



3rd World Congress
NAGASAKI,
JAPAN 2010
9-12 November

UNI
global
union

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3rd World Congress

Nagasaki

Japan 2010

breaking through

Breaking Through

Resolutions

Adopted by the 3rd World Congress
of UNI Global Union
Nagasaki, 9-12 November 2010

Foreword

This publication contains the key policy decisions taken by the 3rd UNI Global Union World Congress, held in Nagasaki, Japan, from 9 to 12 November 2010.

The theme of the Congress was “Breaking Through” and delegates resoundingly endorsed UNI Global Union’s strategy for action from its Nagasaki World Congress to its Cape Town Congress in 2014.

UNI Global Union’s *Breaking Through* Strategic Plan was unanimously adopted. With the backing of affiliates and the commitment to implement this programme, we are well prepared to grow and strengthen affiliated unions and UNI Global Union to improve the working conditions and lives of workers in the services and allied sectors.

36 motions and a number of proposed amendments were submitted by affiliates to the Congress.

As a result of the work of the Resolutions Committee, several of these were combined or integrated into existing motions. As a result, recommendations on 17 motions were referred by the Resolutions Committee to the Congress for adoption.

Congress agreed to refer two motions, ‘Developing Transnational Collective Bargaining’ and ‘Linguistic Non-Discrimination’ to the World Executive Board for further follow up.

The fifteen resolutions adopted by the Congress affirm our position on the following matters:

Resolution 1: UNI Global Union Breaking Through Strategic Plan

Resolution 2: Breaking Through on the Representation of Women in UNI Global Union

Resolution 3: UNI Global Union Affiliation Fees 2011-2010

Resolution 4: Financial & Economic Crisis

Resolution 5: Peace

Resolution 6: Migration and Trafficking of Women

Resolution 7: Reaching Out the Grassroots

Resolution 8: Supply Chain – Ethical Trading Protecting Workers

Resolution 9: Step Up Actions on Behalf of P&MS

Resolution 10: Social Security and Health Care are Essential to Decent Work

Resolution 11: UNI Global Union Strives to Eradicate Workplace Violence

Resolution 12: Health Care is a Human Right Essential to Decent Work

Resolution 13: Climate Change and Sustainable Development

Resolution 14: Middle East

Resolution 15: Young People and Decent Work

The Resolutions Committee was composed as follows:

Chair:

Ann Selin PAM Finland

Secretary:

Christy Hoffman UNI Global Union

Members:

Akiko	Gono	UI Zensen	Japan
Benson	Okwaro	COWU	Kenya
Christina	Colclough	NFU	Nordic Countries
Dmitry	Dozorin	CWU	Russia
Edgardo	Iozia	UILCA	Italy
Erwin	De Deyn	SETCa-BBTK	Belgium
Heinrich	Bleicher-Nagelsmann	Ver.di	Germany
Hugo	Giarelli	FATLYF	Argentina
Ian	Blandthorn	SDA	Australia
Jim	Sauber	NALC	United States
John	Baldwin	CWU	United Kingdom
Maxine	Gay	NDU	New Zealand
Mette	Kindberg	HK	Denmark
Michel	Muller	FILPAC-CGT	France
Ndèye Founé	Niang	SNTPT	Senegal
Patricia	Nyman	SACCAWU	South Africa
Simon	Dubbins	Unite the Union	United Kingdom
Susana	Stochero de Rueda	FATSA	Argentina
Toni	Moore	BWU	Barbados
Vijaya	Latchmi Suppiah	GMBWU	Malaysia
William	Maunier	SNRT-CGT	France
Wolfgang	Greif	GPA-DJP	Austria

We count on the support of all of our affiliates in implementing our strategy and aim to be able to report many concrete achievements to the 4th UNI World Congress, when it meets in Cape Town in 2014.



Philip J. Jennings
UNI General Secretary



Christy Hoffman
Deputy General Secretary

Resolution No. 1

UNI Global Union *Breaking Through Strategic Plan*

The 3rd UNI World Congress decides that UNI Global Union's Strategy for action from Nagasaki to Cape Town - 2010-2014, to be known as the *UNI Breaking Through Strategic Plan*, will be as follows:

1 Our UNI Global Union mission:

To grow and strengthen affiliated unions and UNI Global Union to improve the working conditions and lives of workers in the services and allied sectors.

2 Our UNI Global Union values and principles:

In our work we operate in accordance with the following values and principles:

- a) **Changing globalisation:** A Global Union to bring a human face to globalisation.
- b) **Jobs with social security and justice for all:** An equitable sharing of the world's wealth through decent jobs and working conditions for all.
- c) **Organising the services and allied sectors:** A commitment to creating the conditions to grow unions and to give a global dimension to trade union recruitment.
- d) **Freedom from fear:** A commitment to human and trade union rights in every nation and by every company and to promote solidarity with those in need or struggle.
- e) **Equality:** Equal rights and equality of opportunities for all in unions, in companies, in politics and in society irrespective of race, gender, sexual orientation, age, disability, culture or religion.
- f) **Community of action:** Collective solutions to human needs and quality public services for all.
- g) **Absolutely everybody:** An inclusive process of global, regional and sectoral teamwork involving all UNI affiliates, their rank and file members, union representatives and leading officials, as well as all UNI staff to achieve results.

3 Our UNI Global Union's five key strategic objectives

Our integrated approach is aimed to strengthen all components of UNI Global Union. Global and regional challenges require united action. Through UNI Global Union's existing decision-making structures, plans will be developed focussed on the following five objectives. UNI members are integral in moving these plans to action; affiliates everywhere must play an active role. The annual meeting of the UNI World Executive

Board will consider achievements, objectives and plans, as will each Regional Executive Committee, Sector Global Union and Interprofessional Group.

a) Global companies

Strategic objective: To build organising strength within the global corporations operating in our sectors and to negotiate global and regional agreements.

- a.1** To undertake high quality action-orientated research into the operations and employment practices of selected global companies within UNI sectors; to encourage affiliates to share the results of their own research, for instance through the global union alliances.
- a.2** To develop union alliances among affiliates and support networks for individual global companies, in order to increase union organising capacity, to improve group-wide employment standards and to develop dialogue with the company.
- a.3** To campaign for effective and binding international normative frameworks on labour rights for global companies and their supply chains; we will work with responsible employers and employers' associations, the UN Global Compact, the ILO Tripartite declaration and the OECD multinational guidelines and campaign to implement socially responsible investment (SRI) and CSR initiatives, where these can help to meet UNI's strategic objectives.
- a.4** To work towards the signing of new Global Agreements with global companies, using the development of global union alliances and the process of negotiation as a tool to strengthen union organising capacity and improve employment across the company and ensure compliance with the core labour standards including respect for the right to organise. The aim is for 100 such agreements to be in place by the Cape Town World Congress in 2014. UNI recognises that membership strength and collective bargaining relationships at the national level are an important foundation towards this end.
- a.5** To work in partnership as a union alliance, with responsible employers and companies with existing Global Agreements; to monitor for compliance; to disseminate as widely as possible the terms of Global Agreements, so that agreements are of real value in raising employment standards and ensure respect for the core labour standards including the right to organise; to hold regular liaison meetings with companies and to evaluate and renegotiate existing Global Agreements as appropriate.
- a.6** To develop the communication tools to ensure that our work reaches union rank and file members and union representatives in workplaces in global companies; we want them to be informed, engaged, involved and mobilised in our work.
- a.7** To work with representatives on European Works Councils and global works councils, to assist UNI to meet its strategic objectives.

