

RESOLUTION NO. 1

Organising

The 2nd ITUC-AP General Council Meeting in Bangkok, Thailand, on 4-6 November 2008:

- REITERATES** that trade union organizations empower working women and men provide themselves with the means to assert their freedom and to fight for their immediate needs;
- EMPHACISES** that the basis and the most important source of power of trade union are the unity and organization of its members and they are most representative and organized forces in the struggle for social justice;
- REGRETS** that trade union density is abysmally poor in many countries in the region and vast segments of working women and men are still out of the union fold; added to this is the scourge of multiplicity of unions;
- EXPRESSES CONCERN** that union membership is declining in many of the countries in the region as elsewhere in the world which is attributed to the hostility of governments or employers, shrinking employment in sectors where unionization was high, inadequate legal framework or new forms of business organisation; this worldwide phenomenon continues unabated;
- RECOGNISES** that even where statutes for protecting workers rights exist they are observed more in breach than in compliance;
- EXPRESSES SERIOUS CONCERN** at the blatant violation of trade union rights in many countries; governments are increasingly becoming intolerant of trade unions; core labour conventions are either not ratified or not implemented; employers resist unions with impunity;
- NOTES** that while the need is progressive labour reforms, the reverse trend is discernible; where well established industrial relations systems have withstood the test of the time they are under attack to dilute or deny workers rights;
- RECOGNISES** that in the times of globalization, informal economy and atypical employment is increasing; in most of the countries in the region, workers in informal economy constitute more than half of the working population; adequate attention has been lacking from the trade unions in terms of organizing and mainstreaming the informal economy workers;
- REALISES** that traditional means for recruitment are no longer adequate and more effective strategies are required

based on a good research and an understanding of specific employers and groups of workers, such as young and women workers;

REITERATES

that through greater cooperation and joint efforts, the use of more efficient tools and techniques, and better targeting and strategic planning, trade unions must make smarter uses of organizing resources and create an organizing culture through the union movement;

IS CONVINCED

that education is a key element in organizing strategies whether it is for unorganized workers, participating in an organizing campaign, establishing trade union structures in new organized establishments or training of professional and voluntary organizers; through education and action, trade unions must strengthen the commitment of workers to trade unions and to collective action as well as to recruit and develop the activities essential to trade unions;

ENDORSES

the Conclusions and Action Plan adopted by the ITUC-AP/ILO Regional Workshop on Challenges of Organising held on 22-24 September 2008, Kathmandu, Nepal;

CALLS ON

Unions to

- accord utmost priority to organizing;
- launch specially targeted initiatives to organize women and youth into trade unions which require added commitments to incorporate gender perspectives into trade union activity on a scale sufficient to make a difference;
- allocate union funds to organizing;
- launch organizing campaigns for bringing in workers in informal economy, atypical employment, part-time workers, self-employed, migrant labour and workers in the export processing zones into trade unions;
- develop organizing manuals and recruitment kits;
- establish organizing task forces to encourage, promote, resource and give direction to organizing;
- disseminate case studies on organizing successes;
- wherever necessary to bring amendments to legal or institutional frameworks which define and stipulate the status of workers or through which collective bargaining relations are recognised and protected;
- create different categories of membership especially for those for whom traditional collective bargaining is difficult;
- spread the concept of seamless and potable membership;

CALLS ON

ITUC/ITUC-AP to

- give top priority in all areas of work to supporting organizing activities and capacities of trade unions including recruitment, obtaining recognition and the conclusion and strengthening of collective agreements;
- initiative and support actions to achieve an institutional and political environment conducive to freedom of association and the right to collective bargaining;
- accord topmost priority to organizing informal workers and atypical workers and extend all assistance to the affiliates in this task ;
- conduct strategic planning workshops to organize pilot projects for organising informal economy and atypical employment;
- organize regional and national meetings on atypical work to analyse working conditions and social protection for those workers with an ultimate objective to organize them;
- organize training workshop for organizers;
- focus on campaigns for respect of national legislations and laws at all workplaces covering informal economy and atypical workers, which, among others provide room for collective bargaining;
- collate and disseminate information related to organizing;
- launch internationally coordinated and strategically targeted organizing initiatives;
- support and encourage special organizing campaigns aimed at young workers;
- monitor trends in trade union membership, and support trade union efforts to improve the collection and analysis of this information;
- promote and encourage initiatives for organizing workers in the export processing zones;
- develop web-based database to share information on multinationals including where MNCs are organized around the world;
- establish national trade union contact points to monitor MNCs, OECD MNE Guidelines, framework agreements and other relevant activities involving multinationals.