

**3rd ITUC Asia Pacific Conference
Resolution No.14**

CONSTRUCTIVE INDUSTRIAL RELATIONS

The Conference reaffirms that social partnership and social dialogue, or industrial relations, are fundamental components toward decent work. Efficient social dialogue based on mutual trust at various levels is instrumental in business sustainability, which will eventually benefit workers and national economy as a whole.

The Conference, however, expresses deep dismay at the fact that industrial relations in the region are confrontational in general as balance of power between the labour and the business is always in favour of the latter mainly due to erosion of trade union power as well as denial of fundamental worker's rights. Thus, the Conference stresses that constructive industrial relations can only be built on the basis of full recognition and operation of trade unions in compliance with the ILO Core Conventions and common welfare, and in a stable political climate for social partners to operate without fear of reprisal; parties concerned share common interests in labour standards, performance of business, conditions of national economy; industries and labour market and share a principle of fair distribution of output to stakeholders.

The Conference clarifies that Corporate Social Responsibility (CSR), a corporate-led strategy to mainly promote business interests, cannot be substitute to trade unions' action. Credible CSR works effectively only on the basis of full recognition and operations of trade unions in compliance with the ILO Core Conventions in pursuit of decent work, as well as prudent business performance.

Therefore, the Conference commits the ITUC-AP, working with affiliates and GUFs to:

- Promote ratification of the ILO Convention No. 144 (Tripartite Consultation) and its implementation in striving for effective practice of bi-partism and tri-partism;
- Support affiliates in setting up effective dispute settlement mechanisms;
- Continue regional dialogue with the Confederation of Asia Pacific Employers (CAPE);
- Promote the concept of the constructive industrial relations in regional and international forums; and
- Further explore possibilities of establishing an Asian and Pacific Industrial Relations Institute.