- a.8 To work for the ILO to mainstream Global Agreements in its work; to insist that the ILO plays a much more active role and has enforcement mechanisms to ensure that business respects basic labour standards.

b) Organising and capacity development

Strategic objective: To gain union recognition in the industries where UNI sectors operate and to *further* facilitate union growth by building the capacity to support organising campaigns worldwide.

- b.1 To work with affiliates to **gain union recognition rights and grow the strength of unions**, at global, regional, national, local and sectoral level, in the services and allied sectors, which are today the world's largest single source of jobs.
- b.2 To **include organising** in each component part of UNI and align development activities by focussing plans on activities that enhance union access, recruitment and services.
- b.3 To include **organising as a standing item** in meetings of the World Executive Board, Regional Executive Committees and Sector Meetings.
- b.4 To build UNI Global Union's affiliates' and staff **capacity to develop organising skills and campaigns**.
- b.5 Where trade union fragmentation stands in the way of union development, UNI will support affiliates in mergers and integration campaigns and support the recognition of the resulting organization.
- b.6 To host an annual UNI Global Union **Organisers' Forum** as a platform to exchange innovative experiences and developments regarding organising campaigns and techniques, and become a centre of excellence to keep unions abreast of organising trends.
- b.7 To create a **UNI Global Union organising fund** to assist affiliates and sectors to address the challenge of organising, with separate reporting and an annual report on activities and their financing.

c) Jobs with social security and justice for all

Strategic objective: To *improve* workplaces and raise employment standards in the services and *allied* sectors.

- c.1 To undertake high quality **action-orientated research**, in order to better understand trends in employment practices in UNI sectors and regions and the development of new ways of working; to encourage affiliates to share the results of their own research.
- c.2 To **identify and implement campaigns to raise employment standards**, including cross-sectoral Responsible Contractor Policy and other campaigns, where such campaigns aid organising work by affiliates and help UNI meet its strategic objectives.
- c.3 To campaign for union recognition, build collective bargaining strength and disseminate collective bargaining experience and knowledge between

affiliates, to **extend the reach of collective bargaining to all workers in the services and allied sectors and ensure that all categories of workers are represented at the bargaining table**. To provide support to trade union organisations in the informal economy in order to promote dialogue on the formalisation of the informal activities and ensure access to social and economic security for the workers involved; to fight to gradually eliminate the informal economy and the threat it poses to secure employment.

- c.4 To focus UNI's work on **equal opportunities and equality and diversity**, so that it helps affiliates organise and engage women workers and those suffering discrimination in the workplace; to focus UNI Youth's work so that it helps affiliates organise and engage younger workers; focus UNI's P&MS work on efforts to remove barriers to the organisation of professional and managerial staff and encouraging affiliates and sectors to recruit and organise them.
- c.5 To research and campaign on issues of **global sourcing of work**, offshoring practices and the widening skills' gap, in order to develop further a global union response which strengthens unions and workers in all affected countries.
- c.6 To research and campaign on issues of international **migration of workers** in UNI sectors, in order to help organise these workers to ensure their protection and respect of human rights.
- c.7 To support affiliates with the knowledge and skills they need to organise **atypical workers**, including independent workers and those suffering from precarious work situations; to seek global ratification of ILO Convention 181 (temporary work agencies).

d) **Political and regulatory influence**

Strategic objective: To change and bring a stronger social dimension to global and regional *processes* of integration and regulatory frameworks and be a recognised partner in these processes.

- d.1 To **intervene in global institutions and forums** (such as the G8, G20, IMF, World Bank, FSB, Davos, the World Social Forum and its continental branches) to build awareness and knowledge of UNI, in order to promote a social dimension to globalisation which protects worker and human rights and creates jobs with justice and social security for all.
- d.2 To **work closely with the ILO**, to seek to strengthen its influence and effectiveness to achieve decent work for all service and allied sector workers.
- d.3 To represent union and workers' interests in **regional economic institutions** throughout the world, with the united aim to build a social Africa, a social Americas, a social Asia and Pacific and a social Europe.
- d.4 To represent union and workers' interests in **other industry-wide and regulatory organisations** of direct relevance to UNI's sectors; for

example, to maximise the value of UNI Postal's status within the UPU; to defend creative workers' rights within WIPO.

- d.5 To support actions aimed at meeting the **United Nations Millennium Development Goals** and promote **quality public services** to ensure, among others, education and healthcare, universal postal services, broadcasting and broadband delivery for all.
- d.6 To seek **strategic alliances with other social justice organisations**, such as NGOs and single-issue campaigns, where these can contribute to meeting UNI's strategic objectives.
- d.7 To seek **a commitment to human and trade union rights** in every nation and by every company and, through the UNI Freedom from Fear campaign, to harness international solidarity in defence of trade union and human rights activists in high-risk countries.
- d.8 Through UNI Finance, to continue to develop and promote **a financial system** which operates for the benefit of individuals and the real economy and where the rights of workers are respected.
- d.9 To continue to campaign against **private equity and capital structures** which destroy jobs, workers' rights and company asset value.
- d.10 To support actions to **combat climate change**, including the creation of 'green' jobs which also offer good employment rights and conditions, and the development of sustainable new technologies.
- d.11 To effectively **communicate UNI's work** to members, the media and the public in general to build a stronger, united union movement.
- d.12 To support our communities and the individual democratic right to take part in the information society, we encourage public investment in skills and high speed networks.

e) **UNI as a proactive, innovative and inclusive organisation**

Strategic objective: To operate a modern, effective, innovative and well-run UNI Global Union and to *secure* the active involvement of all affiliates and mobilisation of their rank and file members, union representatives and leading officials in our work.

- e.1 To **build UNI's visibility and strength** through increased participation and engagement of UNI affiliates' rank and file members, union representatives and leading officials, as well as increasing the number of affiliated unions.
- e.2 To maintain our relevance and credibility; we will seek to make our **meetings and conferences modern, inspiring and orientated towards taking action** which helps UNI meet its strategic objectives and brings value to affiliates.
- e.3 To develop working methods for **UNI sectors to cooperate more closely** with each other, at global and regional level, enabling knowledge, experience and campaigns to be shared cross-sectorally and for affiliates to benefit from this synergy and clearly defined responsibilities.

- e.4 To build on our **integrated structure globally and regionally** so that we are united in our effort to implement our strategic plans.
- e.5 To develop and work to **strategic plans in each of the sectors and regions** to meet UNI Global Union's strategic objectives.
- e.6 To **use new technology imaginatively and creatively**; to maximise the value of the UNI web pages; to ensure UNI communications are lively and effective; to develop tools to allow UNI members to communicate with each other and with staff in an easy and direct manner and to minimise the impact on the environment.
- e.7 To develop the **UNI Strategic Campaigns and Organising department**, to drive UNI's and its affiliates' organising and campaigning work and help meet UNI's strategic objectives.
- e.8 To ensure that UNI continues to **operate financially in a prudent and effective manner**; to work to develop the Organising, Solidarity and Education Fund and to align its activities with UNI's strategic objectives.
- e.9 To seek gender parity and equality between men and women in bargaining structures and in all UNI's decision-making structures, with the target of at least 40% representation by women, and to promote equality in all UNI strategies. The goal of 40% should be achieved over the period 2011-2014, after which assessment should be carried out.
- e.10 To further **strengthen the Global Unions** by building co-operation with the Council of Global Unions, our sister Global Union Federations and the International Trade Union Confederation (ITUC) and its regional organisations.

