



REPORT ON ACTIVITIES

2ND ITUC WORLD CONGRESS

VANCOUVER, 21-25 JUNE 2010

NOW THE PEOPLE — FROM THE CRISIS TO GLOBAL JUSTICE



ITUC CSI IGB

INTERNATIONAL TRADE UNION CONFEDERATION
2nd WORLD CONGRESS

**REPORT ON ACTIVITIES
OF THE CONFEDERATION**

for the period 2006 to 2009

Vancouver, 21 – 25 June 2010

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OBITUARIES

Saúl Edolver Ubaldini
Died 20 November 2006

Saul Ubaldini, Argentine trade unionist and parliamentarian for the Peronist party, died of lung cancer, aged 69.

He was the Secretary-General of a small union of beer industry workers (FOCA) before being elected General Secretary of the Confederación General del Trabajo de la República Argentina (CGT) in 1979. Active at the international level, he became a titular member of the ICFTU Executive Board for Latin America in May 1984.

He will be remembered as a combative trade unionist who defended democracy & workers' rights both under the dictatorship and afterwards.

Naotake Kaibara
Died 13 January 2007

Naotake Kaibara started his trade union work at the International Division of the Federation of Japan Automobile Workers' Union in 1965. During dynamic and vigorous years of Japanese trade union movement in 1980's and 90's, with the formation of Private Sector RENGO and JTUC-RENGO in 1987 and 1989 respectively, he was always a capable and devoted figure linking Japanese unions to the international arena, as the first officer in charge of international affairs in both newly-established national centres.

As a member of the ICFTU Executive Board since 1986, he remained active at the international level too for over 20 years until his retirement from trade union work in 1998. He was 68.

Maria Ednalva Bezerra de Lima
Died 10 September 2007

Maria Ednalva Bezerra de Lima, National Secretary for Women Workers at CUT, Brazil, was a member of the Women's Committee of the Southern Cone Union Coordination (CCSCS), which includes workers from Brazil, Uruguay, Argentina, Paraguay and Chile. From 2001 to 2005 she was Vice-President of the Women's Committee of the Inter-American Regional Organization of Workers (ICFTU-ORIT). At the international level, from 2002 until this year she was a member of the Women's Committee of the ICFTU and then the ITUC, in which organisations she also held the positions of member of the General Council and the Executive Bureau and of Vice-President.

She will be remembered as a devoted supporter of free trade unions who was particularly active in promoting the rights of women workers.

Alioune Sow
Died 8 October 2007

Alioune Sow was a charismatic trade unionist who, despite a long illness, struggled to defend Senegalese workers' rights until his final day.

Alioune Sow was one of the founders of the UDTS, Senegal, of which he became General Secretary. He served as Secretary General of the Democratic Organisation of African Workers' Trade Unions (DOAWTU) and Vice President of the WCL for Africa. In both bodies, he played an active role that won him respect and recognition from workers and trade unionists from Africa and from other continents.

André Vanden Broucke
Died 24 October 2007

After studying at the Kortrijk Labour Academy, André Vanden Broucke joined the FGTB, Belgium in 1951. His trade union career involved him in providing assistance in the early development of the trade union movement in what is now the Democratic Republic of Congo. He went on to join the Centrale Générale in 1964, becoming its Deputy National Secretary and then President, from 1979 to 1982. In 1982 he was made President of the FGTB, a post he kept until his retirement in 1989. At international level, he was a substitute member of the ICFTU's Executive Board from 1986 until 1989.

He will be remembered for his clear message calling on us to respect the basic values of the trade union movement, and above all solidarity.

Heribert Maier
Died 6 November 2007

After completing his academic studies, Heribert Maier joined the Austrian Trade Union Centre, the ÖGB, in 1955, leaving in 1958 to join the ICFTU in Brussels. He was appointed Assistant General Secretary of the ICFTU for 1972-3, prior to his election as General Secretary of the International Federation of Commercial, Clerical and Technical Employees (FIET), a forerunner of today's UNI. In 1989, he became Deputy Director-General of the ILO, from which he retired in 1996.

Heribert Maier was awarded the Grand Decoration of Honour in Silver with Star for his services to the nation by the Government of Austria in 1996. Following his retirement, he served on the Committee of Experts on Membership of Education International with former Australian Prime Minister Bob Hawke and former ICFTU General Secretary Johnny Vanderveken.

He has won his place in international trade union history and will be remembered for his total commitment to improving the lives of working people throughout the world.

Douglas Andrew Fraser
Died 23 February 2008

Born in Scotland, US trade union leader Douglas A. Fraser, was President of the United Auto Workers (UAW) from 1977 to 1983, passed away at the age of 91.

Well-known for the key role he played in a number of major negotiations leading to better conditions in workplaces, he was a strong advocate for trade union concerns on corporate governance, and was deeply committed to improving the economic and social well-being of working people around the world.

He served on the boards of several organisations and was a member of the ICFTU Executive Board from 1982 to 1987.

Douglas Fraser retired from the UAW in 1983, but remained active in union issues and politics whilst serving as a professor of labour law at Wayne State University, which decided in 1998 to honour his contribution by creating the Douglas A. Fraser Center for Workplace Issues.

His fundamental message that “the true spirit of our democratic society embraces the fundamental rights of workers to organize and to have safe and secure jobs in democratic workplaces”, serves as testament to his life’s work in the service of working people.

Jamshedpur Gopeshwar
Died 23 May 2008

Gopeshwar, a leading figure of the Indian trade union movement, passed away at the age of 87.

He was General Secretary of the Indian National Metal Workers’ Federation for many years, General Secretary of the Indian National Trade Union Congress (INTUC) from 1987 to 1997, and General Secretary of the Telco Workers’ Union for almost 30 years, until his death.

Gopeshwar played an active role at the regional and international levels. In 1982, he was elected Vice-President of the ICFTU and was a member of its Executive Board until 1986. In 1988, he participated in the founding of the South Asian Regional Trade Union Council (SARTUC) and subsequently led that organisation. He was President of the ICFTU-Asia and Pacific Regional Organisation from 1989 to 1994.

A firm believer in the "Trusteeship Theory" pronounced by Mahatma Gandhi, he was a champion of the cause of workers' participation in management. He will be remembered as a forceful and effective advocate for workers’ interests in India’s Parliament and society.

Georges Debunne
Died 22 September 2008

In 1947, Georges Debunne was elected General Secretary of the Belgian Centrale Générale des Services Publics (CGSP), and became its President in 1956. He was elected General Secretary of the Fédération Générale du Travail de Belgique (FGTB) in 1968, a position he held for the following 14 years.

In addition to his exceptional contribution to the Belgian trade union movement, Georges Debunne played a historic role at the European and international levels. He was one of the founders of the European Trade Union Confederation (ETUC) in 1973, becoming the organisation's President from 1982 to 1985.

He played a key role in the creation of the European Federation of Retired and Older Workers (FERPA) and served as its President from 1988 to 2003. He was a member of the ICFTU Executive Board for over ten years and served as a Vice-President of that organisation.

As a fervent defender of workers' rights, his leadership qualities and long-term vision were major factors in developing new spheres of action, including around the notion of "qualitative growth", a 1970s prelude to sustainable development. He was also known for his strong commitment to the struggle for women's rights.

Frank Kooger
Died 26 September 2008

After teaching history and social studies at Lethbridge Christian High School, Canada, Frank Kooger started with the Christian Labour Association of Canada (CLAC) in 1982 as a representative for the construction and health care sectors.

His expertise in industrial construction was recognised when he was sent in 2004 to Fort McMurray, Alberta, where he organised with great success in oil sands projects. His leadership qualities were highly prized by CLAC, and he was elected to Staff Council Executive in 2004 as well as being appointed the CLAC representative to the Confederal Board of the WCL.

He was known for being highly principled, decisive, and trustworthy. His boundless energy, enthusiasm and sense of humour made him one of CLAC's most popular representatives, and a mentor to younger colleagues.

Frank Kooger made an outstanding contribution to CLAC and the international labour movement. He will be remembered not only for his accomplishments, including his organisation's rise in the industrial construction sector, but also for the profound influence he had on those around him.

Madia Diop*Died 11 November 2008*

Affectionately known as “Father Madia”, Madia Diop, former General Secretary of the Confédération Nationale des Travailleurs du Sénégal (CNTS) passed away at the age of 80.

He served as the leader of the national Food Workers’ Union in 1957, before becoming Regional General Secretary of the CNTS in 1978. He went on to lead the CNTS itself from 1982 until 2002.

Madia Diop was also a leading personality in the African and international trade union movement. In 2004 he was elected President of the African Regional Organisation of the ICFTU, and was also a member of the ICFTU Executive Board.

An illustrious trade unionist, who was also an MP, he was one of the sources of the so-called “responsible participation” branch of trade unionism and is regarded as a spiritual leader of Senegal’s trade union movement. His contribution will remain engraved in the annals of the African and international trade union movements.

José Olivio Miranda Oliveira*Died 10 December 2008*

Affectionately known as Zé Olivio, José Oliveira died at the age of 61 in Salvador de Bahia.

Zé Olivio was trained as a civil engineer and taught at the UFBA polytechnic in Brazil. In 1981, he became President of the Engineers’ Union in Bahia state, and in 1984 played a key role in the foundation of the Brazilian United Workers’ Central CUT, which he subsequently served with distinction at leadership level.

As a titular member of the ILO Governing Body he also represented Brazilian workers in Mercosur and Organisation of American States bodies and served as Vice-President of a Commission of the Organization of American States, COSATE. In 2002, he was elected Assistant General Secretary of the ICFTU. He served in that position until 2006, when he joined the ILO Bureau for Workers’ Activities (ILO-ACTRAV) as a specialist for Latin America and the Caribbean, and retained that post until his death.

