and supply chains on the agenda at the ILO for 2016.

Plado, the development platform for the Americas.

Tax justice: an FTT in Europe and the G20 to stop base erosion and profit shifting behavior of corporations so they pay tax where profit is earned.

The G20 endorsement of long term investments principles and the work of the committee on workers capital to get our pension investments out of the speculative economy these are a snapshot of just ten victories.

And the courage of leaders in the America to support the Auto Reforma programme designed to reduce fragmentation and promote union unity.

Qatar – a 21st century slave state

And then there is Qatar - thank you, all of you, thank you for your support in campaigning to end slavery.

Qatar, the richest nation on earth, is a slave state.

When a desperate worker leaves an Asian or African nation they have already been forced to pay illegal fees they can't afford. They arrive in Qatar to find their contracts are torn up and they are in a different job with far less money. They are forced to live in squalor, with poor quality food work 8, 10, 12 hour a day six sometimes seven day a week in extreme heat.

When they are desperate to leave they find themselves trapped in Qatar - workers owned and at the mercy of another human being - it is 21st century slavery. With no rights, 4000 workers could die before a ball is kicked in the 2022 World Cup. With the BWI and many of you we say to FIFA No World Cup in Qatar without workers' rights.

Congress 2014

Well Brother and Sisters the Vienna Congress marked the birth of the ITUC and a determination to build a new internationalism.

The Vancouver Congress saw a stronger global union movement map out broad and comprehensive policy priorities

And we have worked to develop a strategic planning framework to manage your demands framed by the objectives you will discuss and debate this week - the ambitions you all hold for

- union growth
- sustainable jobs, secure incomes and social protection
- realising rights

We have reformed the ITUC financial system to reflect our work, to make expenditure transparent.

2010 was a congress year and we put the decisions into ambitious plans with sound financial outcome.

In 2011 we made the planning process transparent and engaged affiliates in a more inclusive approach.

In 2012 we invested in building our voice. We created Equal Times; the ITUC global organising academy is building organising capacity, we developed the digital action centre, redesigned then countries at risk strategy and are taking on slavery with our Qatar campaign.

In 2013 we have been able to integrate these initiatives and we have invested the surplus to an earmarked organising fund.

I also take this opportunity to thank all our union donors sincerely - your contribution to the solidarity fund, to the countries at risk and much more is true solidarity.

And now Berlin. You called for a new interactive Congress structure. We have a Congress designed to look to the issues as a basis for action - for organising and union growth- for the research and advocacy that facilitates strategic organising around the issues that will make a difference to the lives of working people;

All our minutes, plans, activities and financial reports are published on the website.

So in conclusion,

The system is stacked against working people. Two-thirds of people think governments should do more to tame corporate power. We can be proud of being the strongest democratic force on the planet but we must do more.

We are only 7 percent organised and while with collective bargaining we secure wages and conditions for 9 percent of workers we can and must do more.

We must invest in union growth if we are to seriously take on the challenge to build workers power.

With affiliates and GUFs we are committed to this challenge in both the formal and the informal sectors of the economy.

Through the ITUC global Academy and we are training lead organisers in every region.

Our Regional Secretaries have posted reports on the congress website with an overview of their successes and challenges. They will introduce their region at Congress Live where leaders will give their speeches. Let me thank the Regional Secretaries for their stewardship.

None of this is possible without a team so can I record my gratitude to the president and the depict Presidents, the deputy secretaries and our dedicated staff. They are the best.

So can we do it?

Can we build workers power, increase our collective bargaining strength and grow the moment with another 20 million members by 2018?

Can we organise 20 million more workers?

Workers power, the power of collective voice, the power of the collective vote can take back our democracies, our workplaces, our rights. People want a more activist approach from their governments and have called for international action.

We have political power if we mobilise it. 42 percent of the world's population are voting in 2014. If we are organised and united we can change the world.

Building workers power means organising. In the sense of progressive governments we are the voice of opposition and we know we are the voice of progress.

This Congress is yours to make. We can and we will build workers power

Viva ITUC Viva



INTERNATIONAL TRADE UNION CONFEDERATION

3rd WORLD CONGRESS

Berlin, 18 – 23 May 2014

at

**City Cube Berlin
Messedamm 26
D-14055 Berlin (Germany)**

Opening Session, 18 May 2014 at 14.30 p.m.

CONGRESS AGENDA

1. ITUC President's Address
2. Addresses of Welcome
3. Ratification of composition of the Credentials Committee
4. Ratification of composition of the Standing Orders Committee
5. Congress Theme "Building Workers' Power"
6. Draft Resolutions:
 - (a) Union Growth
 - (b) Sustainable Jobs, Secure Incomes and Social Protection
 - (c) Realising Rights
 - (d) Emergency Resolutions
7. Draft Amendments to the Constitution
8. Report on activities 2010 – 2013 (including activities of the regional organisations)
9. Financial reports 2010 – 2013
10. Elections
11. Any other business
12. Closure of the Congress



INTERNATIONAL TRADE UNION CONFEDERATION

3rd WORLD CONGRESS

Berlin, 18 – 23 May 2014

STANDING ORDERS COMMITTEE**FIRST REPORT****Agenda item 1: Composition of the Congress Standing Orders Committee**

1. The ITUC General Council appointed, at its 12th meeting (Berlin, Germany, 18 May 2014), the following delegates as members of the Congress Standing Orders Committee:

Luc Cortebееck	ITUC Deputy President - CSC Belgium
Nair Goulart	ITUC Deputy President - FS Brazil
Antonio Lisboa Amancio do Vale	CUT, Brazil
Plamen Dimitrov	CITUB, Bulgaria
Barb Byers	CLC, Canada
Barbara Susec	DGB, Germany
Kofi Asamoah	GTUC, Ghana
Owen Tudor	TUC, Great Britain
Jyoti Macwan	SEWA, India
Francis Atwoli	COTU, Kenya
Ellen Dekkers	FNV, Netherlands
Tor-Arne Solbakken	LO, Norway
Shaher Sae'd	PGFTU, Palestine
Marieme Ba Konate	UDTS, Senegal
Cathy Feingold	AFL-CIO, USA

2. The Standing Orders Committee held its first meeting on 18 May 2014 in Berlin City Cube from 11.30 to 12.30 hrs. All members were present with the exception of Ms Marieme Ba Konate.

3. The Congress is invited to ratify the composition of the Congress Standing Order Committee as above.

4. Stephen Benedict is the Committee's Secretary, assisted by Sylvie De Ryck.

Agenda item 2: Election of Chairperson and Rapporteur

5. Plamen Dimitrov was unanimously elected Committee Chairperson/Rapporteur.

Agenda item 3: Adoption of the Agenda

6. The following agenda was adopted:
 1. Composition of the Congress Standing Orders Committee
 2. Election of Chairperson/Rapporteur (no document)
 3. Adoption of the Agenda
 4. Congress Standing Orders and related matters
 5. Establishment and scope of Special Congress Committees
 6. Draft Congress programme
 7. List of Congress documents
 8. Review of draft resolutions on matters of urgency (if any)
 9. Proposals for the amendment of the ITUC Constitution
 10. Requests to circulate other documents at Congress
 11. Any other business.

Agenda item 4: Congress Standing Orders and Related Matters

7. Bearing in mind the ITUC General Council's recommendations adopted at its 12th meeting (Berlin, 18 May 2014), the Committee recommends that Congress adopt the Standing Orders in their existing form (pages 31 to 35 of the ITUC "Constitution and Standing Orders"), with the following procedures for the plenary debate on the draft Congress Statement "Building Workers' Power" on the morning of Wednesday 21 May:

- The Standing Orders Committee emphasises that the debate on the draft Congress Statement should be a genuine debate and that delegates should ensure that their remarks are concise and specifically focused on speaking for or against (a) proposed amendments(s) to the draft Statement;
- Delegations wishing to propose an amendment to the draft Statement should submit their amendment in writing, in one of the four official Congress languages (English, French, German or Spanish), to the Congress secretariat by 15.00 on Monday, 19 May, to enable them to be transmitted to the Standing Orders Committee in preparation for the plenary debate; and,
- The Standing Orders Committee, meeting in the afternoon of Thursday, 22 May, ensure that any changes to the Frameworks for Action adopted in the three sub-plenaries are consistent with the final text of the main Congress Statement, including any amendments to it adopted by the plenary.

8. Elections: In order to fulfil the Constitutional requirement that the vote shall be a secret vote, the Standing Orders Committee proposes to Congress that the ballots be counted by a legally-certified Notary or its equivalent under the law of the host country, Germany. In order to further ensure the integrity of the vote, it is proposed that the whole process, including the issuance and lodging of the ballot papers, be overseen by the Chairs of the Congress Credentials and Standing Orders Committees and that the Chairs of those Committees also observe the counting of the ballots in such a way as to maintain the secrecy of each vote.

9. **“Congress Live”:** The draft Programme adopted by the 11th meeting of the General Council (Brussels, 9-11 October 2013) provides for the official statements of delegation leaders for the Congress record to be delivered via the live video streaming facility “Congress Live”. In order to ensure the maximum number of interventions in the time available, the Standing Orders Committee recommends to Congress a time limit of four minutes be set for the leaders’ speeches.

Agenda item 5: Establishment and Scope of Special Congress Committees

10. Following the proposals made by the 11th meeting of the General Council (Brussels, 9-11 October 2013), the Standing Orders Committee recommends to Congress that no Special Committees be established.

Agenda item 6: Draft Congress Programme

11. Having considered the Draft Congress Programme approved by the 12th meeting of the ITUC General Council, the Committee recommends to Congress the adoption of the Congress Programme with the following addition:

- That following the address by the ILO Director General on 19 May, a panel discussion including three panellists with expertise in economics and development and moderated by a journalist, take place in the plenary. This panel, entitled “Fault-lines in the Global Economy: The Failure of Austerity”, would include short introductory remarks by the panellists, followed by a question and answer session involving Congress participants.

12. The Standing Orders Committee also recommends to Congress the nomination of Mody Guiro, Liz Shuler and Karl-Petter Thorwaldsson to each chair one of the sub-plenary sessions.

Agenda item 7: List of Congress Documents

13. The Committee reviewed the list of official Congress documents and approved their general distribution.

Agenda item 8: Review of Draft Resolutions on matters of urgency (if any)

14. The Committee noted that there were no draft Resolutions on matters of urgency before it at present.

Agenda item 9: Proposals for amendment to the ITUC Constitution

15. The Chair presented two constitutional amendments to the Committee. It decided that this item would be dealt with during the next meeting of the Standing Orders Committee on Monday 19 May.