Resolution No. 2

Breaking Through on the Representation of Women in UNI Global Union

- 1** In order to achieve gender parity in UNI Global union, it is time to make a break through in terms of the representation of women in its decision-making structures and meetings at global, regional and sectoral level;
- 2** UNI's aim is to obtain 40% representation of any one gender in all UNI decision-making structures, including the UNI Management Committee and World Executive Board, all structures in the UNI Regional Organisations and Sector Global Unions and all delegations to UNI conferences and meetings. The goal of 40% should be achieved over the period 2011-2014, after which an assessment should be carried out.
- 3** The 3rd UNI World Congress decides, until such times as this aim has been achieved:
 - a)** That, as concerns the World Executive Board, the UNI Statutes will be modified to provide for one additional titular seat to be attributed to a woman for each area, as well as the addition of one titular women's seat to the reserved seats for UNI Graphical Global Union and one titular women's seat to the reserved seats for UNI MEI Global Union.
 - b)** That the nominations for these additional women's seats on the World Executive Board should be made by representatives of the area/sector concerned in consultation with the representatives of this area/sector on the UNI Women's Committee.
 - c)** UNI should establish and implement a nomination system with the intention of achieving better representation of women to be used for elections to the UNI governing bodies in all sectors and groups.
 - d)** That each of the UNI Regional Organisations and Sector Global Unions is invited to take the necessary measures to reach the aim of 40% representation of any one gender in all its decision-making structures and meetings. That these provisions will be reviewed every four years, with additional seats and other proactive measures being removed as and when 40% representation of any one gender has been achieved.
 - e)** That all affiliated organizations are strongly encouraged to help in achieving this aim and to ensure that the composition of their delegations to UNI conferences and meetings is a true reflection of the ratio of their female/male membership.
 - f)** The Congress appeal to all its member unions to take stock of the distribution between women and men in leading positions and to draw up action plans for the structuring of equality work in their organisations. The aim of changes proposed should be for the composition of the decision-making bodies of the union to

Resolution 2: Breaking Through on the Representation of Women in UNI Global Union

reflect the gender composition of the membership. Unions should report back on the results of these efforts at the next World Congress. UNI should be mandated to coordinate the exchange of “best practice” in this respect among the member unions.

- g) UNI allocate funding to promote equality work in UNI and its member unions.

Resolution No. 3

UNI Global Union Affiliation Fees 2011-2014

The 3rd UNI World Congress decides:

- a) That the affiliation fee to be paid per affiliate per year shall be fixed as CHF 2.00 per member per year from 1.1.2011, CHF 2.05 from 1.1.2012, CHF 2.10 from 1.1.2013 and CHF 2.15 from 1.1.2014.
- b) That any affiliate unable to pay full affiliation fees to will be able to apply for a reduction in the rate of fees for up to a year, to be authorised following consultations involving the UNI head office and the regional organisation concerned.
- c) That all affiliates are expected to pay affiliation fees on their full eligible membership by 31 March of every year.
- d) That all affiliates must pay minimum affiliation fees of CHF 200.00 per year.
- e) That a condition of any new affiliation becoming effective will be the payment in advance of a year's affiliation fees in accordance with the UNI Statutes.
- f) That all existing solidarity and sectoral fees be abolished as from 1.1.2011.
- g) That UNI establishes an Organising, Solidarity and Education Fund.
- h) That affiliates be recommended to pay into the fund CHF 0.25 per member per year.
- i) That a report and accounts on the fund will be presented annually to the UNI Management Committee and UNI World Executive Board.
- j) That the accounts will be audited by the Chartered Accountants and the UNI Members Auditors.
- k) That an appeal will be made to affiliates to make special donations to the Organising, Solidarity and Education Fund with the aim of reaching a total of CHF one million per year by the end of 2011.
- l) That UNI will continue to allocate annually CHF 200'000 to the fund.
- m) That the special contributions received from affiliates each year will be paid into this fund.
- n) That when an affiliate has benefited from the organising activities supported by UNI from this fund they will be expected to make contributions to the fund based on their new membership.

Resolution No. 4

Financial & Economic Crisis

The 3rd UNI World Congress adopts the following motion:

A. Responding to the Global Economic Crisis

In September 2008, the global financial system teetered on the brink of collapse. It took an unprecedented level of coordinated government intervention to avert a global economic catastrophe as central banks and national treasuries injected trillions of dollars of liquidity into the world's banking systems, bailing out the banks and financial companies that caused the crisis. But even those steps were not enough to prevent the worst global recession since the Great Depression of the early 20th Century.

The 2007-2009 global economic crisis cost nearly 35 million workers their jobs and forced tens of millions of more workers to work part-time or leave the workforce altogether. According to a 2009 report from the ILO, it cast more than 100 million workers into absolute poverty. In countries like the U.S., the U.K, Ireland, Spain, Greece and Iceland, among others, the crisis resulted in millions of workers losing their homes, their pensions and the life savings. Developing countries dependent on trade and investment links with such industrialized countries suffered even more.

The root cause of the Global Economic crisis is the capitalist greed for super-profits. The global economic crisis was not an accident. It was not "a perfect storm" or a "100-year flood," as many investment bankers and their political apologists claim. It was an avoidable man-made disaster that resulted from 30 years of "market fundamentalism" and misguided neo-liberal economic policies. These policies -- unencumbered "free trade" that subordinated the interests of workers to those of multinational corporations, deregulated capital markets, modifying the distribution of wealth to the detriment of salaries and compensating low salary levels by increased reliance on debt-financing to stimulate consumption and weakened trade union rights in both industrialized and developing countries – are responsible for the crisis.

The era of finance-dominated capitalism, in which regulators were disarmed and speculation was allowed to trump the careful allocation of capital investment, produced gaping inequality both internationally and within national boundaries. While unleashing greed and misconduct due to a lack of regulation and the failure of self regulation, it proved disastrous for workers in the real economy. Wages stagnated as the link between wage growth and productivity gains was broken by measures to weaken trade unions and "flexible" labour market policies served to shred job security and worsen working conditions, most significantly in developing countries. These policies, in conjunction with crisis and the millions of jobs that have been lost as a result, are excluding more and more workers from the labour market. This is leading to an increase in the informal economy, including in the rich countries.

This system, which is geared to maximising short-term financial gain, has also caused considerable environmental damage to the point of endangering the future of the planet and the very survival of its inhabitants.

On top of it all, the neoliberal model failed to deliver the macroeconomic goods. It created a wildly unstable global economy subject to damaging asset bubbles -- the 1980s' thrift bank crisis (USA), the 1990s Asian financial crisis, the global dot.com equity boom and bust of the last decade, and the recent housing bubble in the USA and parts of Europe – and forced an unprecedented run up in the level of sovereign debt due to finance relentless tax cuts that only benefit the rich and endless finance sector bail outs.

Over the next four years, the international community must address the threat to social stability posed by the global jobs crisis and seek to repair the damage of 30 years of failed neo-liberal economic policy. UNI Global Union must participate in this effort. It must effectively advocate fundamental reforms to the global economic system to prevent future crises and, as the Global Union for finance workers, lead the campaign to transform the regulatory framework for the global finance sector in ways that will enhance the well-being and security of finance workers everywhere. The deterioration in public finances that this has caused is now being invoked by precisely those who want to break up the public services, our systems of social protection and all government measures that contribute to the well-being of the population.