His trade union career, spanning the national, regional and international levels, was a manifestation of his strong commitment to promoting democracy and protecting workers.

Along with his deep passion for justice, human dignity and solidarity, Zé Olivio will be remembered for his humanity, positive spirit and congenial demeanour.

Michalakis Ioannou
Died 9 March 2009

The former General Secretary of the Cypriot Workers' Confederation (SEK- Cyprus) Michalakis Ioannou died at the age of 75.

He joined the trade union movement in 1955 and served in different posts in SEK. In 1973 he was elected General Secretary of SEK, which he remained until 1999. He was a member of the Executive Committee of the European Trade Union Confederation (ETUC) and from 1972 until 1998 he was a member of the Executive Board of the International Confederation of Free Trade Unions (ICFTU).

A wise and strong leader, he served the trade union movement for 44 years, tenaciously protecting the rights and interests of working people.

Both at home and abroad, he will be remembered for his pioneering role in social, economic and labour achievements.

**Fernand Kikongi
Di Mwinsa**
Died 1 April 2009

The Honorary President of the Confédération Syndicale du Congo (CSC-Democratic Republic of Congo) Fernand Kikongi di Mwinsa died in Kinshasa following a long illness.

After studying at the School of Social Studies in Leuven, Belgium, he joined the trade union movement in Congo (RDC). At national level, he was the General Secretary of the Union nationale des travailleurs du Congo (UNTC) and President of the Confédération Syndicale du Congo (CSC). At regional and international level, he was a member of the Confederal Committee of the World Confederation of Labour (WCL), a member of the ACP/EU Follow-Up Committee, the President of the Organisation démocratique des travailleurs africains (ODSTA), a member of the ILO Governing Body and President of the WCL.

As a determined defender of workers' rights, he was a leading figure in the Congolese, African and international trade union movement and made a great contribution to their development.

**Apecides Álviz
Fernández**
Died 20 August 2009

The President of the Confederación de Trabajadores de Colombia (CTC-Colombia) suffered a heart attack during his speech to the first panel of the Social and Political Summit held at the University of La Salle, thus leaving us as he had lived his life, to the utmost of his capacities.

His trade union work began at 19 when he joined the printing union "la imprenta editorial Mogollón" (Cartagena), of which he would subsequently become the President. He went on to lead the Fetraabol, a federation affiliated to the CTC, in the Bolívar region. In 1985 he was elected President of the CTC, which he would continue to

lead for 24 years. At international level he was a Vice-President of ITUC-TUCA, a member of the ITUC General Council, the founder and leader of the Coordinadora de Centrales Sindicales Andinas (CCSA) and a member of the ILO Governing Body.

Faithful to his political and trade union principles, his fight to improve the economic and social well-being of the workers of Colombia and the world will be remembered.

We hope that his vision of peace and democracy for the Colombian people will soon be realised.

Neil Kearney
Died 18 November 2009

The leader of a Global Union Federation, Neil Kearney, died of a heart attack in Dhaka, Bangladesh, during a trade union mission.

Born in Donegal, Ireland, in 1950, Neil Kearney served as General Secretary of the International Textile, Garment and Leather Workers' Federation (ITGLWF) from 1988 onwards, after 16 years as a national trade union official in the UK.

During his long and distinguished career with the international trade union movement he achieved many notable successes in improving the wages and working conditions of some of the worst exploited workers in the world, in the textile and garment sector.

Driven by passion, determination, courage, persistence and force of character he was a tireless and effective campaigner for workers' rights and social justice, dignity and respect for all.

His huge legacy and fighting spirit will continue to inspire us all.

ITUC REPORT ON ACTIVITIES 2006 – 2009

INTRODUCTION

I am pleased to present this, the first Report on Activities of the ITUC, covering the period since its Founding Congress in November 2006 through to the end of 2009: a period during which the world was confronted with a series of challenges of a magnitude unprecedented in over 50 years. The immensity of these challenges, the world food crisis, the global financial crisis and the acceleration towards catastrophic climate change underlined the importance as never before of a unified, strong and effective international trade union movement, capable of responding to the immediate impacts of these crises and of formulating and projecting a different, progressive vision for a globalised economy while at the same time dealing with violations of workers' rights at least as severe and as widespread as in the years before the ITUC came into being.

This report sets out how the ITUC has risen to meet these challenges, while developing its structures and activities and putting into effect the aspiration for a new trade union internationalism expressed in its founding documents. The Theme Report and accompanying Resolution which I am presenting for consideration by the 2nd ITUC World Congress aim to identify areas in which our work will need to be strengthened in the future, as the international moves into the next phase of its development.

304 organisations from 153 countries and territories, with a total membership of 168 million, took part in the Founding Congress. By the end of 2009, a total of 311 organisations were affiliated to the ITUC, bringing the total membership to 175 million from 155 countries and territories. With the Founding Congress having brought to fruition the unification process at the global level, the processes of creating unified regional structures were completed with the founding of the ITUC Regional Organisations for Asia-Pacific and Africa and the creation of the Pan European Regional Council (PERC) in 2007, followed by the Americas in 2008. The activities of the Regional Organisations and the PERC since their creation are summarised in Chapters 10 to 13 of this report, and also reflected in the chapters on the ITUC activities under the different thematic headings, illustrating the close interlinkage between our global and regional structures. Good cooperation, including through the PERC, has been maintained with the European Trade Union Confederation since the foundation of the ITUC.

A further important structural development was the creation of the Council of Global Unions (CGU) at the beginning of 2007, bringing together the ITUC, Global Union Federations and the TUAC. A highlight of the Council's work was the holding of an international conference on organising and collective bargaining in December 2007, the first such event at this level. The members of the CGU worked together effectively across a range of other areas, notably on trade union rights issues.

The ITUC and TUAC also collaborated closely on the global economic crisis, with the international trade union movement's detailed prescriptions for G20 action to end the crisis finding their place in the decisions of the London and Pittsburgh Summits. Intensive work with G20-country affiliates in preparation for these Summits

culminated in meetings with heads of many of the G20 governments in the lead up to and during the Summits themselves, putting the demands of the international trade union movement at the centre of the debates. Along with this, the ITUC was instrumental in the adoption by the ILO of its Global Jobs Pact in 2009, and exerted significant influence on the responses by the International Monetary Fund and the World Bank to the global financial and economic crisis. While the activities of the World Trade Organisation attracted comparatively less attention in particular during the latter part of the period covered in this report, the ITUC maintained an active presence in relation both to the WTO and, in cooperation with our Regional Organisations, in regional and inter-regional trade discussions. Submissions to the WTO's Trade Policy Reviews on its member states served to maintain focus on the linkages between international trade and violations of core labour standards.

The December 2009 Copenhagen Climate Summit was a major focus for activities in combating climate change, involving intensive work with affiliates and Global Unions partners on trade union policies for an ambitious, binding and just transition to a greener world economy, as well as gaining international support for that framework amongst other organisations and the public. Substantial trade union delegations took part in the UN preparatory meetings in the lead-up to the Copenhagen Summit, and an international delegation of several hundred trade unionists attended the Summit itself.

Promotion and defence of trade union rights, a core ITUC responsibility as set out in the Constitution and Programme adopted at the Founding Congress, was a top priority from the moment the ITUC was created. Solidarity action with trade unions under attack in many countries, notably Burma, Colombia, Guatemala, Guinea, Iran and Zimbabwe was a major feature of the work, while interventions at the ILO on freedom of association and other labour standards issues were supplemented by action focused on governments, and regional bodies as well as the relevant UN processes. The ITUC's flagship publication, the Annual Survey on Trade Union Rights Violations, served as the authoritative international reference point on these issues, and received increasing public attention as the format and promotion of the Survey were updated. With assistance from Solidarity Support Organisations, global and regional trade union rights networks were established in cooperation with the Regional Organisations and the PERC, enabling more effective and timely interventions and supporting capacity-building with affiliates on trade union rights matters. A new programme on forced labour increased the profile of union action on this issue, both within and outside the trade union movement, and led to closer collaboration with other organisations working on it.

The holding of the first ITUC World Women's Conference in 2009, involving 450 women trade unionists from 100 countries was the high point of ITUC work on equality issues. Initiatives on racism and discrimination on the basis of sexual orientation and gender identity were also launched. Support for affiliates' and GUFs' activities on the rights of migrant workers included facilitating practical cooperation between affiliates in countries of origin and destination, and also policy work at the global level to ensure attention to labour issues in international debates on migration. Activities on International Women's Day and the launching of an ITUC initiative to tackle violence against women were key components of the "Decent Work, Decent Life for Women" programme, which focused on employment and workers' rights for women and was an important vehicle for the overall effort to promote gender equality within trade unions. The launching of major reports on the global gender pay gap in 2008 and 2009 helped place the ITUC at the centre of the international debate on this issue, and provided

affiliates with useful information and a global analysis of the issue within which they were able to promote their own work on equal pay.

The global mobilisations for the World Day for Decent Work on October 7 2008 and 2009 brought hundreds of thousands of trade unionists into direct contact with the international trade union movement, many of them for the first time. On both occasions, several hundred events took place in over 100 countries, including mass meetings, marches, cultural activities and many highly innovative activities aimed at attracting public attention and involvement. The success of the October 7 events, with real-time updates from across the time zones on the special ITUC “WDDW” websites, was a significant step forward in building the new trade union internationalism, underlining the potential for future international mobilisations. At the World Social Forum in 2007, the ITUC together with the ETUC, Solidar, Social Alert and the Global Progressive Forum launched a joint campaign on decent work including a worldwide Call to Action for Decent Work, Decent Life.