Agenda item 10: Requests to circulate other documents at Congress

16. The Standing Orders Committee decided that any requests for circulation of documents other than official Congress documents should be dealt with at the discretion of the General Secretary and authorised the General Secretary to set up a Documentation Desk for the display and distribution of such documentation.

Agenda item 11: Any other business

17. Date and time of the second meeting of the Committee was communicated to members.



3rd WORLD CONGRESS

Berlin, 18 – 23 May 2014

STANDING ORDERS COMMITTEE

SECOND REPORT

Second meeting of the Committee

1. The Standing Orders Committee held its second meeting on 19 May 2014 in Berlin, from 16.30 until 17.30 hrs. All members were present.

Agenda item 4: Congress Standing Orders and Related Matters

2. **Elections:** The Committee held a thorough discussion regarding a request by a candidate for the position of General Secretary to address Congress as referred to it by the ITUC President. Informed that the Credentials Committee would rule said candidate eligible to run, the Standing Orders Committee decided to recommend that a positive reply be provided, that he be provided with a visitor's badge, and finally that the invitation be extended to address Congress at an appropriate time and for no more than 10 minutes, during the Wednesday morning plenary session.

The matter of whether, beyond the response to the specific request, the same opportunity should be extended to all candidates, was discussed within the mandate of the Committee. It was felt by many members of the Committee that a number of formulations in the Constitution and the Standing Orders for Congress might require further consideration at an appropriate time. The Committee will make a recommendation on this matter in its final report to the Plenary on Friday.

Agenda item 8: Review of Draft Resolutions on matters of urgency (if any)

3. The Committee noted that there were no draft Resolutions on matters of urgency before it at present.

Agenda item 9: Proposals for amendment to the ITUC Constitution

Constitutional Amendments Proposed by the General Council

4. The consolidated proposals of the General Council were adopted by the Committee.

5. The Standing Orders Committee recommends to Congress to approve the Constitutional Amendments proposed by the General Council. For consistency in formulation the Standing Orders Committee suggested removing "ITUC" in front of "General Council" (Appendix I).



3rd WORLD CONGRESS

Berlin, 18 – 23 May 2014

STANDING ORDERS COMMITTEE

THIRD REPORT

Third meeting of the Committee

1. The Standing Orders Committee held its third meeting on 21 May 2014 in Berlin, from 10.00 until 11.00 hrs. All members were present with the exception of Marieme Ba Konate, Nair Goulart, Luc Cortebeek, Kofi Asamoah and Francis Atwoli, who were excused.

Fourth meeting of the Committee

2. The Standing Orders Committee held its fourth meeting on 22 May 2014 in Berlin, from 15.00 until 17.00 hrs. All members were present with the exception of Kofi Asamoah, Francis Atwoli and Jyoti Macwan.

Agenda item 4: Congress Standing Orders and Related Matters

Amendments to the draft Congress Statement submitted within the deadline of 15:00h on 19 May and debated in Plenary by Congress

3. Point 11 TUC-GB. The Committee considered the amendment as approved and further recommended for clarity that existing lists of grounds for discrimination be used, to read:

“We will continue to oppose oppression and discrimination on the grounds of religion, colour, nationality, ethnicity, sexual orientation, gender identity, political opinion, social origin, age or disability, and will encourage ITUC affiliates to defend workers suffering such discrimination.”

Changes to the three sub-plenaries’ Frameworks for Action,

4. Reflecting the rich discussions and debates in the sub-plenaries, proposed changes were reviewed and incorporated. These were found to be in line with existing ITUC policies. The statements were also found in compliance with the ITUC Constitution.

5. The changes submitted by the Standing Orders Committee in the sub-plenaries’ reports will be shown on the big screen during the plenary meeting on 23 May 2014. The Standing Orders Committee proposes that each sub-plenary will have 7 minutes to report to Congress.

Changes to the ITUC statutes

6. As reported in 3CO/E/4/SOC/2, the Committee discussed both real and potential challenges in the present Constitution. It recommends that the General Secretary be tasked with bringing this issue to the attention of the General Council to decide on an appropriate process at its meeting in December 2014.

Agenda item 8: Review of Draft Resolutions on matters of urgency (if any)

Emergency resolution on Turkey

7. A resolution (Appendix I) was submitted by four affiliates from Turkey (Turk-is, Hak-is, DISK, KESK). The Committee found the resolution to be compliant and recommends it be put before Congress.

Emergency resolution on Ukraine

8. Two different resolutions on Ukraine were officially submitted in one of the ITUC languages: one from FNPR and KTR from the Russian Federation, and the second from FPU and KVPU, Ukraine. The Standing Orders Committee decided that given the divergence between the two resolutions, it would serve no purpose to invite the respective organisations to its meeting.

9. The Standing Orders Committee recommends that the Secretary-General be invited to address Congress on the matter in line with Article VII(c) of the Constitution.



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Agenda Item 6:

(d) Emergency Resolutions

RESULT OF NEO-LIBERAL POLICIES IN TURKEY: INDUSTRIAL HOMICIDE IN SOMA

(submitted by DISK, KESK, HAK-IS, TÜRK-IS, Turkey)

WHEREAS: On 13 May 2014, an explosion in a coal mine in Soma, Turkey led to the tragic deaths of over 300 miner workers, representing the [worst industrial tragedy](#) in country's history.

WHEREAS: This tragedy is no isolated incident. Turkey has the world's third highest rate of workplace injuries and deaths for mine workers. In 2013, roughly 13,000 miners suffered injuries in the mines. A shocking 1,308 mine workers have been killed in workplace accidents since 2000.

WHEREAS: These accidents are the direct result of policies to increase profits for business and shift all of the risks onto workers. With the privatization of the mining sector, there has been a rapid decline in workplace safety. The widespread use of labour subcontracting is one of the reasons for the decline, as subcontractors fail to provide the necessary training or equipment to workers and refuse to observe occupational health and safety measures in the workplace. Most of the Soma miners were unregistered workers barely earning the minimum wage.

WHEREAS: At the same time, the government has made no effort to ensure that the mines are adequately inspected to ensure safety. In light of the high number of deaths and injuries in the mining sector, the government's attitude is reckless and unacceptable. Turkey's labour ministry claims that the mine had been inspected eight times since 2012, most recently in March 2014, and said it was in compliance with the law. Given the horrific explosion, it is obvious that these inspections were, irregular, ineffective and deceiving. If the inspections had been carried out properly, it is likely that our brothers would still be alive today.

WHEREAS: The government has rejected a parliamentary inquiry into the high number of occupational accidents and poor security measures in the Soma district.

WHEREAS: Less than 24 hours after the tragedy, Prime Minister displayed complete contempt for the fallen workers and their families and dismissed the public outrage explaining that "these accidents are usual." As evidence, he cited mine disasters, some

from over a century ago, in other countries as a reason not to be concerned about the Soma disaster.

WHEREAS: In Soma, the Government have banned demonstrations. On Friday, police clashed with protestors, using rubber bullets, tear gas and water cannons. Police have subsequently set up checkpoints and detained dozens including union representatives and lawyers on Saturday.

WHEREAS: Brother Kani Beko, President of DISK, was unable to attend the ITUC Congress as he was hospitalised when police attacked him during a rally held in İzmir for Soma victims.

WHEREAS: For years, the government has shown contempt for workers and unions, and has engaged in harsh anti-union campaign, repeatedly violating the rights of workers to freely associate, to organize and to bargain collectively.

AND RECALLING THAT: Workers in many other countries have suffered workplace injury or death because of government and employer recklessness, brought about by privatization, de-regulation and/or absent law enforcement.

WE THEREFORE CALL ON THE GOVERNMENT:

To ensure the full respect for health and safety legislation through frequent and competent mine inspections

To stop immediately the attack on trade unions

WE THEREFORE CALL ON SOMA HOLDINGS:

To end the practice of subcontracting, which leads to the violation of workers' rights

To ensure that all workers are properly trained and have all necessary safety equipment

WE COMMIT:

To standing with our brothers and sisters in Turkey to make sure that those responsible for the this catastrophe are brought to justice

To join with the ITUC to campaign for the respect of trade union rights in Turkey

To send a high level mission to Turkey in order to monitor the process and support our affiliates in Turkey.

To work in all countries to ensure that health and safety laws are in compliance with international norms and are effectively enforced.

To fight against precarious work, which is an important driver of workplace injury and deaths

To fight against any system that puts profits before people



INTERNATIONAL TRADE UNION CONFEDERATION

3rd WORLD CONGRESS

Berlin, 18 – 23 May 2014

CREDENTIALS COMMITTEE**FIRST REPORT**

1. In accordance with Article XV(a) of the ITUC Constitution, the 15th Executive Bureau held in Brussels on 2-3 April 2014, appointed on behalf of the General Council, a Credentials Committee of seven members, subject to ratification by Congress, as follows:

Ruth Coelho Montero	FS, Brazil
G Sanjeeva Reddy	INTUC, India
Mohammad Haniff Peerum	MLC, Mauritius
Natalia Klimova	FNPR, Russia
Eva Nordmark	TCO, Sweden
Liz Shuler	AFL-CIO, USA
Leonard Hikaumba	ZCTU, Zambia

2. The General Secretary appointed Nelson de Macedo as Secretary of the Committee and Petra Winkler as his assistant.

3. The first meeting of the Credentials Committee was held on Sunday 18 May at 11:45 and was attended by G Sanjeeva Reddy, Natalia Klimova, Eva Nordmark, Liz Shuler and Leonard Hikaumba. Uma Nagendramani and Thomas Janson assisted as advisors to G. Sanjeeva and Eva Nordmark respectively.

4. The Committee elected Eva Nordmark as Chairperson and Rapporteur of the Committee.

5. The second meeting of the Credentials Committee is scheduled to take place on Monday 19 May at 10:00.

6. **Congress is requested to ratify the membership of the Credentials Committee.**



3rd WORLD CONGRESS

Berlin, 18 – 23 May 2014

CREDENTIALS COMMITTEE

SECOND REPORT

1. The Credentials Committee, which met on Monday, 19 May at 10:00, hereby submits its second report to the Plenary session of the Congress. The meeting was attended by Ruth Coelho Montero, Mohammud Haniff Peerun, Natalia Klimova, Eva Nordmark, Liz Shuler (partly, due to other commitments), Leonard Hikaumba. Teresa Casertano participated as a substitute for Liz Shuler during her absence and Thomas Janson acted as an advisor to Eva Nordmark.

