

Resolution No. 1

SUPPRESSION OF WORKERS' RIGHTS IN INDONESIA

The 14th ITUC-AP Regional General Council Meeting in Kathmandu, Nepal, 15 - 16 December 2016:

- IS CONCERNED** at the increasing incidence of anti-union violence let loose by the police or with the acquiescence of police; public demonstrations and strikes are being suppressed and trade union activity being criminalised;
- DEPLORES** the government attitude of criminalising trade union activities and especially on actions on an issue so central as minimum wage setting;
- CONDEMNS** the police action against Said Iqbal, KSPI President and ILO Governing Body Member, by issuing summons to appear before the Jakarta regional Police and asking him to be standby waiting for police summons which is a clear case of harassment and intimidation thus preventing him from his participation in this important meeting here;
- RECALLS** that the ILO Committee on Freedom of Association has held that the rights of workers and employers organisations can only be exercised in a climate that is free from violence, pressure or threats of any kind against the leaders and members of these organisations and it is for governments to ensure that this principle is respected;
- DEPLORES** the government attitude of criminalising trade union activities and especially on actions on an issue so central as minimum wage setting;
- REGRETS** that no action was taken and indeed the repression has only continued;
- URGES ON** Indonesian authorities to immediately stop actions of criminalising legitimate trade union activities and taking action against union activists;
- DEMANDS** withdrawal of all charges against Said Iqbal and other union activists;
- APPEALS TO** the Indonesian government to initiate dialogue with the trade unions on all pending issues including minimum wages; and
- URGES ON** the ILO to urgently intervene and advise the government that no criminal charges should be issued against anybody participating in peaceful protest action including strike on legitimate workers' demands.

Resolution No. 2

REPUBLIC OF KOREA

The 14th ITUC-AP Regional General Council Meeting in Kathmandu, Nepal, 15 - 16 December 2016:

- CONDEMNS** the conviction and the 3 years' imprisonment sentence against the KCTU President Han Sang-gyun. This ruling by the Seoul High Court is a clear violation of the right to freedom of assembly and association. Any criminal sanction against trade unionist for their activity is totally unacceptable. President Han and all the detained workers should be unconditionally and immediately released.
- EXTENDS FIRM SOLIDARITY** for the persistence and strong struggle of the workers in Korea against their corrupt and anti-union government.
- APPALLED** to know that the Korean Transnational Corporations have been deeply involved in the corruption scandal committed by the current regime and believes that they should be held accountable. Especially Samsung and other Chaebols are operating in many countries in the region and violate fundamental rights of workers in their supply chains and even infringe the domestic laws. Their power is hardly tamed domestically and this harms peoples' and workers' rights and lives at global level.
- CALLS UPON** the Government of Korea to immediately stop the regressive labour reform and to abolish the administrative guidelines including the introduction of performance based payment and dismissal system.

Resolution No. 3

Proposal to Initiate the Review of the ToR and Rules of Procedure of the ITUC Women's Committee

The 14th ITUC-AP Regional General Council Meeting in Kathmandu, Nepal, 15 - 16 December 2016:

RECALLING several discussions at the ITUC-AP Women's Committee and the ITUC-AP Regional General Council on outstanding issues around the interpretation and application of the ITUC Women's Committee ToR and Rules of Procedure on membership and nomination of regional representatives as follows:

- The ITUC-AP is asked to nominate "at least 3" names from the regional women's committee instead of the standard six (6) allocated seats
- The result of regional elections and decisions by the Regional Organisations to select duly-elected representatives to the ITUC Women's Committee through the regional committees are not fully accepted by the ITUC

WELCOMES the proposals which came out of the coordination meeting between the ITUC-AP, the ITUC-Africa and the ITUC Gender Equality Department in May 2016:

- (1) a working group will be set up to revisit/review the ToR leading to the next ITUC Women's Committee;
- (2) The ITUC Secretariat will prepare a brief on proposed amendments and circulate to the regions for comments

RECALLING the previous Regional General Council Resolution (Manila, Philippines, 27 - 28 October 2014) and the ensuing recommendations which called for harmonisation of the rules, procedures and practices for membership in and nomination of representatives in the ITUC Women's Committee;

ENDORSES the proposal to initiate the review of the ToR of the ITUC Women's Committee in accordance with democratic principles and procedures of the ITUC to clarify understanding, interpretation and application of procedures;

INSTRUCTS the ITUC-AP General Secretary to communicate these proposals to the ITUC General Secretary for the consideration by the ITUC General Council.