Alongside developing and increasing the ITUC’s profile in the traditional media a strong emphasis was placed on developing the use of “new media” – internet video, social networking and interactive web tools - in ITUC communications work. The ITUC youth programme was at the forefront of the new media developments, with a Youth Blog enabling young workers to discuss and exchange information on their organising and outreach activities, and electronic and printed materials aimed at raising the profile of international trade union action amongst young people. Along with the Annual Survey and gender pay gap studies, publication of thematic reports such as on the world food crisis as well as country-specific reports received substantial attention in the international media. The ITUC’s 2007 report “Where the House Always Wins” pinpointed many of the glaring flaws in financial regulation that one year later caused the eruption of the global financial crisis. The “PlayFair” campaign with the ITGLWF and NGO partners on the international sporting goods and sports events industries received widespread global publicity and support, and led to some, albeit limited, movement from the International Olympic Committee on workers’ rights. The ITUC campaign against nuclear weapons, in preparation for the 2010 UN Conference on the issue, attracted the support of several million individuals from within and outside the trade union movement.

ITUC activities on development cooperation were a key factor in enabling the consolidation and expansion of activities across the range of its work programme. The establishment of a Trade Union Development Cooperation Network provided a platform for unprecedented levels of collaboration between Solidarity Support Organisations, the ITUC and its Regional Organisations and the PERC. This enabled the ITUC to become a significant actor on development cooperation in the international, regional and national spheres and established a solid foundation for the ITUC’s own project work, with SSO’s providing important funding support for activities in several areas, complementing the ITUC’s own resources. A programme on HIV-AIDS in cooperation with Global Union Federations helped maintain and expand the presence of the international trade union movement on this crucially important issue, and facilitated the work of affiliates and the Regional Organisations to undertake further action on HIV-AIDS and the world of work.

The ITUC Solidarity Fund, overseen by a Management Board, received good levels of support from donor affiliates during the period under review. Initial steps were made to reform the operation of the Fund and increase its direct impact and relevance, as well as to broaden both the number of contributing organisations and the scope of its application.

Other significant areas of activity have included ITUC support for the work of its affiliates in Arabic-speaking countries, action on informal and unprotected work, support for organising and collective bargaining in export processing zones in a number of countries, and activities on child labour in cooperation with GUFs, the ILO and the Global March Against Child Labour.

In the first years of the ITUC's existence, with the support of affiliates, it has been possible to build durable structures and programmes which work and, where problems have arisen, to address them effectively. The achievements that have been recorded have been possible only because of the active commitment of affiliates. They have taken on their part the task of making the ITUC an instrument of a new trade union internationalism capable of providing effective representation to working people in the globalised economy. They have shown solidarity and also the respect of the ITUC's unitary and pluralist character without which it could not be the single, united spokesperson for working people across the world that it has become. Those who work for the ITUC, in Brussels, in the Regional Organisations and the other field offices have likewise contributed their efforts to the task of building the ITUC.

Whatever satisfaction may be drawn from the work described in the pages that follow must be tempered by the realisation that it is only a start. So with the expressions of sincere appreciation due to all those who have contributed to that work, go words of encouragement for the years ahead when still more will have to be done.

A handwritten signature in dark ink, reading "Guy Ryder". The signature is fluid and cursive, with the first and last letters of each name being capitalized and prominent.

Guy Ryder
General Secretary
Brussels, June 2010

CHAPTER 1

AFFILIATED ORGANISATIONS

1. Membership

At its Founding Congress, in November 2006, the ITUC had in affiliation 304 affiliated organisations in 153 countries and territories with a total membership of 168,199,402 members.

In October 2009, the ITUC had in affiliation 311 affiliated organisations in 155 countries and territories with a total membership of 175,710,343 members.

A list setting out the membership figures of affiliated organisations is given in Appendix I.

2. New affiliations

At its various meetings over the course of the period covered by this report, the General Council agreed to affiliate the following 20 organisations:

June 2007

- | | |
|------------|---|
| 1. Croatia | Independent Trade Unions of Croatia (ITUC) / Nezavisni hrvatski sindikati (NHS) |
|------------|---|

December 2007

- | | |
|-----------------------|---|
| 2. Botswana | Botswana Federation of Trade Unions (BFTU) |
| 3. Brazil | União Geral dos Trabalhadores (UGT) (*) |
| 4. Comoros | Confédération des Travailleurs et Travailleuses des Comores (CTC) |
| 5. Dominican Republic | Confederación Nacional de Unidad Sindical (CNUS) |
| 6. Ireland | Irish Congress of Trade Unions (ICTU) |
| 7. Sri Lanka | National Trade Union Federation (NTUF) |
| 8. Surinam | Algemeen Verbond van Vakverenigingen in Suriname 'De Moederbond' |
| 9. Thailand | State Enterprises Workers' Relations Confederation (SERC) |

December 2008

- | | |
|-------------------|--|
| 10. Guatemala | Unión Sindical de Trabajadores de Guatemala (UNSITRAGUA) |
| 11. Liechtenstein | Liechtensteinischer ArbeitnehmerInnenverband (LANV) |
| 12. Namibia | Trade Union Congress of Namibia (TUCNA) |
| 13. Nicaragua | Frente Nacional de los Trabajadores (FNT) |
| 14. Sri Lanka | Sri Lanka Nidahas Sewaka Sangamaya (SLNSS) |

October 2009

- | | |
|----------------|---|
| 15. Burma | Federation of Trade Unions – Burma (FTUB) |
| 16. Cape Verde | Confederação Caboverdiana dos Sindicatos Livres (CCSL) |
| 17. Liberia | Liberian Labour Congress (LLC) (*) |
| 18. Namibia | National Union of Namibian Workers (NUNW) |
| 19. Nepal | Nepal Trade Union Congress - Independent (NTUC-I) (*) |
| 20. Niger | Confédération Démocratique des Travailleurs du Niger (CDTN) |

(*) merger - transfer of affiliation

3. Change of name

The 2nd General Council noted that at its last 2nd National Convention held on 2 February 2007, the Kongres Serikat Pekerja Indonesia (KSPI), Indonesia, changed its name to Konfederasi Serikat Pekerja Indonesia (KSPI) - Confederation of Indonesian Trade Unions, CITU).

4. Transfer of affiliation

Existing ITUC affiliates in Brazil, the Central Autonoma de Trabalhadores (CAT), the Confederação Geral dos Trabalhadores (CGT) and the Social Democracia Sindical (SDS), together with a number of federations of Força Sindical (FS), have informed the ITUC of the creation, in July 2007, of a new trade union centre, the União Geral dos Trabalhadores (UGT). The founding congress took place in Sao Paulo from 19-21 July. Immediately after its establishment the new organisation asked the ITUC to transfer the existing affiliation of the CAT, CGT and SDS to the UGT which was accepted by the 3rd General Council in December 2007. The UGT affiliation took effect in April 2008 when the UGT had fulfilled the administration formalities and the CGT (one of the UGT member organisations) had settled its financial obligations.

The 4th General Council was informed of the merger of two of the existing affiliates in Liberia, the Liberia Federation of Labour Unions (LFLU) and the Congress of National Trade Unions of Liberia (CONATUL) and noted their request to transfer their affiliation to the newly formed organisation, the Liberian Labour Congress (LLC). After completion of the administrative and financial obligations, the LLC was accepted formally into affiliation by the 5th General Council.

The transfer of affiliation from the Nepal Trade Union Congress (NTUC) and the Democratic Confederation of Nepalese Trade Unions (DECONT), ITUC affiliates, to the newly created Nepal Trade Union Congress - Independent (NTUC-I) was accepted in principle by the 4th General Council in December 2008 pending completion of the administrative formalities. These formalities were duly completed in September 2009 and NTUC-I was accepted formally into ITUC affiliation by the 5th General Council.

5. Organisations no longer affiliated

Over the period under review, the following 13 organisations were removed from the list of ITUC affiliates:

a) Merger into a new organisation (transfer of affiliation to ITUC)

- | | |
|------------|---|
| 1. Brazil | Central Autonoma de Trabalhadores (CAT) |
| 2. | Confederação Geral dos Trabalhadores (CGT) |
| 3. | Social Democracia Sindical (SDS) |
| 4. Liberia | Congress of National Trade Unions of Liberia (CONATUL); |
| 5. | Liberia Federation of Labour Unions (LFLU); |
| 6. Nepal | Nepal Trade Union Congress (NTUC); |
| 7. | Democratic Confederation of Nepalese Trade Unions (DECONT); |

b) Merger with a non-affiliated organisation

- | | |
|------------|--|
| 8. Moldova | Consiliul Confederatiei Sindicatelor din Republica Moldova (CSRM); |
|------------|--|

In December 2007, the 3rd General Council noted that the CSRM had merged with Solidaritate (a non-affiliated organisation) into the Confederația Natională a Sindicatelor din Moldova (CNSM) and decided to remove the CSRM from the list of ITUC affiliates.

c) *Withdrawals*

In accordance with Article XXXII(b) of the Constitution on the Affiliation Fees, the 5th General Council ratified the decision taken by the 6th Executive Bureau to withdraw from membership of the ITUC the following organisations which owed eight or more quarters' affiliation fees and had not responded to contact from the ITUC on this matter:

- | | |
|-----------------------------------|--|
| 9. Belize | Christian Workers' Union (CWU); |
| 10. Guyana | Guyana Trades Union Congress (GTUC); |
| 11. Mexico | Confederación Obrera Revolucionaria (COR); |
| 12. Paraguay | Confederación Paraguaya de Trabajadores (CPT); |
| 13. St Vincent and the Grenadines | Commercial, Technical and Allied Workers' Union (CTAWU). |

6. Associated Organisations (AO)

Over the period under review, the following organisations were granted the status of Associated Organisation:

