

Resolution No. 1

Supporting an ILO Instrument for Gender-Based Violence at the Workplace

The 10th ITUC-AP General Council Meeting in Manila, Philippines, 27 - 28 October 2014:

- CONCERNED** about the continuing prevalence of gender-based violence (GBV)¹ within countries and across countries, in the world, in the region, in many sectors and across numerous settings including the workplace;
- REAFFIRMS** that GBV constitutes a violation of so many fundamental human rights and an obstacle to achieving gender equality, as articulated in the 1948 United Nations Declaration of Human Rights;
- RECOGNISES** that while both men and women can be victims of violence, available data shows GBV disproportionately affecting women (including girls) placing a huge burden on national economies, with serious productivity, health, economic and social costs, both direct and indirect, for themselves, their families and their societies;
- NOTES** the growing international attention to GBV at work including the 2009 International Labour Conference (ILC) Resolution concerning gender equality at the heart of decent work, and the 57th Session of the Commission on the Status of Women (March 2013) calling for actions to end and prevent violence;
- REAFFIRMS** its commitment to the continuing and full implementation of previous related resolutions in 2010² and 2012³, and **SUPPORTS** the conclusions and recommendations of the 2nd ITUC World Women's Conference (19 - 21 November 2013, Dakar, Senegal) which called for, among others, a dedicated ILO instrument on gender-based violence, including sexual harassment;
- COMMENDS** affiliates' initiatives which contribute to spreading information, prevention, identification of risks, preventing incidents and giving support for vulnerable groups, both within the workplace and in communities while also **RECOGNISES** that persistent challenges and obstacles to eradicating GBV still remain;
- NOTES** that existing international and regional human rights standards and national instruments relating to GBV do not adequately address all forms and the complexity of factors that contribute to GBV at work and

¹ Can take on multiple forms, including physical abuse, sexual violence, bullying, sexual harassment, etc.

² Elimination and Prevention of Violence Against Women (4th ITUC-AP RGC Meeting, 23 - 25 November 2010)

³ Trade Union Action Against Sexual Harassment (8th ITUC-AP RGC Meeting, 2 - 3 November 2012)

RECOGNISES that the workplace offers a particularly critical setting for addressing violence;

STRESSES

that a comprehensive ILO instrument on GBV which reflects, understands and considers the character of workplace relations would provide the basis for workers/unions, employers and governments to confront common challenges and assist in the much bigger challenge of preventing violence;

WELCOMES

the on-going coordination of efforts of affiliates and ITUC in calling the ILO Governing Body to include a standard setting item on GBV on the agenda of the future ILC;

CALLS ON AFFILIATES

1. To continue to persuade more governments including employers and members of the ILO Governing Body to support an ILO instrument against GBV at work;
2. To step up efforts and implementation of strategies to prevent and eradicate GBV at work and protect affected workers including integrating issues of GBV in unions' bargaining agenda, reforming discriminatory and violence-supportive workplace policies, procedures and practices, promoting the policy of zero tolerance of GBV, increasing awareness, pushing for the passage and/or implementation of GBV-related laws, among others;
3. To implement equal participation and full involvement of both women and men in all efforts and build alliances at all levels to challenge GBV at work; and
4. To deepen the understanding of the problem of GBV, particularly its causes and consequences by replicating GBV impacts at work surveys in coordination with partners.

Resolution No. 2

ITUC-AP Representatives in the ITUC Women's Committee

The 10th ITUC-AP General Council Meeting in Manila, Philippines, 27 - 28 October 2014:

- CONSIDERING** the oral report of the ITUC-AP Women's Committee and **REFERRING** to the discussions at the 13th ITUC-AP Women's Committee Meeting and the ensuing recommendations which called for further clarification of the rules, procedures and practices for membership in the ITUC Women's Committee, nomination to and election of representatives in the ITUC General Council (representing the Women's Committee) and in the ITUC Women's Committee;
- RECOGNISING** the democratic procedures and practices already established for many years in nominating the ITUC-AP representatives in the ITUC Women's Committee;
- ASKS** the ITUC to respect the decisions of the ITUC-AP Women's Committee in nominating its representatives to the ITUC Women's Committee; and
- SUPPORTS** further discussion on the procedures and practices for membership in the ITUC Women's Committee, nomination to and election of representatives in the ITUC General Council (representing the Women's Committee) and in the ITUC Women's Committee, including related proposed changes to the ITUC Women's Committee Terms of Reference and Rules of Procedure.