Eligibility of candidates for the post of General Secretary

2. The Committee examined the eligibility of the two candidates for the post of General Secretary and found that both were eligible. The nominations received at the close of nominations for the position of General Secretary are as follows:

a) Jim Baker, nominated by two organisations from one country, i.e.:

Country	Organisation
Benin	CSA
Benin	UNSTB

b) Sharan Burrow, nominated by 78 organisations from 65 countries, i.e.

Country	Organisation
Angola	UNTA CS
Argentina	CTA
Argentina	CGT
Australia	ACTU
Austria	ÖGB
Bahrain	GFBTU
Bangladesh	BMSF
Bangladesh	BLF
Bangladesh	JSL
Barbados	BWU
Belarus	BKDP
Belgium	ACV CSC
Belgium	ABVV FGTB
Brazil	CUT
Brazil	CNPL
Bulgaria	CITUB
Canada	CLC
Central African Republic	CSTC

Colombia	CGT
Colombia	CTC
Congo	COSYLAC
Costa Rica	CMTC
Czech Republic	CMKOS
Denmark	LO
Dominican Republic	CNTD
Dominican Republic	CNUS
Dominican Republic	CASC
El Salvador	CATS
Fiji	FTUC
Finland	SAK
Finland	STTK
France	CGT FO
Germany	DGB
Great Britain	TUC
Guatemala	CUSG
Guinea	ONSLG
Honduras	CUTH
Hong Kong	HKCTU
Hungary	MSZOSZ
Iceland	ASI
Indonesia	KSBSI
Indonesia	KSPI CITU
Ivory Coast	UGTCI
Jordan	GFJTU
Kenya	COTU
Kosovo	BSPK
Madagascar	FMM
Mali	CSTM
Mauritania	CGTM
Mexico	CTM
Moldova	CNSM
Netherlands	FNV
Nepal	GEFONT
Nepal	ANTUF
New Zealand	NZCTU
Nicaragua	CUS
Norway	LO
Palestine	PGFTU
Panama	CS
Panama	CTRP
Paraguay	CUT Autentica
Peru	CUT
Poland	SOLIDARNOSC
Poland	OPZZ
Republic of Korea	FKTU
Republic of Korea	KCTU
Senegal	CNTS
Sierra Leone	SLLC
South Africa	COSATU
Spain	USO
Sweden	LO
Tanzania	TUCTA

Togo	CSTT
Tunisia	UGTT
USA	AFL CIO
Venezuela	ASI
Zambia	ZCTU
Zimbabwe	ZCTU

c) Two nominations for Sharan Burrow were received after the deadline, i.e. from HMS, India, and UGT, Spain.

Auditors

3. In accordance with Article XXXV(a) of the ITUC Constitution, three auditors have to be elected. The following nominations have been received:

Received from	Nomination
Belgium, FGTB	Mr Christian Laenen
Brazil, CNPL	Mr Luis Eduardo Gallo
Cambodia, CCTU	Mr Chuon Monthol
Finland, STTK	Mr Kjell Ahlberg
Great Britain, TUC	Mr Kjell Ahlberg
Indonesia, KSBSI	Mr Reckson Silaban
Iceland, ASI	Mr Kjell Ahlberg
Madagascar, FISEMARE	Ms Priscilla Sendralalala Razafimandimby
Norway, UNIO	Mr Kjell Ahlberg
Norway, YS	Mr Kjell Ahlberg
Senegal, UDTS	Ms Marième Ba Konate
South Africa, COSATU	Ms Freda Ossthuysen
Sweden, LO	Mr Kjell Ahlberg
Sweden, TCO	Mr Kjell Ahlberg
USA, AFL-CIO	Mr Robert Roach

4. In line with the proposal made by the 12th General Council meeting, the Credentials Committee therefore proposed to submit to Congress the following nominations for the three auditors:

- Mr Kjell Ahlberg LO, Sweden
- Ms Freda Oosthuysen COSATU, South Africa
- Mr Robert Roach AFL-CIO, USA

**FIRST UPDATE ON PARTICIPATION AT CONGRESS
WITH REGARD TO GENDER PARITY**

5. Concerning the member organisation Self-Employed Women's Association, SEWA, India, the Committee decided that since it was affiliated to the ITUC as an organisation composed of women workers, its delegation should be credentialed to Congress.

6. The Committee decided to have its next meeting at 10:00 on 20 May.



INTERNATIONAL TRADE UNION CONFEDERATION

3rd WORLD CONGRESS

Berlin, 18 – 23 May 2014

CREDENTIALS COMMITTEE**THIRD REPORT**

1. The Credentials Committee, which met at 10:00 on 20 May, hereby submits its third report to the Plenary session of the Congress. The meeting was attended by Ruth Coelho Montero, Mohammad Haniff Peerun, Natalia Klimova, Eva Nordmark, Leonard Hikaumba. Teresa Casertano (as substitute for Liz Shuler) and G. Sanjeeva Reddy. Furthermore, Uma Nagendramani and Thomas Janson attended as advisors to G. Sanjeeva Reddy and Eva Nordmark respectively.

PARTICIPATION AT CONGRESS: Provisional Report

2. The Committee has pleasure in reporting that out of a total of 325 organisations from 161 countries and territories, with a total paying membership as at today of 123 million, 257 organisations representing 135 countries and territories with a membership of 119million, are represented by 716 delegates accompanied by 164 persons acting as advisers, secretaries and interpreters. 157 observers from affiliated organisations are also present. This brings the total attendance from affiliated organisations to 1037.

3. At the 3rd World Congress, 403 women participants from affiliated organisations are in attendance, of which 296 are delegates, 50 advisers, secretaries and interpreters and 57 observers. The percentage of women delegates is 41%.

4. 9 Global Union Federations sent 25 representatives, 3 advisers and 18 observers to the Congress.

5. A list showing representation registered on 20 May at the Congress as well as affiliated organisations' membership and delegates' entitlement is available.

GENDER PARITY AND AFFILIATION FEES

6. The Credentials Committee noted that the Constitution requires member organisations to select their delegations taking into account the aim of achieving gender parity. Arising from its communications with member organisations on this matter for the purpose of preparing the registration of delegates, the ITUC made changes to the status of delegates prior to Congress. The Committee also noted that the percentage of women delegates had decreased by 3 percent compared to previous Congress. Although the figures presented are provisional, the Committee underlines that the pattern they reflect is alarming.

7. The Committee took note that so far there were no outstanding affiliation fee issues to resolve, given that such issues had been handled by the secretariat. Consequently, all participating member organisations had fulfilled their constitutional obligation.

8. The fourth meeting of the Credentials Committee is scheduled to take place at 09:30 on Wednesday, 21 May.



INTERNATIONAL TRADE UNION CONFEDERATION

3rd WORLD CONGRESSBerlin, 18 – 23 May 2014

CREDENTIALS COMMITTEE**FOURTH REPORT**

1. The Credentials Committee, which met on 21 May, hereby submits its fourth report to the Plenary session of the Congress. The meeting was attended by all members. Uma Nagendramani, Thomas Janson and Teresa Casertano acted as advisers to G. Sanjeeva Reddy, Eva Nordmark and Liz Shuler respectively.

PARTICIPATION AT CONGRESS

2. The Committee has pleasure in reporting that out of a total of 325 organisations from 161 countries and territories, with a total paying membership as at today of 123 million, 262 organisations representing 135 countries and territories with a membership of 120 million, are represented by 788 delegates accompanied by 170 persons acting as advisers, secretaries and interpreters. 174 observers from affiliated organisations are also present. This brings the total attendance from affiliated organisations to 1132.

3. At the 3rd World Congress, 440 women participants from affiliated organisations are in attendance, of which 331 are delegates, 62 advisers, secretaries and interpreters and 47 observers. The percentage of women delegates is 42 %.

4. 9 Global Union Federations sent 26 representatives, 3 adviser and 22 observers to the Congress. 6 associated organisations from 6 countries sent 9 observers.

5. It is reported that observers and representatives from non-affiliated trade union organisations, international or regional trade union organisations, other international non-governmental organisations, national non-governmental organisations and institutions, as well as inter-governmental organisations are represented as follows:

	<u>Countries</u>	<u>Organisations</u>	<u>Observers</u>
Non-affiliated trade union organisations in Africa, Asia and the Pacific, Europe/N.I.S.and Americas	11	12	23
International or regional trade union organisations	7	8	22
Other international non-governmental organisations	5	5	25
National non-governmental organisations and institutions	3	3	3
Inter-governmental organisations	3	5	10

6. Also attending the Congress are 2 ITUC auditors.

7. A list showing representation registered on 21 May at the Congress, as well as affiliated organisations' membership and delegates' entitlement is available. An updated list will be issued if this becomes necessary.

GENDER PARITY AND AFFILIATION FEES

8. The Committee reports that all delegations of affiliated organisations have reached gender parity in accordance with the statutory rules of the Confederation.

9. The Committee noted that no outstanding affiliation fee issues were brought to its consideration, given that such issues had been handled by the secretariat prior and during Congress. Therefore, the Committee concluded with pleasure that all participating member organisations had fulfilled their constitutional obligation.

10. The Committee would like to inform Congress on the current status of participation to the Congress (latest update of 21 May at 18:00) with a list of all delegations totally in order with their financial and gender parity obligations and hence with full representation and voting rights (Appendix I).