Organisations	AO Status
Armenia Confederation of Trade Unions of Armenia (CTUA)	– <i>granted by the 5th General Council – October 2009</i>
Bolivia Corriente de Renovación Independiente y Solidaridad Laboral (CRISOL)	– <i>granted by the ITUC Founding Congress – November 2006</i> – <i>extended for 2 years by the 4th General Council – December 2008</i>
Burma Federation of Trade Unions of Burma (FTUB)	– <i>granted by the ITUC Founding Congress – November 2006</i> – <i>extended for 2 years by the 4th General Council – December 2008</i> – <i>affiliated to ITUC by the 5th General Council – October 2009</i>
Cambodia Cambodian Labor Confederation (CLC)	– <i>granted by the ITUC Founding Congress – November 2006</i> – <i>extended for 2 years by the 4th General Council – December 2008</i>
Cameroon Confédération des Syndicats Autonomes du Cameroun (CSAC)	– <i>granted by the 4th General Council – December 2008</i>
Cape Verde Confederação Caboverdiana dos Sindicatos Livres (CCSL)	– <i>granted by the 3rd General Council – December 2007</i> – <i>affiliated to ITUC by the 5th General Council – October 2009</i>
Croatia Hrvatska Udruga Sindikata (HUS) / Union of Croatian Trade Unions	– <i>granted by the 5th General Council – October 2009</i>
Cuba Consejo Unitario de Trabajadores Cubanos – Solidaridad de Trabajadores Cubanos (CUTC–STC)	– <i>granted by the ITUC Founding Congress – November 2006</i> – <i>extended for 2 years by the 4th General Council – December 2008</i>

Egypt Egyptian Trade Union Federation (ETUF)	<ul style="list-style-type: none"> – <i>granted by the ITUC Founding Congress – November 2006</i> <i>The status was not effective during the period covered by this report</i>
Guinea Union Démocratique des Travailleurs de Guinée (UDTG)	<ul style="list-style-type: none"> – <i>granted by the 2nd General Council – June 2007</i> – <i>extended until 2010 by the 5th General Council – October 2009</i>
India Confederation of Free Trade Unions of India (CFTUI)	<ul style="list-style-type: none"> – <i>granted by the ITUC Founding Congress – November 2006</i> – <i>extended for 2 years by the 4th General Council – December 2008</i>
India Indian Confederation of Labour (ICL)	<ul style="list-style-type: none"> – <i>granted by the ITUC Founding Congress – November 2006</i> – <i>withdrawn by the 4th General Council – December 2008</i>
Kyrgyzstan Federation of Trade Unions of Kyrgyzstan (FPKg)	<ul style="list-style-type: none"> – <i>granted by the 2nd General Council – June 2007</i> – <i>withdrawn by the 4th General Council – December 2008</i>
Lebanon Confédération Générale des Travailleurs au Liban (CGTL)	<ul style="list-style-type: none"> – <i>granted by the ITUC Founding Congress – November 2006</i> – <i>extended for 2 years by the 4th General Council – December 2008</i>
Lesotho Congress of Democratic Unions (LECODU)	<ul style="list-style-type: none"> – <i>granted by the 2nd General Council – June 2007</i> – <i>extended until 2010 by the 5th General Council – October 2009</i>
Libya Union Générale des Producteurs de la Jamahiriyah Arabe Libyenne (UGPJAL)	<ul style="list-style-type: none"> – <i>granted by the ITUC Founding Congress – November 2006</i> – <i>extended for 2 years by the 4th General Council – December 2008</i>
Papua New Guinea Papua New Guinea Trade Union Congress (PNGTUC)	<ul style="list-style-type: none"> – <i>granted by the ITUC Founding Congress – November 2006 – not effective</i> – <i>granted by the 5th General Council – October 2009</i>
Slovak Republic Independent Christian Trade Union of Slovakia/ Nezavisle Krestanske Odbory Slovenska (NKOS)	<ul style="list-style-type: none"> – <i>granted by the ITUC Founding Congress – November 2006</i> – <i>extended for 2 years by the 4th General Council – December 2008</i>
Timor Leste Timor Leste Trade Union Confederation (TLTUC)	<ul style="list-style-type: none"> – <i>granted by the 5th General Council – October 2009</i>

CHAPTER 2

CONSTITUTIONAL BODIES AND ADMINISTRATION

1. Founding Congress

The ITUC was established in November 2006 by the unification of the International Confederation of Free Trade Unions (ICFTU, founded in 1949), the World Confederation of Labour (WCL, founded in 1920 as the International Federation of Christian Trade Unions and reconstituted and renamed in 1968), and eight national trade union organisations.

At the invitation of the Österreichischer Gewerkschaftsbund (ÖGB), the ITUC held its Founding Congress in Vienna from 1 to 3 November 2006. It was attended by 304 founding member organisations present in 153 countries and territories.

The Congress unanimously adopted the ITUC Constitution in which the principles of trade union democracy and independence are enshrined, as well as the ITUC Programme which aims to defend and promote the rights of working people by encouraging co-operation between trade unions, and through global campaigning and advocacy. The principal areas of activity which were established are trade union and human rights; the economy, society and the workplace; equality and non-discrimination; and international solidarity.

2. General Council

2.1. General Council Meetings

Between November 2006 and December 2009, the General Council held 5 meetings:

1st Meeting	Vienna	3 November 2006
2nd "	Brussels	20 - 22 June 2007
3rd "	Washington	12 - 14 December 2007
4th "	Brussels	16 - 18 December 2008
5th "	Berlin	6 - 8 October 2009

2.2. General Council Composition

The General Council elected at the 1st World Congress in accordance with the Article XIX of the ITUC Constitution had the following composition:

Titular	1st Substitute	2nd Substitute
Africa		
1. Ana da Conceição Pedro Garcia (Angola - CGSILA)	Eric Manzi Mwezi (Rwanda - CESTRAR)	João Sousa Pontes Tavares (Sao Tomé - ONTSTP)
2. John Odah (Nigeria - NLC)	Kwasi Adu-Amankwah (Ghana - TUC)	Kandeh Yilla (Sierra Leone - SLLC)
3. Francis Atwoli (Kenya - COTU)	N. Maskini (Tanzania - TUCTA)	Dativa Mukaruzima (Rwanda - CESTRAR)
4. Abdessalem Jerad (Tunisia - UGTT)	Mahjoub Ben Seddik (Morocco - UMT)	Abdelmadjid Sidi Said (Algeria - UGTA)

5. Mody Guiro (Senegal - CNTS)	Mariatou Coulibaly (Côte d'Ivoire - UGTCI)	Júlio Ascensão Da Silva (Cabo Verde - UNTC-CS)
6. Zwelinzima Vavi (South Africa - COSATU)	Mahlomola Skhosana (South Africa - NACTU)	Dawn Le Roux (South Africa - FEDUSA)
7. Angélique Kipulu (Congo Rep. Dem. - CSC)	Pascal D. Todjinou (Benin - CGTB)	Jeanne Clairette Razanarimanana (Madagascar - SEKRIMA)
8. Thelma Louw (South Africa - CONSAWU)	Mohamed Benjelloun Andaloussi (Morocco - UGTM)	Laurent Ouedraogo (Burkina Faso - CNTB)
9. Toolsyraj Benyadin (Mauritius - NTUC)	Pa M. Faal (Gambia - GWC)	Sako Mamadou (Niger - CNT)
10. Nicoué Octave Broohm (Togo - CSTT)	Amaoui Noubir (Morocco - CDT)	Ould Beye Samory (Mauritania - CLTM)
11. Maria Fernanda Carvalho Francisco (Angola - UNTA)	John Kolawole (Nigeria - TUCN)	José Bertin Randrianasolo (Madagascar - FISEMA)

Americas

1. Gerardo Alberto Martínez (Argentina - CGT)	Jorge Lobais (Argentina - CGT)	Jose Manuel Díaz (Chile - CUT)
2. Maria E. Bezerra de Lima (Brazil - CUT)	Luiz Carlos Motta (Brazil - FS)	Otton Mata Roma (Brazil - CGT)
3. Israel Salinas (Honduras - CUTH)	Madelaine Escribano (Panama - CTRP)	Delvia Herrera (Nicaragua - CUS)
4. Jaime O. Arciniega Aguirre (Ecuador - CEOSL)	Betty Cortéz Benites (Peru - CUT)	Carmen Omaira Arismendi (Venezuela - CTV)
5. Open (Mexico)	Open (Mexico)	Open (Mexico)
6. Manuel Cova (Venezuela - CTV)	Apecides Alviz Fernández (Colombia - CTC)	Mario Vilchez (Costa Rica - CTRN)
7. Kenneth Georgetti (Canada - CLC)	Barbara Byers (Canada - CLC)	Stephen Benedict (Canada - CLC)
8. Henri Massé (Canada - CLC)	Claudette Carbonneau (Canada - CSN)	Hassan Yussuff (Canada - CLC)
9. John J. Sweeney (USA - AFL-CIO)	Richard L. Trumka (USA - AFL-CIO)	Jerry Zellhoefer (USA - AFL-CIO)
10. Linda Chavez Thompson (USA - AFL-CIO)	Elizabeth Bunn (USA - AFL-CIO)	Barbara Shailor (USA - AFL-CIO)
11. William Lucy (USA - AFL-CIO)	R. Thomas Buffenbarger (USA - AFL-CIO)	Penny Schantz (USA - AFL-CIO)
12. C. LeRoy Trotman (Barbados - BWU)	Robert Giuseppi (Trinidad & Tobago - NATUC)	Open
13. Julio Roberto Gómez Esguerra (Colombia - CGT)	Juan C. Torales (Paraguay - CNT)	José Pinzon (Guatemala - CGTG)
14. Laerte Teixeira Da Costa (Brazil - CAT)	Pedro Robles Saavedra (Chile - CAT)	Open
15. Gabriel Del Rio Doñe (Dominican Rep. - CASC)	François Vaudreuil (Canada - CSD)	Louise Lebrun (Haiti - CTH)
16. Mariano Mena (Panama - CGTP)	Daniel Duron (Honduras - CGT)	Altagracia Jiménez (Dominican Rep. - CASC)
17. Miryam Luz Triana (Colombia - CGT)	Nilda Danila (Puerto Rico - CPT)	Roland H. Ignacio (Curaçao - CGTC)
18. Carlos A. Rodríguez Díaz (Colombia - CUT)	Open	Open