Resolution No. 3

Proposed Changes to the Terms of Reference (ToR) and Rules of Procedure (RoP) of the ITUC Youth Committee

The 10th ITUC-AP General Council Meeting in Manila, Philippines, 27 - 28 October 2014:

- CONSIDERING** the oral report of the ITUC-AP Youth Committee, the Proposed Changes to the Terms of Reference of the ITUC Youth Committee set out in the annexure to this Resolution and the importance of the democratic process in electing/selecting representatives to ITUC bodies from the region;
- REVIEWING** discussions at the ITUC-AP Youth Committee and the ensuing recommendations which called for harmonisation and specification of the rules, procedures and practices for membership in, nomination to and election of representatives in the ITUC Constitutional Bodies (representing the Youth Committee) and in the ITUC Youth Committee;
- NOTING** that the proposed changes to the ITUC Youth Committee Terms of Reference aim at:
- (1) removing ambiguities and provide clearer stipulation in accordance with the new procedure;
 - (2) formalising the organic link between the ITUC Youth Committee and regional youth committees;
 - (3) maintaining coordination with the regional organisations of the ITUC; and
 - (4) maintaining consistency with established democratic decision-making procedures and practices for membership in, nomination to and election of representatives in the ITUC Constitutional Bodies (representing the Youth Committee) and in the Youth Committee, i.e., elections / coordination be reflected in the composition of the ITUC Youth Committee.
- ENDORSES** the ITUC-AP Youth Committee's proposed changes to the Terms of Reference and Rules of Procedure of the ITUC Youth Committee; and
- INSTRUCTS** the ITUC-AP General Secretary to communicate these proposals to the ITUC General Secretary for the consideration by the ITUC General Council.

Annexure

Affected Clause/s	Proposed Change/s
<p>Clause 2 The Youth Committee shall be composed of young trade union leaders and activists from ITUC affiliated representing organisations and/or regional or sub-regional bodies, and associated members representing the Global Unions Federations (GUFs) and the European Trade Union Confederation (ETUC). The list of organisations invited to be represented on the Committee will be drawn up taking into account the geographical distribution and the number of young members of these organisations, and shall be adopted by the General Council.</p>	<p>Clause 2 (a) <u>Six months before the ITUC Congress, all ITUC affiliated organisations will be invited to express their interest in membership to the ITUC Youth Committee.</u> (b) The Youth Committee shall be composed of young trade union leaders and activists from ITUC affiliated representing organisations and/or regional or sub-regional bodies, and associated members representing the Global Unions Federations (GUFs) and the European Trade Union Confederation (ETUC). The list of organisations invited to be represented on the Committee will be drawn up taking into account the geographical distribution and the number of young members of these organisations <u>in coordination with regional organisations</u>, and shall be adopted by the General Council.</p>
<p>Clause 8 In accordance with the ITUC Constitution, the Youth Committee shall nominate two General Council members from among its members and their respective first and second substitutes.</p>	<p>Clause 8 In accordance with the ITUC Constitution, the Youth Committee shall elect and nominate two General Council members from among its titular members and their respective first and second substitutes, <u>following Clause 17.</u></p>
<p>Clause 9 (a) The Youth Committee shall be composed of 16 members: 4 from each region. (b) The nomination of organisations for membership of the Committee shall be based upon:</p> <ul style="list-style-type: none"> <input type="checkbox"/> The presence of an active trade union youth structure, which has the responsibility of the youth agenda <input type="checkbox"/> The level of youth membership <input type="checkbox"/> The level of integration of young members and their issues within the organisation <input type="checkbox"/> The level and type of youth activities carried out by the 	<p>Clause 9 (a) The Youth Committee shall be composed of 16 members - 4 from each region <u>consisted by:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> <u>2 representatives elected from each regional Youth Committee;</u> <u>and</u> <input type="checkbox"/> <u>2 young organisers</u> <p><u>in consultation with regional organisations.</u></p> <p>(b) The nomination of organisations for membership of the Committee shall be based upon:</p> <ul style="list-style-type: none"> <input type="checkbox"/> The presence of an active trade union youth structure, which has the responsibility of the youth