Resolution No. 4

ENSURING WOMEN'S PARTICIPATION IN PLANNING AND IMPLEMENTATION OF FUTURE OF WORK DIALOGUES AT ALL LEVELS

The 14th ITUC-AP Regional General Council Meeting in Kathmandu, Nepal, 15 - 16 December 2016:

- REFLECTING** how various economic, political, social, demographic and technological forces have driven changes in the world of work – the nature of work, shifts in the size, composition and skills of the workforce, workplaces and working arrangements and practices, workers' compensation;
- RECOGNISES** that at the heart of all these changes are women and the grim reality that their future at work will continue to be characterised by persistent gender gaps in employment, earnings, working conditions, other labour market dimensions and representations in politics, public and private sectors and elsewhere;
- WELCOMES** the ILO Future of Work Initiative and the plan to undertake national future of work dialogues starting in 2016 with the tripartite partners around four thematic ("centenary conversations"): *(1) work and society; (2) decent jobs for all; (3) the organisation of work and production; (4) and the governance of work;*
- CONCERNED** whether (1) dialogues have taken place in what countries in the region; (2) whether women have been involved in the planning, discussions and implementation of such dialogues; (3) what was the extent by which conclusions or outcomes reflected gender relations at work and women's perspectives;
- UNDERSTANDS** that many decisions are being made which could potentially affect the future of women at work, including their families, but their participation in all of these dialogues and in decision-making process remains limited;
- STRESSES** that women, with support from affiliates, should play a leading role in shaping the agenda and directions of national future of work dialogues, and not just beneficiaries of, but importantly contributors to, decisions and policies made around future of work;
- CALLS ON AFFILIATES**
1. To initiate discussions with members to get a better understanding of issues around the future of work and their impact on gender equality and women's empowerment;
 2. To prepare women to take part, contribute to, and ensure their participation in future of work dialogues at all levels including in planning and implementation; and
 3. Initiate cooperation with the ILO and social partners to ensure dedicated space for women in future of work dialogues at all levels.
- CALLS ON THE ITUC-AP**
1. To monitor follow up action and report to the Regional General Council progress made in implementing the resolution; and
 2. To support affiliates in these actions.

Resolution No. 5

MEETING THE TARGETS OF ITUC COUNT US IN! CAMPAIGN

The 14th ITUC-AP Regional General Council Meeting in Kathmandu, Nepal, 15 - 16 December 2016:

RECALLS

the targets of the ITUC Count Us In! Campaign as follows:

- 100 ITUC affiliates to subscribe to the “Count us in!” Campaign by the 3rd ITUC Congress (May 2014)
- 80% of the ITUC General Council members to have at least 30% of women in their decision making bodies by 2018
- 5% increase of women’s membership in each national centre that has subscribed to the Campaign by 2018

RECOGNISES

increasing involvement and participation of women in trade union programmes at various levels and concrete improvement in their representation in the ITUC-AP governing bodies (e.g., Regional General Council now at 37%, 43%, 69% in the Titular, 1st Substitute and 2nd Substitute, respectively or a total of 48%);

NOTES WITH GREAT CONCERN

that such progress has yet to be translated into more women taking up positions at the national level, as observed in the preliminary findings of the 2015 ITUC-AP Survey on Women’s Representation¹:

- only 14 out of 59 affiliates have subscribed to the campaign²;
- the rate of women’s representation decreased further from 23% in 2010 to 19% in 2015; and
- only 41% have gender equality policy; 18% of affiliates still don’t have women’s/gender equality structures.