Asia Pacific

- | | | |
|--|--|---|
| 1. Lee Cheuk-yan
(Hong Kong, SAR China - HKCTU) | Chen Chien
(Chinese Taipei - CFL) | Cheung Lai-Ha
(Hong Kong, SAR China - HKCTU) |
| 2. G. Sanjeeva Reddy
(India - INTUC) | Umraomal Purohit
(India - HMS) | Naata Bali
(India - SEWA) |
| 3. Tsuyoshi Takagi
(Japan - RENGO) | Nobuaki Koga
(Japan - RENGO) | Tsutomu Arai
(Japan - RENGO) |
| 4. Masako Uemoto
(Japan - RENGO) | Yoko Yamaguchi
(Japan - RENGO) | Naomi Okamoto
(Japan - RENGO) |
| 5. Open
(Korea) | Magvan Altantsetseg
(Mongolia - CMTU) | Sukbaatar Zalma
(Mongolia - CMTU) |
| 6. G. Rajasekaran
(Malaysia - MTUC) | Open
(Philippines - TUCP) | Open
(Philippines - TUCP) |
| 7. John De Payva
(Singapore - NTUC) | Thain Mosee
(Indonesia - ITUC/KSPI) | Noorfarahin Ahmad
(Singapore - NTUC) |
| 8. Khurshid Ahmed
(Pakistan - PWF) | Harry Sandrasekera
(Sri Lanka - CWC) | Open
(Bangladesh) |
| 9. Felix Anthony
(Fiji - FTUC) | Ephraim Kalsikau
(Vanuatu - VCTU) | Taupisioletoga Faamau
(Samoa - STUC) |
| 10. Sharan Burrow
(Australia - ACTU) | Ross Wilson
(New Zealand - NZCTU) | Carol Beaumont
(New Zealand - NZCTU) |
| 11. Ofer Eini
(Israel - HISTADRUT) | Nawaf Massalha
(Israel - HISTADRUT) | Nihad Elmas
(Cyprus - TÜRK-SEN) |
| 12. Shaher Sae'd
(Palestine - PGFTU) | Redha A. Qarhash
(Yemen - GFTWTUY) | Abdul Ghaffar A. Hussein
(Bahrain - GFBTU) |
| 13. Salih Kiliç
(Turkey - TÜRK-IS) | Salim Uslu
(Turkey - HAK-IS) | Süleyman Çelebi
(Turkey - DISK) |
| 14. Rekson Silaban
(Indonesia - SBSI) | Ali Shouket
(Pakistan - APTUC) | Open |
| 15. Kazi Rina Reza
(Bangladesh - BSSF) | Marie Ruvini Jayatilaka
(Sri Lanka - NWC) | Bishnu Rimal
(Nepal - GEFONT) |

Europe

- | | | |
|--|---|--|
| 1. Renate Csörgits
(Austria - ÖGB) | Jean-Claude Prince
(Switzerland - USS) | Yannis Panagopoulos
(Greece - GSEE) |
| 2. Hans Jensen
(Denmark - LO) | Wanja Lundby-Wedin
(Sweden - LO) | Gerd Liv Valla
(Norway - LO) |
| 3. Lauri Ihalainen
(Finland - SAK) | Sture Nordh
(Sweden - TCO) | Bente Sorgenfrey
(Denmark - FTF) |
| 4. François Chérèque
(France - CFDT) | Jean-Claude Mailly
(France - CGT-FO) | Michael Parnis
(Malta - GWU) |
| 5. Michael Sommer
(Germany - DGB) | Annelie Buntenbach
(Germany - DGB) | Jürgen Eckl
(Germany - DGB) |
| 6. Ingrid Sehrbrock
(Germany - DGB) | Ulrich Thone
(Germany - DGB) | Wolfgang Lutterbach
(Germany - DGB) |
| 7. Brendan Barber
(Great-Britain - TUC) | Gloria Mills
(Great-Britain - TUC) | Tony Woodley
(Great-Britain - TUC) |
| 8. Sally Hunt
(Great-Britain - TUC) | Sue Rogers
(Great-Britain - TUC) | Owen Tudor
(Great-Britain - TUC) |

9. Rudy De Leeuw (Belgium - FGTB)	Open (Belgium - CGSLB)	Open
10. José M ^a Fidalgo Velilla (Spain - CC.OO.)	João A. G. Proença (Portugal - UGTP)	Cándido Méndez (Spain - UGT)
11. Luigi Angeletti (Italy - UIL)	Guglielmo Epifani (Italy - CGIL)	Luigi Cal (Italy - CISL)
12. Raffaele Bonanni (Italy - CISL)	Giacomo Barbieri (Italy - CGIL)	Cinzia Del Rio (Italy - UIL)
13. Andrzej Adamczyk (Poland - NSZZ Solidarnosc)	Lina Carr (Estonia - EAKL)	Aldona Jašinskienė (Lithuania - LPS-Solidarumas)
14. Zdenek Málek (Czech Republic - CMKOS)	Péter Pataky (Hungary - ZOSZ)	Miroslav Gazdík (Slovakia - KOZ SR)
15. Ana Knezevic (Croatia - UATUC)	Marius Petcu (Romania - CNSLR-Fratia)	Jeliazko Hristov (Bulgaria - CITUB)
16. Mikhail Shmakov (Russia - FNPR)	Evgueny Sidorov (Russia - FNPR)	Svetlana Razina (Russia - VKT)
17. Jamila Sattarova (Azerbaijan - AHIK)	Nina Zghibarta (Moldova - CSRM)	Mykhail Volynets (Ukraine - KVPU)
18. Oleksander Yurkin (Ukraine - FPU)	Irakli Petriashvili (Georgia - GTUC)	Alexander Yaroshuk (Belarus - BKDP)
19. Agnes Jongerius (Netherlands - FNV)	Jean-Claude Reding (Luxembourg - CGTL)	Open (Cyprus - SEK)
20. Luc Cortebeeck (Belgium - CSC)	Viviane Goergen (Luxembourg - LCGB)	Eugenija Sniutienė (Lithuania - LDF)
21. René Paas (Netherlands - CNV)	M. Joseph Thouvenel (France - CFTC)	Joanna Achilleos Pilavaki (Cyprus - DEOK)
22. Bogdan Iuliu Hossu (Romania - Cartel Alfa)	Judith Ivany Czugler (Hungary - MOSZ)	Srbijanka Rafailovic (Serbia - CATUS)
23. Manuel Zaguirre Cano (Spain - USO)	Laura González de Txabarri (Spain; Basque Country - ELA-STV)	Oleksandr Dzhulyk (Ukraine - VOST)
24. Bernard Thibault (France - CGT)	Jan Guz (Poland - OPZZ)	Open

Women's Committee

1. Mariana Guambo Moreno (Ecuador - CEOSL)	Dalila del Carmen Alemán García (Nicaragua - CST)	Petra Hernández (Dominican Republic - CNTD)
2. Rabiattou Serah Diallo (Guinea - CNTG)	Ann Van Laer (Belgium - CSC)	Zuleima Laines (Peru - CAT)
3. Danuta Wojdat (Poland - NSZZ Solidarnosc)	Nana Corossacz (Italy - CGIL)	Open
4. Diana Holland (Great Britain - TUC)	Open	Open
5. Noorlaila Aslah (Malaysia - MTUC)	Yoko Yamaguchi (Japan - JTUC-RENGO)	Noga Butensky (Israel - HISTADRUT)
6. Gladys Branche (Sierra Leone - SLLC)	Amal El Amri (Morocco - UMT)	Marie Josée Lokongo Bosiko (Congo Dem. Rep. - UNTC)

Youth Committee

- | | | |
|---|---------------------------------------|--|
| 1. Yemisi Ilesanmi
(Nigeria - NLC) | Jonathan Monge
(Costa Rica - CMTC) | Markus Kristiansson
(Sweden - LO) |
| 2. Amarsanaa Enebish
(Mongolia - CMTU) | Claire Delobel
(Belgium - CSC) | Alexsandra Vitirovic
(Serbia - UGS-NEZAVISNOST) |
| 3. Open | | |
| 4. Open | | |

Ex-officio members

Guy Ryder	General Secretary
Mamounata Cissé	Deputy General Secretary
Jaap Wienen	Deputy General Secretary

Upon confirmation by the General Council of their election as Regional General Secretaries, Víctor Báez (ITUC-TUCA), Kwasi Adu-Amankwah (ITUC-AF) and Noriyuki Suzuki (ITUC-AP) became ex-officio members of the General Council.

Partner members GUF & TUAC Representatives

A provisional composition of the Women's Committee and the Youth Committee and consequently their representatives in the General Council and the Executive Bureau, applied until the unification of the three regional organisations was finalised.