<p>organisation</p>	<p>agenda</p> <ul style="list-style-type: none"> <input type="checkbox"/> The level of youth membership <input type="checkbox"/> The level of integration of young members and their issues within the organisation <input type="checkbox"/> The level and type of youth activities carried out by the organisation <p>(c) <u>As soon as Regional Youth Committees are re-composed, they shall elect 2 representatives in the ITUC Youth Committee.</u></p>
<p>Clause 10 In principle the Committee members are appointed by the General Council for a period of four years, following proposals by the Youth Committee.</p>	<p>Clause 10 In principle the Committee members are appointed by the General Council for a period of four years, following Clause 2.</p>
<p>Clause 11 Should a member of the Youth Committee cease to be a member of his/her trade union organisations, the latter can appoint another representative until the end of the term of office.</p>	<p>Clause 11 Should a member of the Youth Committee cease to be a member of his/her trade union organisations, the latter can appoint another representative until the end of the term of office <u>following Clause 2 (b) and Clause 9.</u></p>
<p>Clause 17 Prior to the ITUC World Congress, the Youth Committee shall elect from among its titular members its Chair and Vice-Chair, who will sit as the titular members on the General Council, and their first and second substitutes</p>	<p>Clause 17</p> <p>(a) Prior to the ITUC World Congress, the Youth Committee shall elect from among its titular members its Chair and Vice-Chair, who will sit as the titular members on the General Council, and their first and second substitutes. <u>At least 6 weeks before the ITUC Congress, the Secretariat will invite organisations member of the ITUC Youth Committee to nominate their candidates for the positions of Chair and Vice-Chair of the ITUC Youth Committee. The list of candidates will be circulated to the members of the ITUC Youth Committee shortly before the ITUC Congress.</u></p> <p>(b) <u>In addition to its annual meeting, the ITUC Youth Committee shall hold a one-agenda item meeting just before the ITUC Congress with the objective of electing its representatives to the ITUC Constitutional bodies.</u></p> <p>(c) <u>A quorum for the election shall consist of a simple majority of titular</u></p>

	<p><u>members present; provided however, that if less than half of the titular members are present, a quorum shall consist of titular members present and written proxy.</u></p>
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Resolution No. 4

For Lasting Peace and Democracy

The 10th ITUC-AP General Council Meeting in Manila, Philippines, 27 - 28 October 2014:

- RECALLS** that the year 2015 marks the 70th Anniversary of the end of World War II;
- EMPHASISES** that a peaceful and stable society, free from war, discrimination and human rights violations, is an absolute prerequisite for workers to lead an ordinary life, to work, and to pursue sustainable social and economic development;
- IS DEEPLY CONCERNED** that disparity is widening along the globalising economy, that economic and social situations are becoming unstable in many places in the world, and that frequent military conflicts resulting in tremendous deaths and injuries;
- NOTES** that the collapse or stagnation of economy triggered by violence would result in mass unemployment, in youth, children and women among others, leading to disappointment and hopelessness;
- IS DEEPLY CONCERNED** that nuclear weapons, that deprived more than 200,000 people in Hiroshima and Nagasaki of their precious lives, still exist with around 16,000 warheads, posing the whole world to the threat;
- REQUESTS** that the ITUC-AP, together with its affiliates and Global Union Federations (GUFs):
- to further demand the government in respective country should not use its "anti-terrorist measures" to suppress or deter the fundamental rights of trade unions,
 - to mobilise support of governments and the society in general to promote reduction and not-proliferation of arms and abolition of mass destruction weapons, based on the Resolution No. 15 adopted by the 2nd ITUC-AP Regional Conference; and
 - to canvass support of governments for the early entry into force of the Comprehensive Test Ban Treaty (CTBT), a dialogue for the Fissile Material Cut-off Treaty (FMCT), and a commitment to effective consensus toward the review conference of the Treaty on the Non-Proliferation of Nuclear Weapons (NPT).

Resolution No. 5

Hong Kong Umbrella Movement for Democracy

The 10th ITUC-AP General Council Meeting in Manila, Philippines, 27 - 28 October 2014:

- RECALLING** the 3rd ITUC World Congress affirmation of support for Hong Kong workers in their fight for democracy and human rights;
- NOTING** the decision of 31 August by the National Peoples' Congress of China to establish an undemocratic nomination committee to vet candidates for election to office of Chief Executive of Hong Kong;
- NOTING** that the UNHRC on 23 October urged Hong Kong to take all necessary measures to implement universal and equal suffrage in conformity with the ICCPR as a matter of priority for all future elections;
- EXPRESSES** its full support for the HKCTU and the Umbrella Movement for Democracy in their fight to achieve true democracy for the people of Hong Kong including on candidates for future election of Hong Kong Chief Executive and Legislative Council; and
- CALLS ON** all parties to engage in peaceful dialogue to achieve a continuing resolution to the issues.

Resolution No. 6

Floods in India and Pakistan

The 10th ITUC-AP General Council Meeting in Manila, Philippines, 27 - 28 October 2014:

**EXPRESSES
GRIEF** at the devastating floods in India in Andhra and Jammu Kashmir and in Pakistan causing deaths of hundreds of people and loss of property;

NOTES that thousands of people were rendered homeless and waiting for rehabilitation;

CONCERNED that thousands of workers were unable to resume their work because of the damage to their workplace;

ACKNOWLEDGES the commendable role of trade unions in the relief and rehabilitation work;

REQUESTS the ITUC, the ITUC-AP and all affiliates to support the affected people to come out of this tragic situation.