BELIEVES

that affiliates can be and should be the leader in advancing women’s leadership and that affiliates must do more to translate commitments into practical and real actions and must do them faster to meet the targets of the campaign;

REAFFIRMS

its commitment to the continuing and full implementation of related resolutions in 2011³, 2013⁴ and 2015⁵ which called for increasing women’s organising and achieving their balanced representation within trade unions at all levels and elsewhere;

CALLS ON AFFILIATES

1. To sign up for the *Count Us In! campaign* and submit action plans indicating how (*specific measures*) and by when (*progressive timeframe*) targets will be achieved;
2. To commit resources to the full implementation of action plans;

¹ A total 34 submissions out of 58 affiliates

² ACTU, BLF, HKCTU, HMS, INTUC, KSBSI, KSPI-CITU, JTUC, GEFONT, NTUC, FFW, TUCP, FK TU, SLNSS

³ Resolution No. 4, 2011 – Overcoming Barriers to Women in Trade Union Leadership

⁴ Resolution No. 1, 2013 – Organising women: ITUC Count Us In! Campaign

⁵ Resolution No. 16, 2015 – Agenda for Protecting the Gains and Accelerating Progress Towards Gender Equality and Women Empowerment in Asia-Pacific

3. To establish/strengthen Women's or Gender Equality structures with decision-making authority and other support mechanisms (e.g., designated department/person);and
4. To continue to examine persistent barriers to women's participation and representation in leadership and decision-making and develop strategies and programmes to build women's capacities in this regard.

**CALLS ON
THE ITUC-AP**

1. To ensure minimum 30% women's participation in the ITUC-AP programmes at all levels;
2. To monitor follow up action and report to the Regional General Council progress made in implementing the action plans; and
3. To support affiliates in these actions.

Resolution No. 6

ITUC - Asia Pacific Regional Governance Council on OHS

The 14th ITUC-AP Regional General Council Meeting in Kathmandu, Nepal, 15 - 16 December 2016, requests the General Secretary and the ITUC-AP Secretariat to:

1. Convene an ITUC-AP OHS Regional Conference with a view to establishing an OHS committee or other working group to deal with issues of health and safety. Such committee or working group would meet once or twice a year and help to co-ordinate activities and exchange best practices on occupational health and safety.
2. Organise a regional conference/symposium on Asbestos to coincide with the OHS Regional Conference to develop a strategy towards achieving a ban on asbestos in the region.
3. Organise a coordinating meeting of the union participants in the XXI World Congress on Safety and Health at Work 2017 which is taking place in Singapore between 3 & 6 September 2017 on the day beforehand.

Resolution No. 7

FINANCIAL MATTERS

The 14th ITUC-AP Regional General Council Meeting in Kathmandu, Nepal, 15 - 16 December 2016:

NOTED that the ITUC affiliation fees bands are fixed based on the GNI per capita, although the GNI does not always reflect actual incomes of members in developing countries with difficulties in collecting union dues especially from low paid members such as informal economy; and

that because of the shift to upper bands will inevitably lead to the corresponding reduction in the registered membership, which would be against the ITUC priorities adopted at its 3rd World Congress (2014) under the slogan "Building Workers' Power."

NOTED that the Joint Exchange Rate Fund does not cover the exchange variations on the side of the regional organisations; for instance, the 4% increase in the General Fund contribution to the ITUC-AP in Euro is converted to only 0.4% increase in Singapore dollars, although such a gap must be totally covered by the Fund; and

that the allocation of the General Fund Contribution from the ITUC to the ITUC-AP currently stands at 4.8% against the total amount of the ITUC General Fund and fallen to the level of 2002 - 2003 in Singapore dollars while the region organisations play important roles to implement priorities set by the ITUC;

DEMANDS ON THE ITUC

- (i) to monitor the function of the Fund and to consider alteration of the operational rules of the Fund so that the ITUC and the regional organisations can equally share difficulties inevitably arising from exchange variation;
- (ii) to consider a mechanism of affiliation fees to reflect the realities of affiliates especially in developing countries; and
- (iii) to review the percentages of the General Fund allocations from the ITUC to the regional organisations.