11. The fifth meeting of the Credentials Committee is scheduled to take place at 14:00 on 22 May.

Afganistan	National Union of Afghanistan Workers and Employees (NUAWE)
Albania	Confederation of the Trade Unions of Albania (KSSH)
Albania	Union of the Independent Trade Unions of Albania (BSPSH)
Algeria	Union Générale des Travailleurs Algériens (UGTA)
Angola	Central Geral de Sindicatos Independentes e Livres de Angola (CGSILA)
Angola	União Nacional dos Trabalhadores de Angola (UNTA-CS)
Argentina	Central de los Trabajadores Argentinos (CTA)
Argentina	Confederación General del Trabajo de la República Argentina (CGT)
Armenia	Confederation of Trade Unions of Armenia (KPA)
Aruba	Federacion di trahadornan di Aruba (FTA)
Australia	Australian Council of Trade Unions (ACTU)
Austria	Österreichischer Gewerkschaftsbund (ÖGB)
Azerbaijan	Azərbaycan Həmkarlar İttifaqları Konfederasiyası (AHİK)
Bahrain	General Federation of Bahrain Trade Unions (GFBTU)
Bangladesh	Bangladesh Free Trade Union Congress (BFTUC)
Bangladesh	Bangladesh Jatyatabadi Sramik Dal (BJSJ)
Bangladesh	Bangladesh Labour Federation (BLF)
Bangladesh	Bangladesh Mukto Sramik Federation (BMSF)
Bangladesh	Bangladesh Sanjukta Sramik Federation (BSSF)
Bangladesh	Jatio Sramik League (JSL)
Barbados	Barbados Workers' Union (BWU)
Belarus	Belarusian Congress of Democratic Trade Unions (BKDP)
Belgium	Centrale générale des Syndicats libéraux de Belgique (CGSLB)
Belgium	Confédération des Syndicats Chrétiens (CSC-ACV)
Belgium	Fédération Générale du Travail de Belgique (FGTB)
Benin	Confédération des Organisations Syndicales Indépendantes du Bénin (COSI)
Benin	Confédération des Syndicats Autonomes du Bénin (CSA)
Benin	Confédération Générale des Travailleurs du Bénin (CGTB)
Benin	Union Nationale des Syndicats des Travailleurs du Bénin (UNSTB)
Botswana	Botswana Federation of Trade Unions (BFTU)
Brazil	Central Única dos Trabalhadores (CUT)
Brazil	Confederação Nacional das Profissões Liberais (CNPL)
Brazil	Força Sindical (FS)
Brazil	União Geral dos Trabalhadores Brasil (UGT)
Bulgaria	Confederation of Independent Trade Unions of Bulgaria (KNSB) (CITUB)
Bulgaria	Confederation of Labour PODKREPA (PODKREPA)
Burkina Faso	Confédération Nationale des Travailleurs Burkinabé (CNTB)
Burkina Faso	Confédération Syndicale Burkinabé (CSB)
Burkina Faso	Organisation Nationale des Syndicats Libres (ONSL)
Burkina Faso	Union Syndicale des Travailleurs du Burkina (USTB)
Burundi	Confédération des Syndicats du Burundi (COSYBU)
Burundi	Confédération Syndicale du Burundi (CSB)
Cambodia	Cambodia Confederation of Trade Unions (CCTU) (CCTU)
Cambodia	Cambodian Confederation of Unions (CCU)
Cambodia	Cambodian Labor Confederation (CLC)
Cameroon	Centrale Syndicale du Secteur Public (CSP)
Cameroon	Confédération des Syndicats Autonomes du Cameroun (CSAC)
Cameroon	Confédération Syndicale des Travailleurs du Cameroun (CSTC)
Cameroon	Unions des Syndicats Libres du Cameroun (USLC)
Canada	Canadian Labour Congress / Congrès du Travail du Canada (CLC-CTC)
Canada	Centrale des Syndicats Démocratiques (CSD)
Canada	Confédération des Syndicats Nationaux (CSN)
Cape Verde	União Nacional dos Trabalhadores de Cabo Verde - Central Sindical (UNTC-CS)
Central African Republic	Confédération Syndicale des Travailleurs de Centrafrique (CSTC)
Chad	Confédération Libre des Travailleurs du Tchad (CLTT)
Chad	Union des Syndicats du Tchad (UST)
Chile	Central Autónoma de Trabajadores de Chile (CAT)
Chile	Central Unitaria de Trabajadores de Chile (CUT)
Colombia	Central Unitaria de Trabajadores (CUT)
Colombia	Confederación de Trabajadores de Colombia (CTC)
Colombia	Confederación General del Trabajo (CGT)
Comoros	Confédération des Travailleuses et Travailleurs des Comores (CTTC)
Congo	Confédération des Syndicats Libres et Autonomes du Congo (COSYLAC)
Congo	Confédération Syndicale Congolaise (CSC)
Congo	Confédération Syndicale des Travailleurs du Congo (CSTC)

Congo, Democratic Rep. of	Confédération Démocratique du Travail (CDT)
Congo, Democratic Rep. of	Union Nationale des Travailleurs du Congo (UNTC)
Cook Islands	Cook Islands Workers Association Inc. (CIWA)
Costa Rica	Central del Movimiento de Trabajadores Costarricenses (CMTC)
Costa Rica	Confederación de Trabajadores Rerum Novarum (CTRN)
Côte d'Ivoire	Confédération Ivoirienne des syndicats libres (CISL-DIGNITE)
Côte d'Ivoire	Fédération des Syndicats Autonomes de Côte d'Ivoire (FESACI)
Côte d'Ivoire	Union Générale des Travailleurs de Côte d'Ivoire (UGTCI)
Croatia	Independent Trade Unions of Croatia - Nezavisni Hrvatski Sindikati (NHS)
Croatia	Union of Autonomous Trade Unions of Croatia (UATUC)
Cyprus	Cyprus Turkish Trade Unions Federation (TÜRK-SEN)
Cyprus	Cyprus Workers' Confederation (SEK)
Cyprus	Democratic Labour Federation of Cyprus (DEOK)
Czech Republic	Czech-Moravian Confederation of Trade Unions (CMKOS)
Denmark	Funktionærernes og Tjenestemaendenes Faellesrad (FTF)
Denmark	Landsorganisationen i Danmark (LO)
Djibouti	Union Djiboutienne du Travail (UDT)
Dominican Republic	Confederación Autónoma Sindical Clasista (CASC)
Dominican Republic	Confederación Nacional de Trabajadores Dominicanos (CNTD)
Dominican Republic	Confederación Nacional de Unidad Sindical (CNUS)
Egypt	Egyptian Democratic Labour Congress (EDLC)
Egypt	Egyptian Federation of Independent Trade Unions (EFITU)
El Salvador	Central Autónoma de Trabajadores Salvadoreños (CATS)
El Salvador	Confederación Sindical Trabajadoras y Trabajadores de El Salvador (CSTS)
Eritrea	National Confederation of Eritrean Workers (NCEW)
Estonia	Confederation of Estonian Trade Unions (EAKL)
Ethiopia	Confederation of Ethiopian Trade Unions (CETU)
Fiji	Fiji Trades Union Congress (FTUC)
Finland	Confederation of Unions for Professional and Managerial Staff in Finland (AKAVA)
Finland	Finnish Confederation of Professionals (STTK)
Finland	Suomen Ammattiliittojen Keskusjärjestö (SAK)
France	Confédération Française Démocratique du Travail (CFDT)
France	Confédération Française des Travailleurs Chrétiens (CFTC)
France	Confédération Générale du Travail (CGT)
France	Confédération Générale du Travail - Force Ouvrière (CGT-FO)
Gabon	Confédération Gabonaise des Syndicats Libres (CGSL)
Georgia	Georgian Trade Union Confederation (GTUC)
Germany	Deutscher Gewerkschaftsbund (DGB)
Ghana	Ghana Federation of Labour (GFL)
Ghana	Ghana Trades Union Congress (GTUC)
Great Britain	Trades Union Congress (TUC)
Greece	Greek General Confederation of Labour (GSEE)
Guatemala	Central General de Trabajadores de Guatemala (CGTG)
Guatemala	Confederación de Unidad Sindical de Guatemala (CUSG)
Guatemala	Unión Sindical de Trabajadores de Guatemala (UNSITRAGUA)
Guinea	Confédération Nationale de Travailleurs de Guinée (CNTG)
Guinea	Organisation Nationale des Syndicats Libres de Guinée (ONSLG)
Guinea	Union Syndicale des Travailleurs de Guinée (USTG)
Haiti	Confédération des Travailleurs des Secteurs Public & Privé (CTSP)
Haiti	Confédération des Travailleurs Haïtiens (CTH)
Haiti	Coordination Syndicale Haïtienne (CSH)
Honduras	Confederación de Trabajadores de Honduras (CTH)
Honduras	Confederación Unitaria de Trabajadores de Honduras (CUTH)
Hong Kong SAR, China	Hong Kong Confederation of Trade Unions (HKCTU)
Hungary	Democratic League of Independent Trade Unions (LIGA)
Hungary	Magyar Szakszervezetek Szövetsége (MSZSZ)
Hungary	National Federation of Workers' Councils (MOSZ)
Iceland	Alþýðusamband Islands (Icelandic Confederation of Labour) (ASI)
Iceland	Bandalag Starfsmanna Ríkis og Baeja (BSRB)
India	Hind Mazdoor Sabha (HMS)
India	Indian National Trade Union Congress (INTUC)
India	Self-Employed Women's Association (SEWA)
Indonesia	Confederation of Indonesian Trade Unions (CITU) (KSPI/CITU)
Indonesia	Konfederasi Serikat Buruh Sejahtera Indonesia (KSBSI)
Ireland	Irish Congress of Trade Unions (ICTU)
Israel	General Federation of Labour in Israel (HISTADRUT)