Between the 1st World Congress and the 5th General Council, the composition of the General Council changed as follows:

2nd General Council

- The CTM, UNT and CROC, Mexico, were allocated in rotation the titular member seat for the Americas: CTM for 2007-2008 represented by Graciela Larios Rivas, UNT for 2009 represented by Francisco Hernández Juárez and CROC for 2010 represented by José del Valle Pérez. The 1st substitute position was initially occupied by UNT and the 2nd substitute position by CROC;
- Rudolf Hundstorfer (Austria - ÖGB) replaced Renate Csörgits as titular member for Europe;
- Jan Vercat (Belgium - CGSLB) filled the seat left open as 1st substitute to titular member for Europe Rudy De Leeuw (Belgium - FGTEB);
- Roar Flåthen (LO - Norway) replaced Gerd Liv Valla as second substitute to titular member for Europe Hans Jensen (Denmark - LO);
- Reyes Soberanis Moreno (COR - Mexico) became 2nd substitute to titular member for the Americas Laerte Teixeira Da Costa (Brazil - CAT);
- CTA - Argentina was allocated the 1st substitute seat for the titular member for the Americas Carlos A. Rodríguez Díaz (Colombia - CUT);
- The Women's Committee which had elected at its meeting of April 2007 Diana Holland (TUC - Great Britain) as its Chair and Rabiadou Serah Diallo (CNTG - Guinea) and Mariana Guambo (CEOSL - Ecuador) as Vice-Chairs, nominated its representatives on the General Council, as follows:
- Mariana Guambo Moreno (Ecuador - CEOSL) with Dalila del Carmen Alemán García (Nicaragua - CST) and Petra Hernández (Dominican Republic - CNTD) as 1st and 2nd substitutes; Rabiadou Serah Diallo (Guinea - CNTG) with Ann Van Laer (Belgium - CSC) and Zuleima Laines (Peru - CAT) as 1st and 2nd substitutes; Danuta Wojdat (Poland - NSZZ Solidarnosc) with Nana Corossacz (Italy - CGIL) as

1st substitute with the 2nd substitute seat left open; Diana Holland (Great Britain - TUC) with Karin Ennod (LO - Norway) and Elisa Garcia Rodriguez (UGT - Spain) as 1st and 2nd substitutes, both filling seats left open; Noorlaila Aslah (Malaysia - MTUC) with Yoko Yamaguchi (Japan - JTUC-RENGO) and Noga Butensky (Israel - HISTADRUT) as 1st and 2nd substitutes; and Gladys Branche (Sierra Leone - SLLC) with Amal El Amri (Morocco - UMT) and Marie Josée Lokongo Bosiko (Congo Dem. Rep. - UNTC) as 1st and 2nd substitutes.

3rd General Council

- Manene Samela (South Africa - NACTU) replaced Mahlomola Skhosana as 1st substitute to titular member for Africa Zwelinzima Vavi (South Africa - COSATU);
- João Antonio Felicio (Brazil - CUT) replaced the late Maria Ednalva Bezerra de Lima as titular member for the Americas;
- Graciela Larios Rivas (Mexico - CTM) replaced Joaquim Gamboa as titular member for the Americas;
- Naomi Okamoto (Japan - RENGU) replaced Masako Uemoto as titular member for Asia-Pacific, Naomi Okamoto was replaced in turn as second substitute by Mutsuko Takahashi, and Chihiro Ikusawa replaced Tsutomu Arai as second substitute to titular member Tsuyoshi Takagi;
- Lee Suk-Haeng (Korea - KCTU) became titular member for Asia-Pacific for the years 2007 and 2009, and Yong-Deuk Lee (Korea - FKTU) for 2008 and 2010, filling the seat allocated to Korea and previously left vacant;
- Cedric R. Bagtas and Florencia Cabatingan (Philippines - TUCP) became respectively first and second substitutes to titular member for Asia-Pacific G. Rajasekaran (Malaysia - MTUC). Both seats were previously left open;
- Helen Kelly (New Zealand - NZCTU) replaced Ross Wilson as first substitute to titular member for Asia-Pacific Sharan Burrow (Australia - ACTU);
- Jean Christophe Schwaab (Switzerland - SGB-USS) replaced Jean-Claude Prince as first substitute to titular member for Europe Rudolf Hundstorfer (Austria - ÖGB);
- Harald Børsting (Denmark - LO) replaced Hans Jensen as titular member for Europe;
- Michel Arsenault (CLC - Canada) replaced Henri Massé as titular member for the Americas;
- Mustafa Kumlu (TÜRK-IS - Turkey) replaced Salih Kiliç as titular member for Asia-Pacific;
- The seat previously held by Nina Zghibarta (Moldova - CSRM) as 1st substitute to titular member for Europe Jamila Sattarova (Azerbaijan - AHIK) was left open.

4th General Council

- In application of article XX(b) of the Constitution, the titular seat for Africa held by Ana da Conceição Pedro Garcia (Angola - CGSILA) was left open; Kofi Asamoah (Ghana - TUC) replaced Kwasi Adu-Amankwah as 1st substitute to titular member for Africa John Odah (Nigeria - NLC);

- Augustin Blaise Hien (Burkina Faso - CNTB) replaced Laurent Ouedraogo as 2nd substitute to titular member for Africa Thelma Louw (South Africa - CONSAWU);
- Ayikoué Tevi (Togo - CSTT) replaced Nicoué Octave Broohm as titular member for Africa;
- Following the transfer of affiliation from CAT, CGT and SDS (Brazil) to the UGT which took effect in April 2008, the seats of titular for the Americas and 2nd substitute to titular member João Antonio Felicio (Brazil - CUT) previously held by CGT and CAT were transferred to the UGT. Arnaldo de Souza Benedetti replaced Laerte Teixeira Da Costa as titular member and Otton Mata Roma continued to hold the seat as second substitute;
- Tarcisio Mora Godoy (Colombia - CUT) replaced Carlos A. Rodríguez Díaz as titular member for the Americas;
- Lucien Royer (Canada - CLC) replaced Stephen Benedict as 2nd substitute to titular member for the Americas Kenneth Georgetti, effective from January 2009;
- Seok-Chun Jang (Korea - FKTU) replaced Yong-Deuk Lee as titular member for Asia-Pacific since the FKTU shared with KCTU, on an annual rotation basis, the seat of titular member;
- A. Hussain (Bahrain - GFBTU) replaced Abdul Ghaffar A. Hussein as 2nd substitute to titular member for Asia-Pacific Shaher Sae'd (Palestine - PGFTU);
- Erich Foglar (Austria - ÖGB) replaced Rudolf Hundstorfer as titular member for Europe;
- Wolfgang Lutterbach (Germany - DGB) replaced Jürgen Eckl as 2nd substitute to titular member for Europe Michael Sommer. The seat of 2nd substitute to titular member Ingrid Sehrbrock, previously held by W. Lutterbach, was left open;
- Javier Doz (Spain - CC.OO.) replaced José M. Fidalgo Velilla as titular member for Europe;
- Based on a rotation agreement between USO and ELA-STV, the titular seat on the General Council for Europe was held by Laura González de Txabarri (Spain, Basque Country - ELA-STV) and the 1st substitute seat by Manuel Zaguirre Cano (Spain - USO) for the years 2009 and 2010;
- Following a rotation agreement between the Italian affiliates, their representation on the General Council was changed in January 2008 as follows: Guglielmo Epifani (Italy - CGIL) as titular member for Europe with Raffaele Bonanni (Italy - CISL) and Cinzia Del Rio (Italy - UIL) as substitutes; and Luigi Angeletti (Italy - UIL) as titular member with Luigi Cal (Italy - CISL) and Giacomo Barbieri (Italy - CGIL) as substitutes. The seat of Giacomo Barbieri as second substitute was subsequently left open;
- Ihor Lutsyshyn (Ukraine - FPU) replaced Oleksander Yurkin as titular member for Europe;
- Following a rotation agreement of seats for 2009; Lee Cheuk-yan (Hong Kong, SAR China - HKCTU) became titular member for Asia-Pacific and Chen Chien (Chinese Taipei - CFL) his 1st substitute;
- Following its meeting in April 2007, the Youth Committee representation was changed as follows: Jefferson Coriteac (Brazil - FS) Chair of the Committee and Nadia Shabana (Palestine - PGFTU) Vice-Chair of the Committee became titular members with respectively as 1st substitutes Vasyl Andreyev (Ukraine - FPU) and

Erin Harrison (Canada - CLC) and as 2nd substitutes Drissa Soare (Burkina Faso - CNTB) and Mina Vukojicic (Serbia - NEZAVISNOST).

5th General Council

- Hamid Chabat (Morocco - UGTM) replaced Mohamed Benjelloun Andaloussi as 1st substitute to titular member for Africa Thelma Louw (South Africa - CONSAWU);
- Lucas Arnulfo Muñoz (Colombia - CTC) replaced the late Apecides Alviz Fernández as 1st substitute to titular member for the Americas Manuel Cova (Venezuela - CTV);
- Ricardo Patah (Brazil - UGT) replaced Arnaldo de Souza Benedetti as titular member for the Americas;
- Luis Alejandro Pedraza (Colombia – CUT) replaced Tarcisio Mora Godoy as titular member for the Americas;
- Julio Cesar Bazan Figueroa (Peru - CUT) replaced Betty Cortéz Benites, who left the organisation, as first substitute to titular member for the Americas Jaime O. Arciniega Aguirre (Ecuador - CEOSL);
- Lim Sung-Kyu (Korea - KCTU) replaced Lee Suk-Haeng as titular member for Asia-Pacific (the KCTU shared with FKTU, on an annual rotation basis, the seat of titular member);
- Naata Bali (India - SEWA) left the organisation and her seat of 2nd substitute to titular member for Asia and Pacific G. Sanjeeva Reddy (India - INTUC) was left open;
- Lauri Lyly (Finland - SAK) replaced Lauri Ihalainen as titular member for Europe;
- Roberto Treu (Italy - CGIL) became second substitute to titular member for Europe Luigi Angeletti (Italy - UIL), filling the seat previously vacant;
- Vasyl Khara (Ukraine - FPU) replaced Ihor Lutsyshyn as titular member for Europe;
- Bert van Boggelen (Netherlands - CNV) replaced René Paas as titular member for Europe;
- The seat held by Reyes Soberanis Moreno (Mexico - COR) as second substitute to titular member for the Americas Ricardo Patah (Brazil - UGT) was left open when the COR was disaffiliated.