The 3rd UNI World Congress gives top priority to the areas of work below:

- Beating the jobs crisis and transforming the global economy
- Transforming the financial system
- Putting workers at the core of the economic and financial system

Congress supports and welcomes the work of UNI Global Union at global and regional level as well as by the sectors, in particular UNI Finance.

B. Overcoming the crisis, transforming the global economy, winning more rights for workers

UNI Global Union and its trade union affiliates have a central role to play in fighting the global jobs crisis and creating a new, more just global economy by working with allies in the global labour movement and by organizing workers and campaigning to transform the rules and governance of the global economy. The new global economy must anchor growth in wage-financed consumption, public investment in green technology and infrastructure, poverty reduction and rising equality.

The 3rd UNI World Congress therefore pledges the following actions:

- 1** UNI Global Union and its affiliates will campaign to demand that governments and international institutions take concerted action over several years to overcome the global jobs crisis with an agenda to:
 - a) Sustain long term economic stimulus and job creation efforts in order to achieve full employment.
 - b) Invest in public works projects to create jobs quickly;

- c) Support job training programs to assist young workers and women seeking access to decent work. This requires in particular the recognition of formal as well as informal qualifications and skills.
 - d) Develop action plans to implement the ILO Global Jobs Pact, with the participation of trade unions and employer organizations;
 - e) Provide support for the Millennium Development Goals (MDGs), with a focus on decent work and sustainable development in development assistance programs at the national and international levels, by investing in education and health care.
 - f) Campaign to fight and abolish child labour.
 - g) Support a 'just transition' towards a low carbon economy by creating 'green economy' jobs geared toward increasing energy efficiency, promoting renewable energy sources and reducing emissions of greenhouse gases in national and sub-national infrastructure systems.
 - h) Support the adoption of new indicators and macroeconomic control instruments in addition to GDP.
- 2** UNI Global Union and its affiliates will attack the rising tide of economic inequality and the declining share of income going to labour in most countries, as recognized by both the OECD in its 2008 Growing Unequal report and the World Bank in its annual World Development reports, and seek reforms to restore the link between wage growth and productivity: Specifically, UNI Global Union will:
- a) Use its existing Global Framework Agreements with multinationals to help affiliates organize new groups of workers and seek to new GFAs where UNIO affiliates are active;
 - b) Promote the rights to organize and bargain collectively in all its activities with the World Bank, IMF, WTO, OECD and other international organizations;
 - c) Work within the Council of Global Unions with the ITUC and the other Global Unions to resist "labour market flexibilisation" and the spread of precarious work at the national level and international levels;
 - d) Pressure the IMF and World Bank to completely abandon regressive, anti-labour conditionality in their structural adjustment, project lending and country-level advise programmes, while encouraging positive developments in support of core labour standards in the IFI's procurement and policy advice programmes; and
 - e) Expose and combat gender discrimination in pay and benefits and seek national and international commitments to promote equality for women in all aspects of employment.
 - f) Ask the IMF to set up a mechanism for the orderly restructuring of sovereign debt for those countries that are in default. The purpose of this mechanism is to allow governments to maintain essential services and citizens' acquired social rights.

- g) Condemn the macroeconomic imbalances that have been created by the fanatical worship of competitiveness and social dumping.
 - h) Condemn the use of the crisis and public debt to launch an attack on the welfare state, and in particular on workers' pensions and the retirement age.
- 3** UNI Global Union and its affiliates will promote improved social protection in the global economy and will see to it that existing systems are not weakened or subject to criteria of financial profitability by advocating the ILO's "social protection floor," which would establish a global minimum level of income security for all countries, extending unemployment insurance to all workers, ensuring a minimum wage for all and providing basic training and job placement services.

UNI Global Union and its affiliates demand more rights for workers and their organizations to influence the process of takeover or restructuring of companies.

- 4** UNI Global Union and its affiliates will promote a social dimension within the system of governance of the global economy to ensure that government and international institutions embrace ILO standards and policies and provide a role for trade unions in key decision-making bodies at the national and international levels. Specifically, UNI Global will:
- a) Act to ensure the integration of core labour standards and the decent work agenda of the ILO into the work of the World Trade Organization, particularly in efforts to revive the Doha round and include core standards in the General Agreement on Trade in Services;
 - b) Promote trade union participation in policy development in the World Bank, the IMF, regional development banks and various UN organizations;
 - c) Endorse and promote a formal role for both the ILO and labour and employment ministers in the emerging G-20 Framework and the elaboration of the G-20's Charter for Sustainable Economic Activity, while strengthening the emerging process of trade union consultation in the G-20's activities; and
 - d) Support the development of a Memorandum of Understanding between the OECD and the ILO on issues related to the governance of the global economies and the activities of multinational companies.

- 5** UNI Global Union and its affiliates will ensure that all measures aimed at overcoming the financial and economic crisis as well as transforming the global economy respect and comply with the principles and goals set out in the 2005 UNESCO Convention on the Protection and Promotion of the Diversity of Cultural Expressions. All governments and international bodies are called upon to uphold the principles and goals set out in the convention, and to act in accordance with the duties and measures contained therein. This means in particular:

- a) to promote a dialogue between the cultures in order to secure a broader and more balanced cultural exchange at the global level, with the aim to promote mutual respect for different cultures and the culture of peace;

- b) to affirm the importance of the connection between culture and development for all countries, in particular developing countries, and to support measures at the national and international level that ensure that the true value of this link is recognised;
- c) to adopt measures aimed at establishing and supporting public institutions in the most appropriate form and providing public financial support for them;
- d) to adopt measures aimed at increasing respect for human rights and basic freedoms, such as freedom of speech, freedom of information and communication, as well as media diversity.

C. Transforming the Financial System

The pervasive lack of regulation and the failure of self regulation in national and international financial markets damaged the real economy and the situation of workers. Comprehensive transformation of the global financial architecture is essential to ensure that such a crisis cannot happen again and to restore the financial system to its appropriate role in support of the real economy – not the other way around.

The 3rd UNI World Congress pledges to pursue the following aims regarding the transformation of the financial system:

- 6** A strong, comprehensive and transparent framework of financial regulation and supervision needs to be created at national, regional and world level;
 - a) this framework should cover all financial products and players in the industry, include bank and insurance companies but also credit rating agencies, pension funds, hedge funds, private equity companies and sovereign wealth funds;
 - b) it should stop 'regime shopping' and ensure that rules are strictly enforced;
 - c) the launch of any new financial product must be preceded by an assessment and an authorisation by a supervisory body.
 - d) recognising that central banks need to remain independent, UNI wishes to see greater democratic control exercised over central banks. Today's monetary doctrine, with its focus on fighting inflation, has shown its limits. Control over monetary policy should be exercised by parliaments, but trade unions too should play a greater role vis-à-vis central banks.
- 7** The systemically relevant role of banks as financial intermediaries needs to be boosted, ring-fenced and safeguarded;
 - a) The safety of savings must be guaranteed by insulating commercial and retail operations from high risk, speculative activities by investment banks on the one hand, and on the other by the exercise of stricter control over banks' market activities by subjecting them to certain regulations and even banning them entirely if the risk is considered to be too great or if controlling them is impossible.