Italy	Confederazione Generale Italiana del Lavoro (CGIL)
Italy	Confederazione Italiana Sindacati Lavoratori (CISL)
Italy	Unione Italiana del Lavoro (UIL)
Japan	Japanese Trade Union Confederation (JTUC-Rengo)
Jordan	General Federation of Jordanian Trade Unions (GFJTU)
Kenya	Central Organisation of Trade Unions (COTU(K))
Korea, South	Federation of Korean Trade Unions (FKTU)
Korea, South	Korean Confederation of Trade Unions (KCTU)
Kosovo	Bashkimi I Sindikatave të Pavarura të Kosovës (BSPK)
Latvia, Republic of	Free Trade Union Confederation of Latvia (LBAS)
Liechtenstein	Liechtensteinischer ArbeitnehmerInnen- verband (LANV)
Lithuania, Republic of	Lithuanian Trade Union "SOLIDARUMAS" (LPSS)
Lithuania, Republic of	Lithuanian Trade Union Confederation (LPSK)
Luxembourg	Confédération Syndicale Indépendante du Luxembourg (OGBL)
Luxembourg	Lëtzebuurger Chrëschtliche Gewerkschafts-Bond (LCGB)
Macedonia, The Former Yugoslav Rep. of	Federation of Trade Unions of Macedonia (CCM)
Macedonia, The Former Yugoslav Rep. of	Union of Independent and Autonomous Trade Unions of Macedonia (UNASM)
Madagascar	Confédération des Syndicats des Travailleurs Malagasy Révolutionnaires (FISEMARE)
Madagascar	Firaisan'ny Sendikan'ny Mpiasan'ny Madagasikara (FI.SE.MA.)
Madagascar	Fivondronamben'ny Mpiasa Malagasy Confédération des Travailleurs Malgaches (FMM)
Madagascar	Sendika Krisitianina Malgasy - Conf. Chrétienne des Syndicats Malgaches (SEKRIMA)
Madagascar	Union des Syndicats Autonomes du Madagascar (USAM)
Malawi	Malawi Congress of Trade Unions (MCTU)
Malaysia	Malaysian Trades Union Congress (MTUC)
Mali	Confédération Syndicale des Travailleurs du Mali (CSTM)
Mali	Union Nationale des Travailleurs du Mali (UNTM)
Malta	General Workers' Union (GWU)
Mauritania	Confédération Générale des Travailleurs de Mauritanie (CGTM)
Mauritania	Confédération Libre des Travailleurs de Mauritanie (CLTM)
Mauritania	Confédération Nationale des Travailleurs de Mauritanie (CNTM)
Mauritania	Union des Travailleurs de Mauritanie (UTM)
Mauritius	Mauritius Labour Congress (MLC)
Mauritius	Mauritius Trade Union Congress (MTUC)
Mauritius	National Trade Unions Confederation (NTUC)
Mexico	Confederación de Trabajadores de México (CTM)
Mexico	Confederación Revolucionaria de Obreros y Campesinos (CROC)
Mexico	Unión Nacional de Trabajadores (UNT)
Moldova	Confederatia Nationala a Sindicatelor din Moldova (CNSM)
Mongolia	Confederation of Mongolian Trade Unions (CMTU)
Morocco	Confédération Démocratique du Travail (CDT)
Morocco	Union Générale des Travailleurs du Maroc (UGTM)
Morocco	Union Marocaine du Travail (UMT)
Mozambique	Organização dos Trabalhadores de Moçambique (OTM)
Myanmar	Federation of Trade Unions - Myanmar (FTUM)
Namibia	Trade Union Congress of Namibia (TUCNA)
Nepal	All Nepal Federation of Trade Unions (ANTUF)
Nepal	General Federation of Nepalese Trade Unions (GEFONT)
Nepal	Nepal Trade Union Congress (NTUC)
Netherlands	Christelijk Nationaal Vakverbond (CNV)
Netherlands	Federatie Nederlandse Vakbeweging (FNV)
New Zealand	New Zealand Council of Trade Unions (NZCTU)
Nicaragua	Central Sandinista de Trabajadores (CST)
Nicaragua	Confederación de Unificación Sindical (CUS)
Nicaragua	Frente Nacional de los Trabajadores (FNT)
Niger	Confédération Démocratique des Travailleurs du Niger (CDTN)
Niger	Confédération Nigérienne du Travail (CNT)
Niger	Union des Syndicats des Travailleurs du Niger (USTN)
Nigeria	Nigeria Labour Congress (NLC)
Norway	Confederation of Unions for Professionals (Unio)
Norway	Confederation of Vocational Unions (YS)
Norway	Landsorganisasjonen i Norge (LO)
Oman	General Federation of Oman Trade Unions (GFOTU)
Pakistan	Pakistan Workers' Federation (PWF)
Palestine	Palestine General Federation of Trade Unions (PGFTU)
Panama	Central General Autónoma de Trabajadores de Panamá (CGTP)
Panama	Confederación de Trabajadores de la República de Panamá (CTRP)

Panama	Convergencia Sindical (CS)
Paraguay	Central Nacional de Trabajadores (CNT)
Paraguay	Central Unitaria de Trabajadores Auténtica (CUT-A)
Peru	Central Autónoma de Trabajadores del Perú (CATP)
Peru	Central Unitaria de Trabajadores del Perú (CUT)
Philippines	Federation of Free Workers (FFW)
Philippines	Sentro ng mga Nagkakaisa at Progresibong Manggagawa (SENTRO)
Philippines	Trade Union Congress of the Philippines (TUCP)
Poland	Niezalezny Samorządny Związek Zawodowy "Solidarnosc" (NSZZ)
Poland	Ogólnopolskie Porozumienie Związków Zawodowych (OPZZ)
Portugal	União Geral de Trabalhadores (UGT-P)
Romania	Blocul National Sindical (BNS)
Romania	Confederatia Nationala Sindicala Cartel Alfa (Cartel ALFA)
Romania	Confederatia Sindicatelor Democratice din Romania (CSDR)
Romania	Confederatiei Nationale a Sindicatelor Libere din România - CNSLR-FRATIA (CNSLR-FRATIA)
Russian Federation	Confederation of Labour of Russia (KTR)
Russian Federation	Federation of Independent Trade Unions of Russia (FNPR)
Rwanda	Centrale des Syndicats des Travailleurs du Rwanda (CESTRAR)
Rwanda	Congrès du Travail et de la Fraternité au Rwanda (COTRAF)
San Marino	Confederazione Democratica Lavoratori Sammarinesi (CDLS)
San Marino	Confederazione Sammarinese del Lavoro (CSDL)
Sao Tome and Principe	Organização Nacional dos Trabalhadores de São Tomé E Príncipe -Central Sindical (ONTSTP-CS)
Sao Tome and Principe	União Geral de Trabalhadores de São Tomé e Príncipe (UGT-STP)
Senegal	Confédération des Syndicats Autonomes du Sénégal (CSA)
Senegal	Confédération Nationale des Travailleurs du Sénégal (CNTS)
Senegal	Union Démocratique des Travailleurs du Sénégal (UDTS)
Senegal	Union Nationale des Syndicats Autonomes du Sénégal (UNSAS)
Serbia	Confederation of Autonomous Trade Unions of Serbia (CATUS)
Serbia	Ujedinjeni Granski Sindikati Nezavisnost (NEZAVISNOST)
Sierra Leone	Sierra Leone Labour Congress (SLLC)
Singapore	National Trades Union Congress (NTUC)
South Africa	Confederation of South African Workers' Unions (CONSAWU)
South Africa	Congress of South African Trade Unions (COSATU)
South Africa	Federation of Unions of South Africa (FEDUSA)
Spain	Confederación Sindical de Comisiones Obreras (CC.OO.)
Spain	Unión General de Trabajadores (UGT)
Spain	Unión Sindical Obrera (USO)
Spain Basque Country	Euskal Sindikatua ELA (ELA)
Sri Lanka	National Trade Union Federation (NTUF)
Swaziland	Trade Union Congress of Swaziland (TUCOSWA)
Sweden	Landsorganisationen i Sverige (LO)
Sweden	Sveriges Akademikers Centralorganisation (SACO)
Sweden	Tjänstemännens Centralorganisation (TCO)
Switzerland	Schweizerischer Gewerkschaftsbund / Union syndicale suisse (SGB)
Taiwan	Chinese Federation of Labour (CFL)
Tanzania	Trade Unions' Congress of Tanzania (TUCTA)
Thailand	Labour Congress of Thailand (LCT)
Thailand	State Enterprises Workers' Relations Confederation (SERC)
Thailand	Thai Trade Union Congress (TTUC)
Togo	Confédération Nationale des Travailleurs du Togo (CNNT)
Togo	Confédération Syndicale des Travailleurs du Togo (CSTT)
Togo	Union Nationale des Syndicats Indépendants du Togo (UNSIIT)
Tunisia	Union Générale Tunisienne du Travail (UGTT)
Turkey	Devrimci İşçi Sendikaları Konfederasyonu (DISK)
Turkey	Kamu Emekçileri Sendikaları Konfederasyonu (KESK)
Turkey	Türkiye Hak İşçi Sendikaları Konfederasyonu (HAK-IS)
Turkey	Türkiye İşçi Sendikaları Konfederasyonu (TÜRK-IS)
Uganda	National Organisation of Trade Unions (NOTU)
Ukraine	Confederation of Free Trade Unions of Ukraine (KVPU)
Ukraine	Federation of Trade Unions of Ukraine (FPU)
USA	American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)
Venezuela	Alianza Sindical Independiente (ASI)
Venezuela	Confederación de Trabajadores de Venezuela (CTV)
Zambia	Zambia Congress of Trade Unions (ZCTU)
Zimbabwe	Zimbabwe Congress of Trade Unions (ZCTU)

**3rd WORLD CONGRESS**Berlin, 18 – 23 May 2014

CREDENTIALS COMMITTEE**FIFTH REPORT**

1. The Credentials Committee, which met on 22 May, hereby submits its fifth and final report to the Plenary session of the Congress. The meeting was attended by Ruth Coelho Montero, G. Sanjeeva Reddy, Natalia Klimova, Eva Nordmark, Liz Shuler and Leonard Hikaumba. Uma Nagendramani and Thomas Janson acted as advisers to G. Sanjeeva Reddy and Eva Nordmark.

GENDER PARITY

2. In view of the fact that the percentage of women delegates had decrease compared to previous Congress, the Committee underlined that women's participation at all levels of the Confederation must be reinforced. The Committee consequently requested that the General Council put into effect suitable methods to reach gender targets, in accordance with relevant statutory provisions.

3. Regarding in particular the aim of actively promoting gender parity in the General Council, the Committee examined the proposed composition of the Council. The Committee is of the opinion that each region shall set a target for 40% women's membership on the Council after next Congress. Accordingly, the Committee recommended that the General Council take the necessary measures to enable the achievement of that target.

YOUTH PARTICIPATION

4. The Committee is pleased to inform that youth participation at Congress was as follows: 148 delegates out of a total of 788, i.e., 19%, 7 advisers, secretaries and interpreters and 6 observers.

ELECTION PROCEDURE

5. Taking into account the election procedure carried out at Congress, the Committee is of the view that further clarification of the statutory rules are essential in the event of future elections. As a result, it is proposed that the rules be

reconsidered before next Congress, in such way that gender parity requirements and intentions are provided for and that the rules are clearly defined.

GENERAL COUNCIL

With reference to the Article XIX of the ITUC Constitution on the composition of the General Council and in accordance with Article XV(c) (iv), the Credentials Committee examined the nominations submitted by the different areas for the elections to the General Council and agreed the nominations to be submitted to Congress (see Appendix).

On behalf of the Credentials Committee, the above report is submitted for adoption by the Congress.