Between the 5th General Council meeting and December 2009, the following changes occurred:

- Nobuaki Koga (Japan - JTUC-Rengo) previously 1st substitute replaced Tsuyoshi Takagi as titular member for Asia Pacific and was in turn replaced by Hiroyuki Nagumo;
- Peter Conway (New Zealand - NZCTU) replaced Carol Beaumont as second substitute to titular member for Asia Pacific Sharan Burrow (Australia - ACTU).

The latest composition of the General Council incorporating all these changes, as established immediately after its 5th meeting (Berlin, 6 – 8 October 2009) was as follows:

Titular	1st Substitute	2nd Substitute
Africa		
1. Open (Angola - CGSILA)	Eric Manzi Mwezi (Rwanda - CESTRAR)	João Sousa Pontes Tavares (Sao Tomé - ONTSTP)
2. John Odah (Nigeria - NLC)	Kofi Asamoah (Ghana - TUC)	Kandeh Yilla (Sierra Leone - SLLC)
3. Francis Atwoli (Kenya - COTU)	N. Maskini (Tanzania - TUCTA)	Dativa Mukaruzima (Rwanda - CESTRAR)
4. Abdessalem Jerad (Tunisia - UGTT)	Mahjoub Ben Seddik (Morocco - UMT)	Abdelmadjid Sidi Said (Algeria - UGTA)
5. Mody Guiro (Senegal - CNTS)	Mariatou Coulibaly (Côte d'Ivoire - UGTIC)	Júlio Ascensão Da Silva (Cabo Verde - UNTC-CS)
6. Zwelinzima Vavi (South Africa - COSATU)	Manene Samela (South Africa - NACTU)	Dawn Le Roux (South Africa - FEDUSA)
7. Angélique Kipulu (Congo Rep. De- CSC)	Pascal D. Todjinou (Benin - CGTB)	Jeanne Clairette Razanarimanana (Madagascar - SEKRIMA)
8. Thelma Louw (South Africa - CONSAWU)	Hamid Chabat (Morocco - UGTM)	Augustin Blaise Hien (Burkina Faso - CNTB)
9. Toolsyraj Benydin (Mauritius - NTUC)	Pa Faal (Gambia - GWC)	Sako Mamadou (Niger - CNT)
10. Ayikoué Tevi (Togo - CSTT)	Amaoui Noubir (Morocco - CDT)	Ould Beye Samory (Mauritania - CLTM)
11. Maria Fernanda Carvalho Francisco (Angola - UNTA)	John Kolawole (Nigeria - TUCN)	José Bertin Randrianasolo (Madagascar - FISEMA)
Americas		
1. Gerardo Alberto Martínez (Argentina - CGT)	Jorge Lobais (Argentina - CGT)	Jose Manuel Díaz (Chile - CUT)
2. João Antonio Felicio (Brazil - CUT)	Luiz Carlos Motta (Brazil - FS)	Otton Mata Roma (Brazil - UGT)
3. Israel Salinas (Honduras - CUTH)	Madelaine Escribano (Panama - CTRP)	Delvia Herrera (Nicaragua - CUS)
4. Jaime O. Arciniega Aguirre (Ecuador - CEOSL)	Julio Cesar Bazan Figueroa (Peru - CUT)	Carmen Omaira Arismendi (Venezuela - CTV)
5. Year 2009: Francisco Hernández Juárez (Mexico - UNT-)	José del Valle Pérez (Mexico - CROC)	Graciela Larios Rivas (Mexico - CTM)
6. Manuel Cova (Venezuela - CTV)	Lucas Arnulfo Muñoz (Colombia - CTC)	Mario Vilchez (Costa Rica - CTRN)
7. Kenneth Georgetti (Canada - CLC)	Barbara Byers (Canada - CLC)	Lucien Royer (Canada - CLC)
8. Michel Arsenault (Canada - CLC)	Claudette Carbonneau (Canada - CSN)	Hassan Yussuff (Canada - CLC)
9. John J. Sweeney (USA - AFL-CIO)	Richard L. Trumka (USA - AFL-CIO)	Jerry Zellhoefer (USA - AFL-CIO)
10. Linda Chavez Thompson (USA - AFL-CIO)	Elizabeth Bunn (USA - AFL-CIO)	Barbara Shailor (USA - AFL-CIO)
11. William Lucy (USA - AFL-CIO)	R. Thomas Buffenbarger (USA - AFL-CIO)	Penny Schantz (USA - AFL-CIO)
12. C. LeRoy Trotman (Barbados - BWU)	Robert Giuseppi (Trinidad & Tobago - NATUC)	Open

13. Julio Roberto Gómez Esguerra (Colombia – CGT)	Juan C. Torales (Paraguay – CNT)	José Pinzon (Guatemala – CGTG)
14. Ricardo Patah (Brazil – UGT)	Pedro Robles Saavedra (Chile – CAT)	Open
15. Gabriel Del Rio Doñe (Dominican Rep. – CASC)	François Vaudreuil (Canada – CSD)	Louise Lebrun (Haiti – CTH)
16. Mariano Mena (Panama – CGTP)	Daniel Duron (Honduras – CGT)	Altagracia Jiménez (Dominican Rep. – CASC)
17. Miryam Luz Triana (Colombia – CGT)	Nilda Danila (Puerto Rico – CPT)	Roland H. Ignacio (Curaçao – CGTC)
18. Luis Alejandro Pedraza (Colombia – CUT)	Open (Argentina - CTA)	Open
Asia Pacific		
1. Year 2009-2010: Chen Chien (Chinese Taipei – CFL) <i>Years 2007 and 2008: Lee Cheuk-yan (HKCTU)</i>	Lee Cheuk-yan (Hong Kong, SAR China – HKCTU)	Cheung Lai-Ha (Hong Kong, SAR China – HKCTU)
2. G. Sanjeeva Reddy (India – INTUC)	Umraomal Purohit (India – HMS)	Open (India – SEWA)
3. Tsuyoshi Takagi (Japan – RENGO)	Nobuaki Koga (Japan – RENGO)	Chihiro Ikusawa (Japan – RENGO)
4. Naomi Okamoto (Japan – RENGO)	Yoko Yamaguchi (Japan – RENGO)	Mutsuko Takahashi (Japan – RENGO)
5. Years 2008 and 2010: Seok-Chun, Jang (Korea – FKTU) <i>Years 2007 and 2009: Lim Sung-Kyu (Korea – KCTU)</i>	Magvan Altantsetseg (Mongolia – CMTU)	Sukbaatar Zalma (Mongolia – CMTU)
6. G. Rajasekaran (Malaysia – MTUC)	Cedric R. Bagtas (Philippines – TUCP)	Florencia Cabatingan (Philippines – TUCP)
7. John De Payva (Singapore – NTUC)	Thamrin Mosee (Indonesia – ITUC/KSPI)	Noorfarahin Ahmad (Singapore – NTUC)
8. Khurshid Ahmed (Pakistan – PWF)	Harry Sandrasekera (Sri Lanka – CWC)	Open (Bangladesh)
9. Felix Anthony (Fiji – FTUC)	Ephraim Kalsikau (Vanuatu – VCTU)	Taupisioletoga Faamau (Samoa – STUC)
10. Sharan Burrow (Australia – ACTU)	Helen Kelly (New Zealand – NZCTU)	Carol Beaumont (New Zealand – NZCTU)
11. Ofer Eini (Israel – HISTADRUT)	Nawaf Massalha (Israel – HISTADRUT)	Nihad Elmas (Cyprus – TÜRK-SEN)
12. Shaher Sae'd (Palestine – PGFTU)	Redha A. Qarhash (Yemen – GFTWTUY)	A. Hussain (Bahrain – GFBTU)
13. Mustafa Kumlu (Turkey – TÜRK-IS)	Salim Uslu (Turkey – HAK-IS)	Süleyman Çelebi (Turkey – DISK)
14. Rekson Silaban (Indonesia – SBSI)	Ali Shouket (Pakistan – APTUC)	Open
15. Kazi Rina Reza (Bangladesh – BSSF)	Marie Ruvini Jayatilaka (Sri Lanka – NWC)	Bishnu Rimal (Nepal – GEFONT)