- b) the stand-alone capability of systemically important banks as financial intermediaries within a country should be ensured; this principle should set the framework and limits for foreign ownerships and ownership abroad as well as for off shoring of relevant operating and management functions or their integration across borders.
- 8** Regulators and supervisors, including central banks, should have the necessary independence to ensure that the public interest prevails, to resist the pressure from financial companies in the sectors concerned, and to have a long-term perspective. They must act in a transparent manner and be accountable for their actions.
- 9** Regulations should specify for top decision-makers in financial institutions, including pension funds, that fiduciary duties entail pursuing a long-term and sustainable business strategy and avoiding undue risk-taking and a focus on short-term profits.
- 10** Capital adequacy ratios should ensure that all loans and credit liabilities are backed by corresponding equity reflecting the level of risk. There should be a stop to excessive leverage by financial institutions. There must be full transparency on the liabilities of a financial institution at any time. A limit needs to be set on the use of leverage in excess of the level established by the national monetary authorities and international regulatory bodies.
- 11** Tax havens and unregulated offshore financial centres should be controlled efficiently, including effective and proportional sanctions on countries undermining proper regulation/supervision.
- 12** Credit rating agencies should be subject to regulatory and supervisory oversight; they should be independent and prohibited from providing consultancy services. Public credit rating agencies should be established; they could be linked to central banks.
- 13** The following practices for financial institutions should be prohibited and be made punishable: off-balance sheet transaction, trading with financial products that are not listed at a recognised stock exchange, financial transactions with companies and persons that are legally registered in tax havens or in countries with insufficient financial regulation and supervision.
- 14** Measures to increase financial stability and containing short-term financial and currency speculations, especially the introduction of a global financial transaction tax, in order to limit speculative financial transactions and thus the instability of financial markets. Banks must be encouraged to prioritise their loans for projects that hold out the promise of job creation and sustainable development. The involvement of the public authorities of each country in the financial sector would be a way of contributing to this goal.

The financial sector should be at the service of the economy, and not the other way round. Hence the need for far-reaching reforms that could include public initiatives, a public sector bank and public investment institutions, which meet strict, trustworthy and transparent management criteria, and which channel savings towards the investments necessary for switching our economies to a low-carbon economy (R&D, new technologies with low CO₂ emissions, low energy consumption).

- 15** For a revision and an effective regulation and limitation of remunerations and incentive systems for managers and traders;
- a) develop a stable remuneration system by increasing the fixed portion of the salary based on a real recognition of qualifications and skills. In particular, variable pay schemes should be kept at reasonable levels where it plays a secondary role, depend on the results of companies over several years and no longer be tied to the sale of high risk products and include claw-back provisions;
 - b) encourage socially responsible investments and strengthen the protection of workers who apply them;
 - c) prudent and risk-conscious behaviour should be encouraged, rather than short-term revenue generation and excessive risk-taking;
 - d) stock options should be eliminated as instrument of remuneration.
- 16** The provision of state aid and public bail-out programmes to financial institutions should follow similar conditions across countries. The fact that currencies are a public good and that banks, whatever their status, fulfil a mission of general interest justifies the fact that states may intervene to help financial institutions in difficulty, with measures that could include nationalisation. In addition to compliance with the principles that have been adopted for reforming the whole of the financial system, state intervention must be subject to the following rules:
- a) in a market economy, losses must be borne by shareholders and investors.
 - b) the financial sector must contribute in an equitable and substantive manner to cover the totality of costs related to government measures taken in support of the banking system.
 - c) the respect of competition rules should not stand in the way of measures adopted to protect the public interest. However state aid provided should not have negative effects on competitor businesses, on other sectors or on other countries.
- 17** Further consolidation, not least as a response to the financial crisis, must not result in oligopolistic structures of private institutions that are too big to fail but also too big to be saved. Consolidation should not be a political objective in itself, but should bring clear benefits to the economy by stimulating growth and encouraging innovation.

D. Putting Workers at the Core of the Financial System

National and international regulatory reforms of the finance sector are essential. However, they will fail to protect the global economy without other internal changes in the way workers in financial institutions are treated. Finance employees, who are crucial to creating a sustainable, risk conscious and customer-oriented business model, must be empowered to do a good job. They must not be punished for the mistakes made by greedy executives or

ineffective regulators. And they must be allowed to organize and bargain collectively to protect themselves and the global financial system.

The 3rd UNI World Congress pledges the following action:

18 Congress supports the work and policies of UNI Finance, in particular:

- a) to ensure that the business model, internal operation procedures and actual practice in finance companies promote rather than hinder regulatory objectives, excellent customer services, not least in terms of remuneration, incentive systems, skills development and working conditions. To this end, regulatory and supervisory approaches for the finance industry as well as internal risk assessment in finance companies need to be adapted accordingly.
- b) to work towards balanced representation of stakeholders, including UNI Global Union and its affiliates, in supervisory structures for the finance industry at national, regional and international level as well as in international colleges of supervisors for finance multinationals. Regular and meaningful exchange with trade unions provides a complementary means of checks and balance and an early warning mechanism for companies' risk management and supervisors. Employees are in an exposed position to provide information about finance companies' day-to-day practices and should therefore be used in this respect.
- c) to engage with finance companies, together with other stakeholders, to agree a charter on responsible sale of financial products. This is based on UNI Finance's model charter that sets out explicit, public and verifiable principles on sale of products and services as well as relevant working practices.
- d) to work towards legislation protecting whistle blowers and establishing ombudsman systems that allow finance employees to report breaches of regulatory standards, regulation avoidance, undue risk taking and unsustainable business practices.
- e) to fight for full transparency and comprehensive consultation of labour in government imposed restructuring processes, both by the respective companies and state agencies at all levels and in all countries affected. Labour standards and collective agreements must be respected.
- f) to promote a diverse finance industry with small, medium and large, with local, national and multinational, with private, cooperative and public companies.
- g) to further develop the UNI Finance G20 network of unions from the key countries in terms of the global financial system. Trade unions and employees have no confidence that this time bankers and finance ministers will get it right. It is essential that the voices of employees are heard. The purpose is to influence the reform process of the global financial system effectively by enhancing cooperation and action with affiliates at regional and global level.

19 Congress vows to intensify and coordinate international solidarity through mass struggles in the next Congress period.

Resolution No. 5

Peace

The 3rd UNI World Congress:

- 1** Reconfirms total support for the unique and legitimate role of the United Nations and International Law in building global peace, justice and respect for human rights.
- 2** Supports the objective of a peaceful world free from fear, where wars are proscribed, the building of nuclear weapons is banned and all existing nuclear arms have been destroyed.
- 3** Supports the objective of a peaceful world free from fear, where social justice prevails based on the universal recognition of human rights and the rejection of racism and discrimination of all kinds.
- 4** Therefore calls upon all governments to:
 - a)** Work for substantial reductions in military spending and its transfer to meet pressing social needs, international development cooperation and the conversion of arms production to peaceful objectives;
 - b)** Promote global disarmament measures as well as the effective international regulation of the production and trading of arms, including a complete ban on anti-personnel land mines, cluster bombs and nuclear, biological and chemical weapons; and a global sustainable reduction and the non-proliferation of all armaments including nuclear weapons; and in particular the elimination of all weapons of mass destruction;
 - c)** Ratify the Mine Ban Convention and the treaty banning cluster munitions; promote their political and humanitarian objectives.
 - d)** Resolve conflicts peacefully, to bring to justice those guilty of war crimes and other crimes against humanity, to strengthen multilateral measures aimed at securing and preserving peace, to support the comprehensive recognition of the International Criminal Court, and in particular to give it the power to bring cases to trial itself and to support the adherence of UN member states to the injunction of the Charter of the United Nations to refrain from the threat or use of force against the territorial integrity or political independence of any state;
 - e)** Denounce the violations of rights, in particular those of women, in armed conflicts, ensure that the aggressors be brought to justice and to devote resources to help and protect women and children who are used as weapons of war.
 - f)** Advance the peace process in the Middle East based on the principles and the resolutions of the U.N.