FIN/NDM – 22 May 2014

GENERAL COUNCIL

Chairperson: – President

Africa

1. Mr Hassine Abassi (Tunisia – UGTT)	Open (Algeria)	Ms Nebghouha Abdellahi (Mauritania UTM)	(1)(2)
		Ms Aminata Salem (Mauritania – CNTM)	(3) (4)
2. Ms Amal El Amri (Morocco – UMT)	Ms El Galhi Kenza (Morocco- UGTM)	Mr Ould Beye Samory (Mauritania – CLTM)	(1) (2)
		Mr Mamadou Niang (Mauritania – CGTM)	(3)(4)
3. Mr Omar Abdulwhed I. (Nigeria – NLC)	Mr Kofi Asamoah (Ghana – TUC)	Mr Max Conteh (Sierra Leone – SLLC)	
4. Ms Sanou Setou Ouattara (Burkina Faso – CNTB)	Mr Mamadou Sako (Niger – CNT)	Open (woman) (Togo, CNTT)	
5. Mr Mody Guiro (Senegal – CNTS)	Ms Kadiatou Bah (Guinee – USTG)	Mr Júlio Ascensão Silva (Cape Verde – UNTC-CS)	
6. Mr Modeste Ndongala (Congo DR - UNTC)	Ms Adjoudji Gueme (Chad – UST)	Mr Daniel Mongo (Congo – CSC)	
7. Mr Francis Atwoli (Kenya – COTU(K))	Mr Peter Christopher Werikhe (Uganda - NOTU)	Ms Dativa Mukaruzima (Rwanda - CESTRAR)	
8. Ms Rambelohantsoa Simone Bernadette (Madagascar – SEKRIMA)	Mr Tharcisse Gahungu (Burundi – COSYBU)	Mr Salim Solaimana (Comores – CTTC)	
9. Mr Zwelinzima Vavi (South Africa – COSATU)	Mr Barnes Dlamini (Swaziland –TUCOSWA)	Open (woman) (Malawi - MCTU)	
10. Ms Martle Keyter (South Africa – FEDUSA)	Ms Miriam Katumba (Zimbabwe – ZCTU)	Open (Botswana – BFTU)	
11. Ms Maria F. Carvalho Francisco (Angola – UNTA-CS)	Open (woman) (Zambia – ZCTU)	Open(woman) (Mozambique – OTM)	

Americas

1. Mr Hassan Yussuf (Canada – CLC)	Ms Barbara Byers (Canada - CLC)	Mr Lucien Royer (Canada – CLC)	
2. Mr Daniel Boyer (Canada - CLC)	Mr Jacques Letourneau (Canada – CSN)	Open (Woman) (Canada – CSD)	
3. Mr Richard Trumka (USA – AFLCIO)	Mr Tefere Gebre (USA – AFLCIO)	Ms Cathy Feingold (USA – AFLCIO)	
4. Ms Liz Shuler (USA – AFLCIO)	Ms Randi Weingarten (USA – AFLCIO)	Open (USA – AFLCIO)	
5. Mr Joe Hansen (USA – AFLCIO)	Mr Thomas Buffenbarger (USA – AFLCIO)	Mr Jim Boland (USA – AFLCIO)	
6. Mr Rafael Abreu (Dominican Republic- CNUS)	Mr José Antonio Zepeda (Nicaragua – FNT)	Ms Imelda Lopez (Guatemala - CGTG)	
7. Mr Marvin Rodriguez (Costa Rica – CTRN)	Open (Woman) (Panama - Convergencia Sindical)	Mr Rafael Chavarria (Panama – CTRP)	
8. Ms Maria Magdalena Marmol (El Salvador – CATS)	Mr Hildebrando Baltodano (Nicaragua – CUS)	Mr Rene Fuentes (Honduras – CTH)	

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9. Ms Graciela Larios Rivas (Mexico – CTM)	Mr Jose Olvera (Mexico – UNT)	Mr Hugo Rendon (Mexico – CROC)
10. Ms Toni Moore (Barbados - BWU)	Mr Carlo Napoleon (Haiti – CSH)	Mr Joe Rudolf Geerman (Aruba - FTA)
11. Mr Julio Roberto Gomez (Colombia – CGT)	Ms Rosa Flerez (Colombia - CTC)	Mr Miguel Morantes (Colombia – CTC)
12. Mr Julio Cesar Bazan (Peru – CUT)	Mr Carlos Navarro (Venezuela – ASI)	Open (Women) (Ecuador – CSE)
13. Open (Woman) (Colombia – CUT)	Ms Paola Aliaga (Peru - CATP)	Mr José Elias Torres (Venezuela – CTV)
14. Mr Joao Antonio Felicio (Brazil – CUT)	Ms Maria Terezinha Oscar Govinastki (Brazil – CNPL)	Mr Abraham Armijo (Chile – CAT)
15. Ms Monica Mata Roma (Brazil – UGT)	Mr Luiz Carlos Motta (Brazil – UGT)	Ms Cassia Bufelli (Brazil – UGT)
16. Mr Nilton Souza (Brazil- Força Sindical)	Mr Adolfo Aguirre (Argentina – CTA)	Ms Ana Maria Nuñez (Argentina – CGT)
17. Ms Gerardo Martinez (Argentina – CGT)	Mr Juan Carlos Schmitt (Argentina – CGT)	Mr Juan Torales (Paraguay – CNT)
18. Ms Barbara Figueroa (Chile – CUT)	Ms Graciela Congo (Paraguay – CUT-A)	Ms Nair Goulart (Brazil – Força Sindical)

Asia – Pacific

1. Mr Nobuaki Koga (Japan – JTUC-Rengo)	Mr Rikio Kozu (Japan – JTUC-Rengo)	Mr Shoya Yoshida (Japan – JTUC-Rengo)
2. Ms Naomi Okamoto (Japan – JTUC-Rengo)	Ms Michiyo Nambu (Japan – JTUC-Rengo)	Ms Akiko Okubo (Japan – JTUC-Rengo)
3. Mr Kim Dong-Man (Korea – FKTU)	Ms Otgontungalag Tsevel (Mongolia – CMTU)	Mr Amgalanbaatar Khayankhyarva (Mongolia – CMTU)
Ms Ryu Mi-Kyung (Korea – KCTU)	(1)	(1)
Ms Lee In-Duk (Korea – FKTU)	(2)	(2)
Mr Shin Seung-Chul (Korea – KCTU)	(3)	(3)
Ms Hsieh Hsiu Ying (Taiwan – CFL)	Mr Chen Jui (Taiwan – CFL)	Ms Sally Choi (Hong Kong – HKCTU)
Mr Lee Cheuk Yan (Hong Kong – HKCTU)	(2)	(2)
Mr Chen Jui (Taiwan – CFL)	(3)	(3)
Ms Cheung Lai-Ha (Hong Kong – HKCTU)	(4)	(4)
5. Mr John De Payva (Singapore – NTUC)	Mr Pongthiti Pongsilamanee (Thailand – SERC)	Open (Philippines – FFW)
		(1) (2)
		Open (Philippines – SENTRO)
		(3) (4)
6. Mr Cedric R. Bagtas (Philippines – TUCP)	Mr Maung Maung (Myanmar – FTUM)	Open (Cambodia)
Mr N. Gopal Kishnam (Malaysia – MTUC)	(1) (2)	
7. Ms Prihanani Boenadi (Indonesia – CITU/KSPI)	Ms Afrileston Sulistri (Indonesia – KSBSI)	Ms Azura Bte Ahmad Sukir (Malaysia – MTUC)
Ms Afrileston Sulistri (Indonesia – KSBSI)	(1) (3)	
Ms Prihanani Boenadi (Indonesia – CITU/KSPI)	(2) (4)	

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8.	Mr G. Sanjeeva Reddy (India – INTUC)	Open (Bangladesh)	Mr Harbhajan Singh Sidhu (India – HMS)
9.	Mr Mohammad Zahoor Awan (Pakistan – PWF)	Mr K. Velayudam (Sri Lanka – NTUF)	Open (woman) (Nepal)
10.	Ms Jyotiben Macwan (India – SEWA)	Open (woman) (Nepal)	Mr Maroof Qaderi (Afghanistan - NUAWA)
11.	Mr Shaher Sae'd (Palestine – PGFTU)	Mr Abdullah Mohammed Hussain (Bahrain – GFBTU)	Ms Ayda Al Hashmi (Oman - GFOTU)
12.	Mr Ergün Atalay (Turkey – TURK-IS)	Mr Haider Rashed (Jordan – GFJTU)	Ms Redha A. Qarhash (Yemen - GFWTU)
13.	Mr Ofer Eini (Israel – HISTADRUT)	Ms Tugba Aydiin (Turkey – HAK-IS)	Ms Canan Çalağan (Turkey – KESK)
14.	Mr Dave Oliver (Australia – ACTU)	Ms Helen Kelly (New Zealand – NZCTU)	Ms Ged Kearney (Australia – ACTU)
15.	Ms Helen Maunga (Cook Islands – CIWA)	Mr Felix Anthony (Fiji – FTUC)	Mr Peter Conway (New Zealand – NZCTU)

Europe

1.	Mr Erich Foglar (Austria – ÖGB)	Ms Dana Stechova (Czech Republic – CMKOS)	Mr Jan Guz (Poland – OPZZ)
2.	Mr. Karl-Petter Thorwaldsson (Sweden – LO)	Mr Antti Palola (Finland - STTK)	Ms Marie-Louise Knuppert (Denmark – LO)
3.	Mr Leiar Anders Folkestad (Norway – Unio)	Mr Gylfi Arnbjörnsson (Iceland – ASI)	Ms Eija Hietanen (Finland – SAK)
4.	Ms Gerd Kristiansen (Norway – LO)	Ms Eva Nordmark (Sweden – TCO)	Ms Bente Sorgenfrey (Denmark - FTF)
5.	Mr Laurent Berger (France – CFDT)	Ms Fabienne Cru-Montblanc (France – CGT)	Mr Konstantin Trenchev (Bulgaria - PODKREPA)
6.	Mr Jean-Claude Mailly (France – CGT-FO)	Mr Joseph Thouvenel (France – CFTC)	Zhivko Mitrevski (Macedonia - CCM)
7.	Mr Reiner Hoffmann (Germany – DGB)	Ms Annelie Buntenbach (Germany – DGB)	Ms Barbara Suscec (Germany – DGB)
8.	Ms Elke Hannack (Germany – DGB)	Mr Alexander Kirchner (Germany – DGB)	Mr Luca Cirigliano (Switzerland – USS)
9.	Ms Frances O'Grady (Great-Britain – TUC)	Mr Owen Tudor (Great-Britain – TUC)	Ms Gloria Mills (Great-Britain – TUC)
10.	Ms Sally Hunt (Great-Britain – TUC)	Mr Jack O'Connor (Ireland – ICTU)	Ms Gail Cartmail (Great-Britain – TUC)
11.	Mr Ton Heerts (Netherlands – FNV)	Ms Véronique Eischen (Luxembourg – OGBL)	Ms Adriana Abeltina (Latvia – LBAS)
12.	Mr Arend Van Wijngaarden (Netherlands – CNV)	Open (Luxembourg – LCGB)	Mr Arturas Cerniauskas (Lithuania – LPSK)
13.	Mr Marc Leemans (Belgium – CSC)	Mr Jan Vercamst (Belgium – CGSLB)	Open (Slovak Republic – KOZSR)
14.	Mr Rudy De Leeuw (Belgium – FGTB)	Mr Plamen Dimitrov (Bulgaria CITUB)	Ms Jelena Soms (Lithuania – LDF)
15.	Mr Carlos Silva (Portugal – UGTP)	Mr Cândido Méndez (Spain – UGT)	Mr Manuel Bonmati (Spain – UGT)
	Mr Cândido Méndez (Spain – UGT)	(3) (4)	Mr Carlos Silva (3) (4) (Portugal – UGTP)
16.	Ignacio Fernandez Toxo (Spain – CC.OO.)	Mr Nicos Moyseos (Cyprus – SEK)	Mr Diomidis Diomidous (Cyprus – DEOK)
17.	Ms Laura González de Txabarri (Spain; Basque Country – ELA)	Mr Javier De Vicente (Spain – USO)	Open

