

## **Resolution No. 1**

### **Organising Women ITUC Count Us In! Campaign**

The 9<sup>th</sup> ITUC-AP General Council Meeting in Bangkok, Thailand, 25 - 26 November 2013:

- CONCERNED** that weakening workers' protection, governments' lack of political will to enforce existing laws and uphold workers' rights, combined with unprecedented attacks on workers and unions and volatile economic environment make it extremely difficult for workers to exercise and demand better terms and conditions at work;
- CONSIDERING** that many workers and sectors in society, increasingly women – workers in informal, temporary, non-regular and other precarious employment relationships; migrant labour; domestic workers and in the export processing zones – remain outside the scope and protection of labour laws;
- DECLARES** that unions remain the strong force and the line of defence of workers against inequalities, exploitation and abuse and the means to elevate workers' and their families' collective demands for decent standards of living;
- RECALLS** that the ITUC-AP 2<sup>nd</sup> Regional Conference (May 2011), reaffirmed its renewed commitment to organising as the highest priority. In particular, it committed the ITUC-AP and affiliates to carry out actions to organise women into trade unions;
- UNDERScores** that given the rise of women and young women workers and the specific issues and concerns they bring to the labour market, organising women and increasing their membership and participation in unions will address these challenges, strengthen workers' power and ensure the labour movement's increased relevance and effectiveness in the years ahead;
- NOTES** the new initiatives of affiliates and ITUC in organising women particularly young women such as the 12 by 12 campaign, Decisions for Life and Labour Rights for Women and their contributions to increasing union membership of women and building their organising, negotiating and leadership capabilities;
- EMPHASISES** that in order for the labour movement to further build on the potentials of the huge, unorganised women workers, its actions should be fundamentally based on the principles of gender equality, inclusiveness and diversity.

**WELCOMES**

the ITUC Women's Committee's Count Us In! Campaign in particular the setting up of specific targets in organising and mobilising more women members and activists and promoting them to leadership positions;

**CALLS ON  
AFFILIATES**

1. to introduce provisions in the constitutions to promote women in leadership positions in national and other levels;
2. to utilise tripartism and social dialogue machineries to improve labour laws and policies, particularly those relating to FOA, CB and gender equality issues, among others;
3. to intensify, accelerate and expand union organising activities within and beyond the traditional collective bargaining structure and into every workplace, develop national strategic plans to increase membership and strengthen the capacity to organise;
4. to develop an action plan in setting out specific, measurable and attainable targets for the achievement of balanced representation of women within trade unions at all levels and elsewhere;
5. to support women-focused programs to enhance their organising, negotiating and leadership skills and women-responsive services which take into consideration different or special needs of women and their families; and
6. to commit themselves to the Count Us In! Campaign.

**CALLS ON  
THE ITUC-AP**

1. to set up a monitoring mechanism to review and evaluate progress made in implementing the action plans;
2. to monitor follow up action and report to the General Council on the initiatives and outcomes; and
3. to support affiliates in these actions.