- g) Promote the development of enforceable instruments with a view to control the behaviour of multinational corporations operating in zones of conflict or post-conflict or weak governance zones, or benefiting from such situations;
- h) Condemn dictatorships and ensure that democracy and human rights are respected in all countries.

5 Resolves that at Regional and World level of UNI Global Union:

- a) Support and defend trade unionists confronted with violence, and offer practical and political support to affiliates working in conflict situations for peace, reconciliation and the building of democracy;
- b) Promote trade union action to improve tolerance and understanding between nations and cultures, and encourage affiliates to coordinate their efforts of solidarity and cooperation at the national, regional and international levels and through cooperation with social and peace movements and other organisations which share the concerns and values of the trade union movement.

Resolution No. 6

Migration and Trafficking of Women

- 1** The labour market under globalization has increased the mobility of labour or movement of workers within and across national boundaries. Both labour-sending and labour-receiving countries have benefited economically from the migration of workers, the former in terms of foreign earnings and easing of unemployment, and the latter in terms of the contribution of intellectual and manual labour.
- 2** The increased movement of workers is bound to increase, not lessen, with the fuller operation of the WTO's General Agreement on Trade in Services (GATS). Although economical and political factors are the dominant drivers of displacement and migration today, climate change is already having a detectable effect where people are displaced by natural disasters.
- 3** However, many migrant workers are subjected to various forms of discrimination and exploitation, exacerbated by the failure of certain governments to recognize international labour conventions, protecting the rights of migrant workers and extending the protective mantle of domestic labour laws and regulations to migrant workers. There are still many discriminatory, legal and institutional, stumbling blocks in place in the different labour-sending and labour-receiving countries that subvert the enjoyment by migrant workers of their rights as workers and human beings; in particular, the issue of trafficking is of great importance to overcome.
- 4** We, at UNI Global Union, hereby resolve that:
 - a)** All affiliates of UNI Global Union should take a more active role in pushing for equal protection for migrant workers in their respective countries by:
 - a.1** Lobbying and urging their Governments to:
 - a.1.1** Ratify the international labour conventions on the protection of migrant workers and trafficking victims, and amend or repeal discriminatory domestic labour laws and regulations; in particular, the UN Convention on the Rights of Migrant Workers and their Families and its supplement, Protocol to Prevent, Suppress and Punish Trafficking in Persons.
 - a.1.2** Negotiate bilateral agreements with labour sending and receiving countries based on a standardized agreement that is in accordance with international labour standards. These agreements should contain clear information about sectors of work, and terms and conditions of work in those sectors.
 - a.1.3** Ensure that migrant domestic workers are specifically included in coverage of the national labour law and that domestic workers have recourse to redress under that law.

Resolution 6: Migration and Trafficking of Women

- a.1.4 Pay special attention to the protection of highly vulnerable groups, such as stateless persons, asylum seekers, and refugees to ensure that they do not fall victim to trafficking.
 - a.1.5 Set out clear gender-sensitive policies on migration, and ensure that Governments practice towards migrants reflect these gender specific migration policies, since it is clearly recognized that there is a trend of increasing feminization of migration.
 - a.1.6 Criminalize trafficking of women and children penalize all offenders, including persons in authority, found guilty of sexually assaulting women and children in their custody.
 - a.2 Taking strong initiatives to counter misinformation about migrants and the impact of migration that inflames public opinion against migrants.
 - a.3 Taking actions to verify offered jobs in order to avoid women workers from being deceived.
 - a.4 Extending to migrant workers the welfare, legal and other services union offices are capable of mobilizing, in order to assist and organize migrant workers.
- b) At Regional and World level of UNI Global Union:
 - b.1 Promote the ratification of the international labour conventions on the protection of migrant workers.
 - b.2 Set up cooperation to fight human trafficking within the Council of the Global Unions, the ITUC and the other global union federations, but also with specialised institutions.
 - b.3 Encourage and assist their affiliates to play a more visible and active role in promoting migrant workers' rights through collective negotiation.
 - b.4 Reflecting the fact that migration frequently involves movement across borders, the regions should develop an effective regional collaborative mechanism to work on issues of labour migration and human trafficking focusing on the predicament of undocumented migrant workers and their families, and stateless persons.
 - b.5 Cooperate with civil society organizations and other groups in society in providing assistance and protection to migrant workers.
 - b.6 Conduct research on gender-trade-migrant specific linkages.
 - b.7 Work with like minded groups to establish a multilateral framework for migration in the global economy.

Resolution No. 7

Reaching Out to the Grassroots

A new communications plan will reinforce UNI's mission to support and strengthen affiliated unions and to better the lives of workers in the services and allied sectors. UNI must build on the power of the 20 million workers it represents by reaching out to our member unions to campaign for change on a global scale.

UNI will build the visibility of its work in our member unions and encourage affiliate involvement in our campaigns through the use of new media tools that will make global solidarity campaigns easier to participate in and more efficient to organise.

- 1 To build solidarity and increase power with governments and employers:**
To support UNI organising campaigns and our affiliates in their fights for recognition and fair contracts, we need to be able to mobilise our membership across the globe. We need to tap the strength of our "grassroots."
- 2 Growing a communications network:**
We will continue to build a strong global communications network, using the latest technology and our expanding affiliate communications network.
 - a) New Media Strategy:** UNI and its unions will use the Internet and email to build participation in key campaigns and on key issues. Existing and new, cutting-edge technologies will be used to bring affiliates together across the globe, allowing involvement by larger and larger numbers of affiliates and workers on a real-time basis.
 - b) Targeted Campaigns:** UNI will focus on key campaigns per sector with special attention paid to particular groups, such as women and youth, with our affiliates, to construct activist lists so we can build active participation in our campaigns and to strengthen UNI and our affiliates in the process.
 - c) Key Communications Contacts:** UNI affiliates are encouraged to appoint a key contact person for solidarity requests so that we can respond quickly and effectively to campaign needs; affiliates are encouraged to add UNI Global Union to their websites.
 - d) Mandate to Act:** UNI affiliates agree that, at least five times per year, they will send a solidarity support email from UNI to all of their member activists to support UNI Global Union global campaigns.
 - e) Building a Community of Action:** Email campaigns, electronic petitions, "get actives" and other technological communications will support campaigns that have a direct impact on improving the lives of UNI members. UNI will provide information and circulate news about the campaigns and actions undertaken by affiliates in their continuing efforts to improve working conditions and collective bargaining.

Resolution 7: Reaching Out to the Grassroots

- f) **Connecting with Allies:** UNI will broaden its reach to allies in the NGO community to enhance the depth and breadth of our public advocacy.
- g) **Reaching Out to Absolutely Everybody:** UNI will find methods of communication to reach all its affiliates including those in countries and regions where most workers do not have access to the Internet or email.
- h) **Sharing Our Experiences:** UNI will continue to host an annual Communicators' Forum to bring together communications staff from our affiliates around the world to share our best practices and knowledge and to plan for further global cooperation. We will also hold regional forums on a rotating basis to develop strong strategies for region-specific issues.

