

Resolution No. 1

Organising Women ITUC Count Us In! Campaign

The 9th 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 2nd 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; and
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 and report to the General Council on the initiatives and outcomes; and
3. to support affiliates in these actions.

Resolution No. 2

Action Against Precarious Work

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

- OBSERVES** that, across the Asia and Pacific region, regardless of the level of economic development, precarious work is one of the most threatening features of the labour market;
- DEFINES** precarious work as a type of employment which does not have essential job security, liable to unilateral termination of employment due to changes in business and labour market conditions, and trade union actions in exercising fundamental workers' rights, embodying lower working conditions in terms of wages and other benefits, largely being exempted from public social security schemes and other labour laws; and absence of trade union rights;
- ANALYSES** that employers abuse provisions to reduce personnel cost to improve competitiveness, on the one hand by reducing the unit labour cost and on the other hand by enabling corporations to adjust personnel deployment to business cycles, importantly, through unlimited renewal of contract and termination of employment; thus enable employers to use the precarious form of employment as a means of shifting the risks and costs associated with work from the employer to the worker unilaterally;
- HIGHLIGHTS** that there are only a few laws, if any, that specifically provide for equal working conditions between workers on short-term contract and outsourced workers and direct, permanent workers; that workers in precarious forms of employment not only suffer worse working conditions than those in direct, permanent employment relations as to pay, working hours, holidays and other entitlements including pension rights, disability allowance and unemployment benefits but used as tools to take out job security from workers, but used to take away job security from regular workers;
- FURTHER HIGHLIGHTS** that, under the prevailing gender employment practices in the region, precarious work, largely performed by women, contributes to the gender pay gap; and youth, facing high levels of unemployment, are often forced to take low quality jobs for lack of opportunities; international migrant workers are particularly vulnerable, facing trafficking by unscrupulous agencies and jobs at low wage (sometimes below minimum) and no social protections;

DETERMINED

to extend trade union protection to the workers working in precarious employment by means of organising precarious workers into trade union fold because it is the most effective way to protect and promote their rights, and also, importantly, to maintain and strengthen representativeness of unions in various levels of industries;

**CALLS ON
AFFILIATES**

to review national policies and legislation on employment, together with social partners with a notion that regular workforce should be the pillar of employment structure, to protect employment, create sustainable jobs and promote decent work for all, specifically in the areas of legislation and collective bargaining to:

1. Limit resort to non-standard contracts (short-term, outsourcing) to specific contingencies;
2. Facilitate the transition to regular employment;
3. Transform the status of employment from temporary to permanent;
4. Establish equal pay for work of equal value and provide for equal treatment in respect of benefits such as training and social security;
5. Extend terms and conditions to all workers to set minimum floors for members and non-members at industry or national level; and
6. Set national and industry minimum wages through collective negotiations/social dialogue.

Resolution No. 3

ILO Recommendation No. 202 on Social Protection Floors

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

- OBSERVING** that 1.4 billion people live on less than USD 1.25 a day (World Bank); 2.6 billion people, 38% of global population, do not have access to adequate sanitation (UN-HABIYTAT); 925 million suffer from chronic hunger (FAO); nearly 9 million children under the age of five die every year from largely preventable diseases (UNICEF/WHO); and 5.1 billion people, 75% of the global population, are not covered by adequate social security;
- NOTING, IN PARTICULAR,** that despite continued economic growth in the Asia and Pacific region for the last two decades, still 2/3 of the world's poor resides in widening income inequality and social protection systems unresponsive to their needs;
- DISMAYED** that social security is insufficient in most countries in the region due to institutional deficits, the absence of strong political will for fiscal mobilisation, and economic environments biased against employment and decent wages;
- WELCOMES** the adoption of ILO Recommendation No. 202 on Social Protection Floors in June 2012, defining social protection floors as sets of basic social security guarantees, including universal access to essential services and social transfer, aimed at preventing or alleviating poverty, vulnerability and social exclusion;
- AGREES WITH EMPHASIS** that it is the overall and primary responsibility of the State to give effect to the Recommendation applying the following, among other, principles: universality of protection, based on social solidarity; adequacy and predictability of benefits; non-discrimination, gender equality and responsiveness to special needs; social inclusion, including of persons in the informal economy; respect for the rights and dignity of people covered by the social security guarantees; high-quality public services that enhance the delivery of social security systems; full respect for collective bargaining and freedom of association for all workers; and tripartite participation with representative organisations of employers and workers, as well as consultation with other relevant and representative organisations of persons concerned;
- EMPHASISES FURTHER** that formulating, implementing and monitoring national social protection floors and other social security extension strategies should be based on national consultations through effective social dialogue

RECALLS

and social participation, especially through the tripartite mechanism; that the ITUC-AP has been carrying out various activities of its strategic campaign for 'Social Safety Nets', at regional and national levels, based on social security schemes of ILO Convention No. 102, ILO Recommendation No. 202, as well as social assistance, social welfare programmes and development;