(1) (2)

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(EAKL)

Mr Javier De Vicente (Spain – USO)	(3) (4)	Ms Laura González de Txabarri (Spain; Basque Country – ELA)	(3)(4)
18. Mr Luigi Angeletti (Italy – UIL)		Ms Diana Toppetta (Italy – UIL)	Mr Raffaele Bonanni (Italy – CISL)
19. Ms Susanna Camuso (Italy – CGIL)		Mr Leopoldo Tartaglia (Italy – CGIL)	Mr Giuseppe Iuliano (Italy – CISL)
20. Mr Andrzej Adamczyk (Poland – NSZZ Solidarnosc)		Ms Dijana Sobota (Croatia – UATUC)	Ms Svetlana Mancic (Serbia - CATUS)
21. Mr István Gasko (Hungary - LIGA)	(1) (2)	Mr Tamas Szekely (Hungary - HTUC)	(1) (2) Ms Mariana Kniesner (Romania - BNS)
Mr Tamas Szekely (Hungary - HTUC)	(3) (4)	Mr István Gasko (Hungary - LIGA)	(3) (4)
22. Ms Zoe Lanara (Greece – GSEE)		Mr Liviu Luca (Romania – CNSLR-Fratia)	Mr Branislav Canak (Serbia – UGS Nezavisnost)
23. Mr Bogdan Iuliu Hossu (Romania – Cartel Alfa)		Ms Marija Hanževački (Croatia – NHS)	Ms Andree Nicolae (Romania – CSDR)
24. Mr Mikhail Shmakov (Russia –FNPR)		Ms Natalia Klimova (Russia – FNPR)	Ms Liuba Rotaru (Moldova CNSM)
25. Mr Irakli Petriashvili (Georgia - GTUC)		Mr Sattar Mohbaliyev (Azerbaijan - AHİK)	Mr Alexander Yaroshuk (Belarus – BKDP)
26. Mr Grigorii Osovyi (Ukraine - FPU)		Mr Igor Kovalchuk (Russia - KTR)	Mr Mykhail Volynets (Ukraine – KVPU)

Women's Committee

1. Ms Gladys Branche (Sierra Leone – SLLC) <i>Chair, Women's Committee</i>		Ms Fatoumata Bintou Yaffa (Senegal – CNTS)	Open
2. Ms Martha Heredia Figueroa (Mexico – UNT) <i>Vice-Chair, Women's Committee</i>		Ms Francisca Jimenez (Dominican Republic – CASC)	Ms Noemi Menendez Ruiz (Argentina – CGT)
3. Ms Vidya Singh (Fiji – FTUC)		Ms Florencia Cabatingan (Philippines - TUCP)	Ms Champa Verma (India – HMS)
4. Ms Lizette Risgaard (Denmark – LO)		Ms Sabine Slegers (Belgium – CGSLB)	Ms Danuta Wojdat (Poland – NSZZ)
5. Ms Liz Shuller (USA – AFL-CIO)		Open	Ms Rosanne Da Silva (Brazil CUT)
6. Ms Fatima Maninno (Italy – UIL)	(1)	Ms Najoua Maklouf (Tunisia – UGTT)	Open
Ms Silvana Capuccio (Italy – CGIL)	(2)		

Youth Committee

1. Ms Nana Koomah Brown-Orleans (Ghana – GTUC) <i>Chair, Youth Committee</i>		Ms Ronja Enders (German – DGB)	Ms Anna Louise Fendley (USA – AFL-CIO)
2. Mr José Luis López (Argentina – CGT) <i>Vice-Chair, Youth Committee</i>		Mr Pranav Shagotra (India – INTUC)	Mr Etienne Castillo (France – FO)

Ex-officio members:

ITUC General Secretary Ms Sharan Burrow

ITUC Deputy General Secretaries

GUF & TUAC Representatives

Mr Ambet Yuson (BWI)
Mr Jyrki Raina (IndustriALL)
Mr John Evans (TUAC)

General Secretary of PERC

Ms Bernadette Segol (ETUC)



INTERNATIONAL TRADE UNION CONFEDERATION

3rd WORLD CONGRESS

Berlin, 18 – 23 May 2014

CREDENTIALS COMMITTEE

EXTRAORDINARY REPORT

Information on the results of the election for the post of General Secretary

Sharan Burrow	98,888,031 votes
Jim Baker	15,150,540 votes
Invalid votes	3,510,450
of which	600,000 blank votes

243 member organisations voted

FIN/E/NDM – 21 May 2014



3rd WORLD CONGRESS

Berlin, 18 – 23 May 2014

Agenda Item 5:

Amendments to the draft Congress Statement submitted within the deadline of 15:00h on 19 May

General Secretary's introduction

Brothers and sisters - the Congress statement is drafted in the form of a composite resolution that deals with the context of industrial, political and economic situation workers find themselves in and the deficit of decent work, inequality, social justice. It frames the mandate of action for the next four years and It is moved with the reaffirmation of the Vancouver resolutions as a broad policy platform.

We are very concerned about escalating conflict in the world. This offends our fundamental commitment to peace and democracy and devastates the lives of working families. We are also alarmed at the world's failure to resolve intractable conflict. Let me particularly mention the Occupation of Palestine and formally remind us of the Vancouver demand (<http://www.ituc-csi.org/resolution-on-democracy-peace?lang=en>) the quest for a comprehensive peace between Israel and Palestine, based on agreement that guarantees the co-existence in conditions of security of two independent sovereign states requires renewed international attention and support as a highest and urgent priority.

I also ask you to note that for the first time the ITUC stands with all involved to resolve the conflict of Western Sahara.

1. PEACE AND DEMOCRACY

The ITUC should give sufficient attention to end the unfinished border conflict between Eritrea and Ethiopia and restore peaceful relations and confidence among the two fraternal working populations.

Agreed

2. INEQUALITY

Third paragraph, add "Undeclared work and corruption put a heavy strain on public finances, and must be combatted. Undeclared work steals from public welfare, takes advantage of desperate workers and creates unfair competition".

Agreed

THE ROLE OF UNIONS

Add one bullet point:
fight against undeclared work and corruption

3. PEACE AND DEMOCRACY

“We condemn the long-lasting division of Cyprus, a Member of EU, and we call all parties involved to enhance efforts towards reaching soon a viable and just solution to the Cyprus problem that would re-unify the country and bring peace and stability in the South-East Mediterranean region, in particular, improving relations among neighboring countries Cyprus, Greece and Turkey. Moreover, the ITUC welcomes the launch of a new round of negotiations last February under the UN Secretary General’s good auspices for a comprehensive settlement and encourages the two Cypriot leaders to act in determination to respond to the workers and people of Cyprus expectations for a peaceful and secure common future with a solution based on all relevant UN resolutions, and according to the principles governing the establishment of the EU.”

Agreed

4. VARIOUS

Amendment to the second to last paragraph on page 3: “Corporate welfare must not be to the detriment of social protection” instead of “Social protection must replace corporate welfare”

In the third paragraph on page 4 “They have undermined”instead of “they have reversed.

In the fifth paragraph on page 4, third sentence: instead of “Regulators” “patent experts”.

Instead of the fourth sentence: “Governments are being pressured to protect speculative debts through guarantees and bailouts, at the expense of current and future generations” : “Progress on financial regulation has been derisory, and governments are being pressured to make social justice a variable that can be adjusted according to the state of the economy. Social justice must be the priority, based on capacity building and collective bargaining to achieve the best possible integration of economic and social considerations. Finance must be at the service of the economy, to guarantee a future for the next generations.”

On page 5, third paragraph: instead of “Austerity policies are rolling back achievements on social protection, support for families and equality between men and women”: “The fight against financial opacity, fraud and tax evasion must be

determined and effective. It will mean combatting money laundering, tax optimisation and tax havens, practices which stand in the way of fair development and the reduction of inequality”.

On page 7, an additional paragraph to be added under the sub-title “ “The global workforce” : The unions are agents of development. In the developing countries and the emerging countries, where inequalities are the most acute, they have a major role to play to promote inclusive development and not leave anyone by the wayside. Solidarity between unions must be strengthened and the Trade Union Cooperation and Development Network must ensure more effective partnerships.”

Agreed

5. CONCLUSION

Additional paragraph to be added before the last paragraph of the Conclusion in the document “Building Workers Power”.

To have the means to do so, we must rethink the way the global trade union movement works and ensure greater effectiveness. We must build an inclusive and participatory trade union movement which can find answers to workers’ problems. That also means democratizing and decentralizing the way the international trade union movement works, enabling all the occupational sectors and every level of representation to have their say, so as to respect trade union pluralism.

Agreed

6. THE ROLE OF UNIONS

On page 7, in the chapter “The role of unions”, add to the last paragraph: ‘Furthermore, the ITUC and its affiliated organizations must act to promote the ratification and effective implementation of international labour standards, particularly those establishing freedom of association and the right to collective bargaining”.

Agreed

7. THE ROLE OF UNIONS:

Inserting after: Unions are central to social justice and equality. We must organise in our workplaces and communities to build the power of workers to effect change.

To insert:

To realize social justice and equality, we must also take our Governments back from the iron grip of capital with our political power or change authoritarian regimes by winning the democratic rights of workers.

PEACE AND DEMOCRACY:

By adding China, Hong Kong to the paragraph:

The ITUC stands beside our brothers and sisters engaged in liberation struggles and the fight for democracy and human rights, including in Bahrain, Belarus, China,

Egypt, Fiji, Hong Kong, Libya, Tunisia and Western Sahara.

Agreed

8. PEACE AND DEMOCRACY

Proposed amendment to the resolution Peace and Democracy from the UMT Morocco.

The ITUC stands side by side...in Tunisia and the Western Sahara
Proposal: delete Western Sahara, as the following paragraph is on Western Sahara.

In the second paragraph, we propose the following amendment:
“The ITUC denounces the suffering of the Saharawi people which has continued for half a century, and urges all parties involved in the conflict in Western Sahara to search urgently for a just, lasting and acceptable solution, negotiated under the auspices of the UN, and founded on the principles of freedom and democracy.”