Resolution No. 8

Supply Chain – Ethical Trading Protecting Workers

- 1** UNI Global Union re-affirms its commitment to improve the lives of workers employed in supply chains across the globe.
- 2** Regulation and levels of labour standards vary from country to country. The global economic crisis has increased market pressures on supply chain workers around the world and millions endure inadequate conditions at work.
- 3** UNI Global Union commits to promoting ethical trade and will support workers in the supply chain in campaigning for the following principles:
 - a) Free choice of employment
 - b) Right to join a trade union and right to collective bargaining
 - c) Health and Safety at work
 - d) No child labour
 - e) Payment of a living wage
 - f) Guaranteed breaks at work
 - g) A limit on working hours
 - h) Equal pay for women workers and equal pay for equal or similar work
 - i) Security of Employment
 - j) Protection from physical, verbal and sexual harassment
- 4** UNI Global Union will work with trade unions, suppliers and retailers to:
 - a) Help build stronger systems of accountability and regulation in the supply chain to tackle exploitation of vulnerable workers.
 - b) Ensure that businesses accept and promote corporate responsibility for eradicating abuses and discrimination in the supply chain.

Resolution No. 9

Step Up Actions on Behalf of P&MS

- 1** Increasing numbers of professional and managerial staff (P&MS) all over the world, their strategic importance in companies and trade unions require UNI global union and its affiliates to step up efforts to recruit and organise P&MS into trade unions and to encourage their engagement in trade union activities and strategic campaigns.
- 2** Congress notes that there are over 340 affiliates representing around 1.4 million P&MS in UNI global union today and that there is an huge potential for further growth.
- 3** P&MS need trade unions and trade unions need P&MS in order to influence developments at work and society collectively and to mobilise their creativity and innovativeness to modernise the labour movement.
- 4** P&MS at global, regional and local levels of UNI global union should become integral parts of policies and campaigns to achieve global agreements with multinational companies.
- 5** P&MS should play an active role in the implementation and monitoring of global agreements and at the same time benefit from provisions in those agreements.
- 6** Congress requests UNI global union to continue to address issues of concern to P&MS such as ethical and professional responsibility, geographical and occupational mobility, lifelong learning and employability, promotion of female managers and professionals, work-life-management as well as recruitment and services for P&MS.
- 7** Congress requests UNI global union to address P&MS concerns in all relevant sectors and to take steps to strengthen the P&MS structures to meet these challenges.

Resolution No. 10

Social Security and Health Care are Essential to Decent Work

- 1** Decent work and social security are two notions that go together, like the two sides of the same coin. Decent work guarantees and strengthens workers' involvement in society. Social security protects workers in any contingency and is part of the working capital built, provided and demanded by the workers themselves in accordance with their personal and family needs.
- 2** The right to work and the right to social security are essential and inalienable human rights that cannot be waived, as recognized under Article 22 of the United Nations Universal Declaration of Human Rights. In turn, the ILO Social Security (Minimum Standards) Convention (Convention 102) establishes minimum standards for the main contingencies and the basic benefits under a comprehensive, universal, and solidarity-based social security scheme.
- 3** Nevertheless, as part of the policies undermining the role of the State that were adopted in the last few decades, certain countries—in fact, those subjected to major pressure by International Financial Institutions—divided their social security systems into health care services on the one hand and pension schemes on the other, even privatizing pension fund administration in line with competition and market principles.
- 4** In an economy that is governed by pure market criteria, these rights are ignored and the principles of support and solidarity are undermined by the law of supply and demand, thereby making decent work and social security impossible.
- 5** UNI Global Union upholds that all work is to be decent work. Consequently, we reject contracts that lack social protection, offer precarious employment, and lead to the destruction of the rights conceived to protect workers. Social security, comprehensively understood as health care plus pension schemes, guarantees decent work based on law rather than on financial speculation.
- 6** UNI shall endeavour to ensure that:
 - a)** Employment policies will be backed up by social protection measures with a view to preventively protecting active and retired workers through mutual solidarity funds to be used as required.
 - b)** A debate be fostered at all levels in those countries that have reduced the social security rights of workers, highlighting the consequences and actively participating in the transformation and design of new policies to be implemented in each country.
 - c)** It be constantly upheld that only a solidarity-based universal social security system can guarantee fair working conditions. It is therefore necessary to defend

the regulatory status of social security, its human condition over any economic consideration.

- d) Governments be urged to fulfill their role as overseers and regulators of the International Labor Conventions ratified by the UN and the ILO.

Resolution No. 11

UNI Global Union Strives to Eradicate Workplace Violence

- 1** Workplace violence is a serious problem affecting both male and female workers. Violence is understood as the use of force, either physical or psychological, directed against an individual in order to solve a conflict or impose an idea. Violence is an assault on human dignity and prevents workers from carrying out their work efficiently, as the person is forced to do something unwillingly, affecting that person's self esteem by feeling dominated and displaced.
- 2** Therefore, in order to properly evaluate and understand this scourge, workplace violence must be examined within the framework of Human Rights. Sexual harassment is another form of violence, defined by the ILO as "unwanted conduct of a sexual nature, or other conduct based on sex affecting the dignity of women and men at work". Workplace violence can be inflicted on workers from any person in the workplace including customers. Violence by customers is a problem for workers in particular who deal directly with the public.
- 3** Workplace violence should not be consistently minimized or ignored and considered a minor grievance. Any act that falls into this category must be reported and workers under such circumstances must be offered support. Furthermore, they must be offered permanent protection so as to ensure that their courage in reporting acts of violence does not lead to more violence against them.
- 4** Involvement of trade union organizations is fundamental in order to create a working environment that is free from violence and fear.
- 5** UNI shall endeavour to ensure that:
 - a)** Social policies and actions that include occupational health (physical, psychological and moral) as a key issue for workers be promoted.
 - b)** Values such as respect and dialogue be encouraged in the employee/employer relationship, within the framework of Human Rights.
 - c)** Any violence in the workplace be reported in order to eradicate it.
 - d)** Education and information campaigns explaining the types of violence, such as that from customers, forms of violence and manifestations of violence, including physical, verbal or psychological abuse and harassment at work be fostered. UNI will initiate an exchange of existing material between UNI affiliates and further developing this practice if appropriate.
 - e)** Active policies be promoted to unmask violence present in the workplace, making such conducts visible and no longer silent and unheard.

Resolution 11: UNI Global Union Strives to Eradicate Workplace Violence

- f) Public policies that fully guarantee respect for the human rights of all citizens be supported and promoted, incorporating the issue into the labor standards.
- g) Efforts be made to advance the inclusion in Collective Agreements of a standard to ensure a violence-free workplace and thus improve occupational health.