URGES

the IFIs (World Bank, IMF, ADB) to include establishment and improvement of minimum social protection floors in their policy consultation with member states; and

**CALLS ON
AFFILIATES**

as part of the ITUC-AP Campaign for Social Safety Nets, to initiate and advance consultation with national social partners to establish national policies on their own social protection floors in the following areas:

1. Establishing national social protection floors comprising basic social security guarantees and regular income supplement to all by improving national legislation, policies, guidelines, etc.;
2. Formulating and implementing national social security programmes, coordinated with policy objectives and other public policies including quality public services; and
3. Establishing a framework for a tripartite participation to monitor progress in implementing social protection floors and other objectives of national social security extension strategies.

Resolution No. 4

Indonesia

Violence Against Workers during Peaceful National Strike

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

EXPRESSES	full support to the peaceful national strike led by the KSPI on 31 October and 1 November 2013, in which 1.5 million workers participated to demand increase in minimum wage, implementation of health insurance by January 2014, against outsourcing particularly in the state owned enterprises, passing the domestic workers bill and rejection of the mass organisation law;
NOTES WITH CONCERN	that twenty-eight (28) workers were injured by the thugs, armed with knives, iron rods and machetes, with seventeen (17) severely injured and admitted to hospitals, one (1) still in critical condition;
STRONGLY CONDEMNS	the organised attack against workers by paramilitary organisations during a peaceful strike;
HIGHLIGHTS	that the government of Indonesia has ratified ILO Conventions No. 87 and No. 98 concerning freedom of association and right to collective agreement;
EMPHASISES	that the government is responsible to ensure that workers and trade unions can operate free from fear, fully protecting them from such violence when conducting legitimate union activities;
REGRETS	the police officers in Bekasi District who were deployed around the site during the national strike did not take any protective actions, allowing the acts of violence to continue;
URGES	the government: <ol style="list-style-type: none">1. to conduct an independent investigation and bring those responsible to justice;2. to provide security and protection to all workers across Indonesia for peaceful demonstrations and protests; and3. to take action against officials for their anti-labour attitude.
EXTENDS	deepest sympathies and solidarity support to the workers who were attacked, injured and hospitalised; sharing concerns with their families; and

**URGES THE
ITUC-AP**

1. to take up with the government to facilitate redressal of the grievances;
2. to report to the ILO for further investigation and appropriate action;
and
3. to pursue with the ADB through the reporting mechanism on violation of core labour standards.

Resolution No. 5

Republic of Korea Fundamental Rights of Workers

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

- CONDEMNS** the Government of the Republic of Korea for its derecognition of the Korean Teachers and Education Workers Union (KTU)/KCTU on 24 October 2013 on the basis of provisions of the Trade Union and Labour Relations Adjustment Act (TULRAA) which does not observe the core international labour standards;
- EXPRESSES** full support and strong solidarity towards our sisters and brothers of the KTU/KCTU in the all-out struggles and also other workers in Korea having stood against similar challenges;
- REITERATES** that the ILO Committee on Freedom of Association (CFA) has repeatedly criticised those provisions and urged the Korean Government to repeal the provisions prohibiting dismissed and unemployed workers from keeping their union membership and making non-union members ineligible to stand for trade union office;
- REITERATES FURTHER** that the Korean Government made a commitment on its entry to the OECD in 1996 “to reform existing laws on industrial relations in line with internationally accepted standards, including those concerning basic rights such as freedom of association and collective bargaining”;
- DEPLORES** the blatant suppression of trade unions under the Park Guen-Hye Administration in total disregard of the international labour standards and its own international commitments without recognising the international community, especially workers and working families in the globe;
- URGES** the Korean Government:
1. to restore KTU’s legal status immediately and fully guarantee fundamental rights of teachers and educational workers;
 2. to stop all anti-union policies against trade unions including the Korean Government Employees’ Union (KGEU)/KCTU at once; and
 3. to revise without delay the Trade Union and Labour Relations Adjustment Act (TULRAA) so as to comply with the international labour standards as well as to fulfill its international commitments;
- URGES THE ITUC-AP ALSO URGES** to report to the ILO for further investigation and appropriate action; and the Organisation for Economic Cooperation and Development (OECD)

to reinstate urgently the monitoring of the labour rights situation, much deteriorated by this and other serious violations, in the country.

Resolution No. 6

Afghanistan Enactment of Labour Law

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

- WELCOMES** the affiliation of the National Union of Afghanistan Workers and Employees (NUAWE) to the ITUC and the ITUC-AP;
- CONCERNED** to note that there are no industrial relations laws, no system regulating formation of unions, collective bargaining, dispute settlement and labour judiciary as in other neighbouring South Asian countries;
- URGES** the Afghanistan government to enact labour legislation on formation of trade unions, collective bargaining, dispute settlement, grievance handling and setting up of labour judiciary; and
- REQUESTS
THE ITUC-AP** to continue to support the NUAWE in capacity building, leadership training for women, youth on basic trade union topics including collective bargaining.