Agreed

9. THE ROLE OF UNIONS

Change - line 16
We demand an end to the undervaluing of women's work. We are mobilising for the world-wide recognition and implementation of human rights for women - at work, in the household and in society - to make gender equality a reality. We will also mobilise to formalise the jobs of women and to realise equal participation of women in the workforce.

THE GLOBAL WORKFORCE

..line 17 after ' The central challenge is union growth - organising, add

All workers, including those beyond our traditional areas of focus

.....

CONCLUSION

Add in line five after 'building social protection' add
.....delivering strong collective agreements

Agreed

10. VARIOUS

- Add a paragraph on page 4 (in the more general text, "Building workers power ") after the paragraph that talks about the " destructive and non- effective neoliberal policies " as the the following:

"In developing countries , particularly in Latin America, the search for alternative models of development to reduce inequalities and regional integration have been hampered by continuous pressure on mechanisms to control capital flows while

maintaining the financial liberalization of the 1990s .

In addition, there is a permanent pressure on developing countries to consolidate free-trade agreements and regulations through the WTO. These pressures keep these countries as exporters of raw materials with impact to the environment and affecting the development of Africa, Latin America and other parts of the world .

- Strengthen on page 5, last paragraph, which refers back to the "dominant model of trade". Our suggestion is to change this paragraph:

"The current model of free trade and investment agreements, inherited from the neoliberal hegemony, reinforces a model of domination captained by transnational companies and financial institutions. In such a model, the inclusion of developing countries is only as suppliers of agricultural, mineral and energy commodities in global chains led by transnational corporations that exploit workers and violate their rights. This must end.

Fair trade, national development, democracy, cooperation and solidarity with respect to labor and human rights must be the basis for a new international trade regulation, replacing the multiple bilateral, bi-regional and multilateral agreements."

- Amend on page 6 and the last short paragraph that talks about the policies of the Washington Consensus that it has turned our societies "even more vulnerable and unequal" (on the periphery of the capitalist world much before the Washington Consensus, our societies already were vulnerable and unequal

Agreed

11. VARIOUS

The TUC would like formally to submit the following amendments:

- in the main Congress statement add the underlined section to the sentence "We will continue to oppose oppression and discrimination on the grounds of ethnic or indigenous origin, religion, sexual orientation or gender identity, and will encourage ITUC affiliates to defend workers suffering such discrimination."

And

- in the main Congress statement there is a list of countries suffering internal conflict, add Ukraine

Agreed

12. INEQUALITY

We demand that the UN post-2015 Sustainable Development Framework includes stand alone goals and targets for full employment and decent work, a universal social protection floor, gender equality and universal free quality education.

Within these or additional goals there must be a commitment to and targets for access to affordable quality healthcare, free access to water, sanitation and food and energy security. Global action on HIV-AIDS and other pandemic and epidemic diseases must remain high on the agenda.

Agreed

13. INEQUALITY

add to the text: the need for governments to implement counter-cyclical fiscal policies, and the need for both government measures and for our own efforts to strengthen the purchasing power of workers.

And

To have a major impact on aggregate demand in the world economy, these policies would need to be implemented by several governments at the same time. Therefore we should try to advance this agenda at forums such as OECD and G20.

Agreed

GUF & TUAC Representatives

Mr Ambet Yuson (BWI)
Mr Jyrki Raina (IndustriALL)
Mr John Evans (TUAC)

General Secretary of PERC

Ms Bernadette Segol (ETUC)

**PROPOSED AMENDMENTS TO THE CONSTITUTION AND STANDING
ORDERS OF THE INTERNATIONAL TRADE UNION CONFEDERATION
(ITUC)**

*Unless otherwise indicated, the document below displays the proposed
changes “tracked” against the current ITUC Constitution and Standing
Orders*

CONSTITUTION

REGIONAL ORGANISATIONS AND STRUCTURES

Article XXVII:

- (i) The General Council may, following consultations with the Regional Organisations, establish sub regional structures in the event that the membership of that such sub regional structures would include members of more than one ITUC Regional Organisation.

Article XXXII: Affiliation Fees

- (a) The activities of the Confederation shall be financed by annual affiliation fees, payable by member organisations and calculated for each thousand members or part thereof. ~~For the year 2011 the level of affiliation fees shall be Euro 201.15 for each thousand members or part thereof. Thereafter, €~~The rate will be established each year by the General Council. These fees shall be payable in Euro or the equivalent in other currencies. Notwithstanding the above provisions, no member organisation shall pay less than a minimum affiliation fee of 100 euros per year. In specific cases, the General Council shall be empowered to reduce this amount by half.



INTERNATIONAL TRADE UNION CONFEDERATION

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Agenda Item 6:

(d) Emergency Resolutions

RESULT OF NEO-LIBERAL POLICIES IN TURKEY: INDUSTRIAL HOMICIDE IN SOMA

(submitted by DISK, KESK, HAK-IS, TÜRK-IS, Turkey)

WHEREAS: On 13 May 2014, an explosion in a coal mine in Soma, Turkey led to the tragic deaths of over 300 miner workers, representing the worst industrial tragedy in country's history.

WHEREAS: This tragedy is no isolated incident. Turkey has the world's third highest rate of workplace injuries and deaths for mine workers. In 2013, roughly 13,000 miners suffered injuries in the mines. A shocking 1,308 mine workers have been killed in workplace accidents since 2000.

WHEREAS: These accidents are the direct result of policies to increase profits for business and shift all of the risks onto workers. With the privatization of the mining sector, there has been a rapid decline in workplace safety. The widespread use of labour subcontracting is one of the reasons for the decline, as subcontractors fail to provide the necessary training or equipment to workers and refuse to observe occupational health and safety measures in the workplace. Most of the Soma miners were unregistered workers barely earning the minimum wage.

WHEREAS: At the same time, the government has made no effort to ensure that the mines are adequately inspected to ensure safety. In light of the high number of deaths and injuries in the mining sector, the government's attitude is reckless and unacceptable. Turkey's labour ministry claims that the mine had been inspected eight times since 2012, most recently in March 2014, and said it was in compliance with the law. Given the horrific explosion, it is obvious that these inspections were, irregular, ineffective and deceiving. If the inspections had been carried out properly, it is likely that our brothers would still be alive today.

WHEREAS: The government has rejected a parliamentary inquiry into the high number of occupational accidents and poor security measures in the Soma district.

WHEREAS: Less than 24 hours after the tragedy, Prime Minister displayed complete contempt for the fallen workers and their families and dismissed the public outrage explaining that "these accidents are usual." As evidence, he cited mine disasters, some

from over a century ago, in other countries as a reason not to be concerned about the Soma disaster.

WHEREAS: In Soma, the Government have banned demonstrations. On Friday, police clashed with protestors, using rubber bullets, tear gas and water cannons. Police have subsequently set up checkpoints and detained dozens including union representatives and lawyers on Saturday.

WHEREAS: Brother Kani Beko, President of DISK, was unable to attend the ITUC Congress as he was hospitalised when police attacked him during a rally held in İzmir for Soma victims.

WHEREAS: For years, the government has shown contempt for workers and unions, and has engaged in harsh anti-union campaign, repeatedly violating the rights of workers to freely associate, to organize and to bargain collectively.

AND RECALLING THAT: Workers in many other countries have suffered workplace injury or death because of government and employer recklessness, brought about by privatization, de-regulation and/or absent law enforcement.

WE THEREFORE CALL ON THE GOVERNMENT:

To ensure the full respect for health and safety legislation through frequent and competent mine inspections

To stop immediately the attack on trade unions

WE THEREFORE CALL ON SOMA HOLDINGS:

To end the practice of subcontracting, which leads to the violation of workers' rights

To ensure that all workers are properly trained and have all necessary safety equipment

WE COMMIT:

To standing with our brothers and sisters in Turkey to make sure that those responsible for the this catastrophe are brought to justice

To join with the ITUC to campaign for the respect of trade union rights in Turkey

To send a high level mission to Turkey in order to monitor the process and support our affiliates in Turkey.

To work in all countries to ensure that health and safety laws are in compliance with international norms and are effectively enforced.

To fight against precarious work, which is an important driver of workplace injury and deaths

To fight against any system that puts profits before people



INTERNATIONAL TRADE UNION CONFEDERATION

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OBITUARIES

Juan José Delpino
Antonio Ríos
Charles (Chuck) Dean Gray
Shirley G.E. Carr
Niamkey Hyacinthe Adiko
Prof. Dr. Zhelyazko Hristov
Mahjoub Ben Seddik
Cassam Kurreeman
Marcelino Camacho
Alina Rantsolase
Gérard Fonteneau
Kiyoshi Sasamori
Jan Kulakowski
Hilda Josefina
Alfred Ströer
Nancy Riche
Tadanobu Usami
Etsuya Washio
Tadayoshi Kusano
Bill Brett
Anton Lodwick
Ana da Conceição Pedro Garcia
Joyce D. Miller
John Castegnaro
Thamrin Mosii
M.R. Chowdhury
Jack Joyce
Jack Jones
Ernst Breit
Marcello Malentacchi Davora Jurić
Basile Mahan Gahé
Marc Blondel
Lynn Williams



LINKS TO PLENARY SESSIONS

Opening ceremony - 18 May 2014

<http://congress2014.ituc-csi.org/opening-ceremony-794>

Plenary session - 19 May 2014

<http://congress2014.ituc-csi.org/plenary-session-19-may-2014>

Plenary session - 21 May 2014

<http://congress2014.ituc-csi.org/plenary-session-21-may-2014>

Plenary session - 23 May 2014

<http://congress2014.ituc-csi.org/plenary-session-23-may-2014>

LINKS TO OFFICIAL SPEECHES FROM LEADERS OF DELEGATIONS

Official speeches from leaders of delegations: Africa

<http://congress2014.ituc-csi.org/official-speeches-from-leaders-of-956>

Official speeches from leaders of delegations: Americas (Part 1)

<http://congress2014.ituc-csi.org/official-speeches-from-leaders-of>

Official speeches from leaders of delegations: Americas (Part 2)

<http://congress2014.ituc-csi.org/official-speeches-from-leaders-of-881>

Official speeches from leaders of delegations: Asia-Pacific (Part 1)

<http://congress2014.ituc-csi.org/official-speeches-from-leaders-of-850>

Official speeches from leaders of delegations: Asia-Pacific (Part 2)

<http://congress2014.ituc-csi.org/official-speeches-from-leaders-of-851>

Official speeches from leaders of delegations: Europe (Part 1)

<http://congress2014.ituc-csi.org/official-speeches-from-leaders-of-901>

Official speeches from leaders of delegations: Europe (Part 2)

<http://congress2014.ituc-csi.org/official-speeches-from-leaders-of-923>