Resolution No. 12

Health Care is a Human Right Essential to Decent Work

- 1 According to the WHO health is “a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.”
- 2 Health care is a right and a duty. It is the right of every citizen and the duty of every State to make health care affordable, universal and solidarity based.
- 3 Health care is a fundamental human right. Consequently, trade unions must see to it that every worker has universal access to health care.
- 4 UNI has repeatedly stated that health care cannot be thrown into the supply and demand market as if it were an item of merchandise. Health care must be guaranteed by the State since it is an investment, health itself being the actual return on that investment.
- 5 The implementation of decent work constitutes one of the main tools to ensure respect for human rights.
- 6 Decent work and social security are two notions that cannot be separated, because formal employment ensures and strengthens workers’ integration and interaction in a modern and democratic society that promotes, prevents, and recovers health.
- 7 UNI shall endeavour to ensure that:
 - a) UNI become actively involved in the design and revamping of public health policies with affiliates in the individual countries, with a view to securing universal access as well as improved delivery of services.
 - b) States be urged to ratify International Conventions regarding health if they have not yet done so.
 - c) Compliance with International Conventions on health and social security be fostered in cooperation with its affiliates.
 - d) Awareness and information campaigns be developed on the universal right to health care
 - e) All its affiliates work together to monitor full compliance with the regulations on health currently in place in our countries.
 - f) Further investment in health care research be encouraged, knowing that it is a medium- to long-term investment, and that active policies be developed to provide appropriate, affordable and timely health coverage.
 - g) States be urged to ensure that fundamental research in the area of drug development is not left solely in the hands of the large pharmaceutical companies that are primarily interested in drugs which they can easily market, to ensure that drugs can be produced without the involvement of

pharmaceutical companies. Inventors would be given protection in exchange for placing their invention in the public domain. This would ensure that information on the latest technologies could be revealed, thus stimulating further inventions.

Resolution No. 13

Climate Change and Sustainable Development

- 1** Addressing global climate change is critical to the economic, social and environmental interest of all peoples of the world. Environmental degradation and the phenomenon of climate change are having a grave impact on the means of subsistence of millions of workers and on the sustainability of many communities.
- 2** Climate changes are mainly impacting poor countries. Statistics show that more than 90 per cent of the natural disasters have hit Third World countries. Those who contribute least to climate changes are now losing their incomes, homes and lives as a result of those changes.
- 3** Comprehensive action is needed to adapt to the anticipated consequences of climate change. The necessary transition to a low-carbon economy provides an opportunity to create a better society for all – with more equality between countries and people, eradication of poverty, increased democracy, better working conditions and less pressure and stress.
- 4** There exists enormous potential for the creation of sustainable and decent work derived from a process of just transition which invests in the modernisation of industry through technological development and education, training, social protection and new opportunities for sustainable employment and good quality jobs. This is a model which welcomes the strategy of including environmental clauses in collective labour agreements and the role of the environmental delegate at national and international levels, in such a way that labour and environmental aspects are tackled in the fight against climate change. This would include the full institutional participation of trade unions in the planning and implementation of public environmental policies, such as models developed by a number of UNI affiliates with their governments.
- 5** International agreements and rules to reduce greenhouse gas emissions must be universally applied. Public policy frameworks should be established for low carbon growth.
- 6** Union members care about the consequences of climate change, and are prepared to take individual and collective action in support of their concerns. Trade unions as collective organisations can have a pivotal role in the workplace and more widely in society, especially where opportunities for engaging members and potential members are maximised.
- 7** Unions should lead by example, and work with employers in the public and private sectors for cuts in emissions.
- 8** Workers' organizations must promote the protection, care, and respect for the environment in order to raise awareness in the world of labor and in society as a whole as well as to leave our children a sustainable world.

9 Congress calls upon UNI to:

- a) Work with affiliates, the ITUC and sister GUFs to secure an agreement in Cancun in 2010 on just transition to a low carbon society based on joint consultation between industry, unions and government; clean, high quality employment; and reskilling of the workforce.
- b) Encourage affiliates to participate actively in the update of existing legislation on environmental protection in the various countries.
- c) Strive to ensure that a woman's perspective is included in discussions on initiatives to counter climate change.
- d) Support the development of tools providing workers with new skills that may enable them to continue in their activity or explore new activities as a result of the promotion of "greening of jobs" to ensure that the realignment to 'greening of ' jobs takes place in a manner that has positive consequences for the employees in the sectors involved.
- e) Intergrate the protection of the environment and a just transition to green jobs into trade union training sessions.
- f) Encourage large companies, particularly those who are signatory to a global framework agreement, to work with unions at the workplace, nationally and internationally to undertake environmental audits, agree to environmental action plans and establish environmental agreements. Support the development of trade union action to monitor workplace measures taken by companies in adherence to environmental objectives and share specific experiences on climate improvements in workplaces through the use of information technology tools to broadcast them on a global level.
- g) Working with the ITUC and sister GUFs, develop alliance strategies with UNEP, ILO and WHO to coordinate joint programmes in the areas of Decent Work, Quality Jobs, Sustainable Development and Just Transition Mechanisms, in order to make current jobs into more sustainable ones, contributing to the development of other initiatives with the same aims, in all world regions and sectors.

Resolution No. 14

Middle East

- 1** The UNI World Congress reiterates its commitment to the establishment of a fair, lasting and complete peace in the Middle East consistent with UN Resolutions concerning the conflict. The quest for a comprehensive peace between Israel and Palestine must be based upon the co-existence, in conditions of security, of two sovereign, independent and viable states.
- 2** UNI condemns all forms of terrorism, military occupation and injustice. The occupation of the West Bank, blockade of Gaza and existence of illegal Israeli settlements prolong instability and violence in the region.
- 3** UNI wishes to stress that the continuation of this conflict can only add to the number of innocent civilian victims – including women and children in particular – and aggravate poverty and suffering.
- 4** UNI expresses hope that the recent reopening of negotiations will lead to a lasting and permanent peace. Now more than ever the International community must call upon governments to take strong steps to support the process as a matter of urgent priority. The opportunity for a just resolution must not be squandered.
- 5** Economic and social justice must be at the core of any solution. Decent work for the Palestinians is imperative, as under current conditions hundreds of thousands of Palestinians are unable to find employment. UNI urges the ILO and other International organizations to intensify their assistance and support for workers in Palestine in order to effectively contribute to the reconstruction of their country and help them build democratic and prosperous societies.
- 6** UNI commits to support strengthened cooperation between the trade unions of Palestine and Israel and will work with ITUC efforts in that regard.
- 7** The end of Israel's presence in Gaza is an important step towards resolving the conflict. UNI therefore calls for the lifting of the blockade on Gaza in line with UN Security Council Resolution 1860 (2009) and for Israel to end the occupation of the West Bank and to remove all settlements.
- 8** UNI recognises that economic relations with the settlements help to sustain their existence, in violation of international law. UNI calls upon its affiliates to urge employers to stop doing business with companies who profit from the settlements, that are all illegal.
- 9** While every country has the right to defend its borders and the lives and well being of its population, the separation wall between Israel and Palestine puts peace further from reach. UNI calls for the wall to be dismantled, recognising that mutual security is central to peace.

Resolution No. 15

Young People and Decent Work

- 1** Decent work for young people is a crucial element for advancing the eradication of poverty and achieving sustainable development, growth and welfare for all.
- 2** Forty per cent of young people are unemployed and only twenty per cent of the economically active population are youth. The likelihood of young people being unemployed is 3 times higher than that of adults.
- 3** Youth unemployment is concentrated in the most vulnerable social groups. Women and the least educated are the most affected. The majority of unemployed young people come from homes with limited resources, many of which are in a situation of poverty.
- 4** The need to put young people first, as the future of trade union organizations, has never been so vital. Breaking down barriers, youth have an unprecedented opportunity to begin building a new globalization which gives priority to decent and sustainable work and a financial system which serves the real economy and meets the concerns and needs of young men and women.

Congress calls upon UNI to:

- 5** Encourage its affiliates to place young trade union leaders in decision-making positions within trade unions, thus allowing the inclusion of new generations.
- 6** Call upon governments to address the harsh reality of millions of young people who cannot access work and to adopt policies which develop short, medium and long term strategies to tackle this problem.
- 7** Support equality of access to education and training in order to promote economic growth and prepare youth for the world of work.