Resolution No. 7

Freedom of Expression

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

NOTING THAT

- freedom of expression is essential to the effective functioning of free trade unions and democracy;
- the right to freedom of expression exists under international human rights law, being recognised in the International Covenant on Civil and Political Rights, which has been ratified by many countries in the region;
- the right to freedom of expression is severely curtailed in countries including China, Vietnam, Thailand, Sri Lanka, to mention a few, in the Asia and Pacific region where national laws ostensibly directed to goals such as protecting cultural norms and social cohesion are in fact deployed to silence regime critics;
- persons alleged to have offended such national laws are often prosecuted under the criminal code with manifestly excessive jail terms imposed on those found to have breached it; and
- international organisations including the International Labour Organisation, the United Nations Office of the High Commissioner for Human Rights, the United Nations Working Group on Arbitrary Detention, the European Union and the Amnesty International, have condemned or expressed deep concern about these cases;

EXPRESSES

its profound dismay that persons exercising their right to freedom of expression have been treated as dangerous criminals, shackled, and sentenced to manifestly excessive prison terms; and

DEMANDS

the immediate release of all political prisoners in all countries and the repeal of national laws that are deployed to intimidate critics and stifle free speech.

Resolution No. 8

Philippines Supporting Long Term Rehabilitation Assistance for Workers and Families Affected by Typhoon Haiyan

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

- EXPRESSING** deep sympathy and support to the people of Philippines for the terrible loss of lives and massive destruction affecting more than 11 million people in 42 provinces, and heavy damage to property, infrastructure, production and agriculture as a result of the super Typhoon Haiyan (a.k.a. Yolanda in Philippines);
- NOTING WITH GRIEF** that workers in many sectors and their families perished and are among those gravely affected by the catastrophe with their houses, property and livelihood wiped out;
- COMMENDING** the prompt and massive response, immediate humanitarian and relief assistance of all kinds, from the national and the international community, governments, civil society, the private sector and the public, around the world;
- WELCOMES** the on-going relief, rescue and recovery efforts of government agencies, organisations, institutions and individuals, and progress in meeting people's basic needs;
- BEARING IN MIND** the importance of continued assistance to affected communities, and their people, particularly the most vulnerable groups, to recover from the traumatic effects of the catastrophe;
- EMPHASISES** the need to support and build basic protection for an estimated 3.2 million affected women, 4.6 million children, and other vulnerable groups, against greater risk of sexual and gender-based violence, human trafficking, neglect, abuse and exploitation in crowded evacuation and communal shelters;
- URGES** the ITUC, the ITUC-AP and all affiliates to continue to support the affected people to come out of this tragic situation; and
- APPEALS** to the ILO to support for long term recovery, rebuilding and rehabilitation, giving priority to accelerating the provision of sustainable employment and livelihood to affected workers, their families and communities.

Resolution No. 9

Bangladesh Rana Plaza Calamity

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

- PROFOUND REGRET** at the massive loss of workers lives in the Rana Plaza building in Bangladesh;
- DEEPLY CONCERNED** that this tragedy happened because of the callous attitude of the management and authorities towards workers' safety and denial of trade union rights;
- RECALLS** that industrial accidents causing deaths of large number of workers occur in Bangladesh with frightening frequency;
- DEMANDS** the payment of adequate compensation to the victims' families immediately;
- URGES** all buyers to adhere to the agreement to ensure international standards on health and safety, worker-friendly environment, decent work and effective exercise of right to organise and bargain collectively;
- URGES GOVERNMENT** to implement safety standards and trade union rights including in EPZs; and
- ALSO URGES THE ITUC-AP**
1. to work closely with the GUFs on this matter; and
 2. to monitor the progress and report to the Regional General Council.

Resolution No. 10

India

Support for Workers Struggle in Maruti Suzuki

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

- RECALLS** the 8th ITUC-AP Regional General Council Resolution on Workers' Rights in Maruti Suzuki India;
- REITERATES** the demands made in the above resolution;
- CONDEMNS** that there has been no progress towards solution to the workers struggle and 147 workers are still languishing in jail on serious criminal charges without trial;
- REITERATES DEMANDS**
1. release all arrested workers from jail and withdrawal of all pending cases against workers;
 2. reinstatement of all dismissed workers; and
 3. initiate discussions with the legitimate trade unions and national trade union centres on demands like regularisation of contract workers and recognition of genuine workers union in place of the management union.
- URGES THE ITUC-AP**
1. to assist the affiliates in resolving the matter and report back to the Regional General Council; and
 2. to report the violation of trade union rights to the ILO.