Europe

1. Erich Foglar (Austria – ÖGB)	Jean Christophe Schwaab (Switzerland – USS)	Yannis Panagopoulos (Greece - GSEE)
2. Harald Børsting (Denmark – LO)	Wanja Lundby-Wedin (Sweden – LO)	Roar Flåthen (Norway – LO)
3. Lauri Lyly (Finland – SAK)	Sture Nordh (Sweden – TCO)	Bente Sorgenfrey (Denmark – FTF)
4. François Chérèque (France – CFDT)	Jean-Claude Mailly (France – CGT-FO)	Michael Parnis (Malta – GWU)
5. Michael Sommer (Germany – DGB)	Annelie Buntenbach (Germany – DGB)	Wolfgang Lutterbach (Germany – DGB)
6. Ingrid Sehrbrock (Germany – DGB)	Ulrich Thone (Germany – DGB)	Open (Germany – DGB)
7. Brendan Barber (Great-Britain – TUC)	Gloria Mills (Great-Britain – TUC)	Tony Woodley (Great-Britain – TUC)
8. Sally Hunt (Great-Britain – TUC)	Sue Rogers (Great-Britain – TUC)	Owen Tudor (Great-Britain – TUC)
9. Rudy De Leeuw (Belgium – FGTB)	Jan Vercamst (Belgium – CGSLB)	Open
10. Javier Doz (Spain – CC.OO.)	João A. G. Proença (Portugal – UGTP)	Cándido Méndez (Spain – UGT)
11. Guglielmo Epifani (Italy – CGIL)	Raffaele Bonanni (Italy – CISL)	Cinzia Del Rio (Italy – UIL)
12. Luigi Angeletti (Italy – UIL)	Luigi Cal (Italy – CISL)	Roberto Treu (Italy – CGIL)
13. Andrzej Adamczyk (Poland – NSZZ Solidarnosc)	Lina Carr (Estonia – EAKL)	Aldona Jašinskienė (Lithuania – LPS-Solidarumas)
14. Zdenek Málek (Czech Republic – CMKOS)	Péter Pataky (Hungary – MSZOSZ)	Miroslav Gazdík (Slovakia – KOZ SR)
15. Ana Knezevic (Croatia – UATUC)	Marius Petcu (Romania – CNSLR-Fratia)	Jeliazko Hristov (Bulgaria – CITUB)
16. Mikhail Shmakov (Russia – FNPR)	Evgueny Sidorov (Russia – FNPR)	Svetlana Razina (Russia – VKT)
17. Jamila Sattarova (Azerbaijan – AHIK)	Open	Mykhail Volynets (Ukraine – KVPU)
18. Vasyl Khara (Ukraine – FPU)	Irakli Petriashvili (Georgia – GTUC)	Alexander Yaroshuk (Belarus – BKDP)
19. Agnes Jongerius (Netherlands – FNV)	Jean-Claude Reding (Luxembourg – CGTL)	Open (Cyprus – SEK)
20. Luc Cortebaeck (Belgium – CSC)	Viviane Goergen (Luxembourg – LCGB)	Eugenija Sniutienė (Lithuania – LDF)
21. Bert van Boggelen (Netherlands – CNV)	Joseph Thouvenel (France – CFTC)	Joanna Achilleos Pilavaki (Cyprus – DEOK)
22. Bogdan Iuliu Hossu (Romania – Cartel Alfa)	Judith Ivany Czugler (Hungary – MOSZ)	Srbijanka Rafailovic (Serbia – CATUS)
23. Laura González de Txabarri (Spain; Basque Country – ELA-STV)	Manuel Zaguirre Cano (Spain – USO)	Oleksandr Dzhulyk (Ukraine – VOST)
24. Bernard Thibault (France – CGT)	Jan Guz (Poland – OPZZ)	Open

Women's Committee

- | | | |
|---|--|--|
| 1. Mariana Guambo Moreno
(Ecuador – CEOSL) | Dalila del Carmen Alemán García
(Nicaragua – CST) | Petra Hernández
(Dominican Republic – CNTD) |
| 2. Rabiattou Serah Diallo
(Guinea – CNTG)
<i>Vice-Chair Women Committee</i> | Ann Van Laer
(Belgium – CSC) | Zuleima Laines
(Peru – CAT) |
| 3. Danuta Wojdat
(Poland – NSZZ Solidarnosc) | Nana Corossacz
(Italy – CGIL) | Open |
| 4. Diana Holland
(Great Britain – TUC)
<i>Chair, Women Committee</i> | Karin Ennod
(Norway – LO) | Elisa Garcia Rodriguez
(Spain – UGT) |
| 5. Noorlaila Aslah
(Malaysia – MTUC) | Yoko Yamaguchi
(Japan – JTUC-RENGO) | Noga Butensky
(Israel – HISTADRUT) |
| 6. Gladys Branche
(Sierra Leone – SLLC) | Amal El Amri
(Morocco – UMT) | Marie Josée Lokongo Bosiko
(Congo Dem. Rep. – UNTC) |

Youth Committee

- | | | |
|---|-----------------------------------|--|
| 1. Jefferson Coriteac
(Brazil – FS)
<i>Chair, Youth Committee</i> | Vasyl Andreyev
(Ukraine – FPU) | Drissa Soare
(Burkina Faso – CNTB) |
| 2. Nadia Shabana
(Palestine – PGFTU)
<i>Vice-Chair, Youth Committee</i> | Erin Harrison
(Canada – CLC) | Mina Vukojicic
(Serbia – NEZAVISNOST) |
| 3. Open | | |
| 4. Open | | |

Ex-officio members

Guy Ryder	General Secretary
Mamounata Cissé	Deputy General Secretary
Jaap Wienen	Deputy General Secretary
Kwasi Adu-Amankwah	Deputy General Secretary, ITUC – AF
Víctor Báez Mosqueira	Deputy General Secretary, ITUC – TUCA
Noriyuki Suzuki	Deputy General Secretary, ITUC – AP

GUF & TUAC Representatives

3. President, Deputy Presidents and Vice-Presidents

At the 1st General Council meeting, Luc Cortebec (Belgium - CSC) nominated Sharan Burrow as ITUC President, and she was unanimously elected by the Council.

Michael Sommer, President of the Deutscher Gewerkschaftsbund (Germany - DGB) and Luc Cortebec (Belgium - CSC) were elected by the 1st General Council as ITUC Deputy Presidents and served respectively as Chairperson of the Executive Bureau and as Chairperson of the Solidarity Fund Management Board.

The General Council, at its 2nd meeting, elected, in conformity with Article XXXI(b) of the ITUC Constitution, the following 34 ITUC Vice-Presidents, including the Chairperson of the Women's Committee and of the Youth Committee:

1.	Maria Fernanda Carvalho Francisco	Angola - UNTA
2.	Kazi Rina Reza	Bangladesh - BSSF
3.	C. LeRoy Trotman	Barbados - BWU
4.	Rudy De Leeuw	Belgium - FGTB
5.	Maria Ednalva Bezerra de Lima	Brazil - CUT
6.	Ken Georgetti	Canada - CLC
7.	Claudette Carbonneau	Canada - CSN
8.	Julio Roberto Gómez Esguerra	Colombia - CGT
9.	Angélique Kipulu	Congo Rep. Dem. - CSC
10.	Anna Knezevic	Croatia - UATUC
11.	Hans Jensen	Denmark - LO
12.	Mariana Guambo	Ecuador - CEOSL
13.	Jean-Claude Mailly	France - CGT-FO
14.	Brendan Barber	Great Britain - TUC
15.	Rabiatou Serah Diallo	Guinea - CNTG
16.	G. Sanjeeva Reddy	India - INTUC
17.	Rekson Silaban	Indonesia - SBSI
18.	Ofer Eini	Israel - HISTADRUT
19.	Guglielmo Epifani	Italy - CGIL
20.	Tsuyoshi Takagi	Japan - JTUC-Rengo
21.	Viviane Goergen	Luxembourg - LCGB
22.	Noorlaila Asla	Malaysia - MTUC
23.	Toolsyraj Benyadin	Mauritius - NTUC
24.	Agnes Jongerius	Netherlands - FNV
25.	Betty Cortéz Benites	Peru - CUT
26.	Danuta Wojdat	Poland - NSZZ Solidarnosc
27.	Bogdan Iuliu Hossu	Romania - Cartel Alfa
28.	Mikhail Shmakov	Russia - FNPR
29.	Gladys Branche	Sierra Leone - SLLC
30.	Wanja Lundby-Wedin	Sweden - LO
31.	Abdessalem Jerad	Tunisia - UGTT
32.	John J. Sweeney	United States - AFL-CIO
33.	Diana Holland	Chairperson, Women's Committee
34.	Yemisi Ilesanmi	Chairperson, Youth Committee

The election by the General Council of a further 3 Vice-Presidents serving as Presidents of the ITUC Regional Organisations was deferred until the establishment of those Regional Organisations. The following Vice-Presidents were then elected:

35.	Mody Guiro	President ITUC-Africa (3rd ITUC General Council meeting)
36.	G. Rajasekaran	President ITUC-Asia Pacific (3rd ITUC General Council meeting)
37.	Linda Chávez-Thompson	President ITUC-TUCA (4th ITUC General Council meeting)

During the period under review, the General Council ratified the following changes to the list of ITUC Vice-Presidents:

- Harald Børsting (Denmark - LO) replaced Hans Jensen (3rd General Council);
- João Antonio Felicio (Brazil - CUT) replaced the late Maria Ednalva Bezerra de Lima (3rd General Council);
- Jefferson Coriteac (Brazil - FS) replaced Yemisi Ilesanmi as Chairperson of the ITUC Youth Committee (4th General Council);
- Raffaele Bonanni (Italy - CISL) replaced Guglielmo Epifani (Italy - CGIL) (4th General Council);
- Julio Cesar Bazan Figueroa (Peru - CUT) replaced Betty Cortéz Benites (5th General Council).

Between the 5th General Council and December 2009, the following nomination was received :

- Nobuaki Koga (Japan - JTUC-Rengo), replacing Tsuyoshi Takagi as ITUC-Vice President.

4. Executive Bureau

4.1. Executive Bureau meetings

Between 2006 and 2009, the Executive Bureau held 6 meetings: on 20 June 2007 in Brussels, on 12 December 2007 in Washington, on 17 June 2008 in Brussels, on 16 December 2008 in Brussels, on 22 June 2009 in Brussels and on 6 October 2009 in Berlin.

4.2. Executive Bureau composition

At its meeting immediately following the Congress the General Council elected, in accordance with the Article XXV of the Constitution, the Executive Bureau composed of the President, the General Secretary and twenty-five titular members, including the Chair and Vice-Chair of the Women's Committee and the Chair of the Youth Committee, with the understanding that a number of substitute positions were open pending further consultation and that the open seats for the Women's Committee would be filled upon receipt of nominations from that Committee.

Titular	1st Substitute	2nd Substitute
Zwelinzima Vavi (South Africa - COSATU)	Eric Manzi Mwezi (Rwanda - CESTRAR)	Open
Abdessalem Jerad (Tunisia - UGTT)	Abdelmadjid Sidi Said (Algeria - UGTA)	Júlio Ascensão Da Silva (Cabo Verde - UNTC-CS)
Angélique Kipulu (Congo Rep. Dem. - CSC)	Mohamed Benjelloun Andaloussi (Morocco - UGTM)	Jeanne Clairette Razanarimanana (Madagascar - SEKRIMA)
Maria Fernanda Carvalho Francisco (Angola - UNTA)	Open	Open
John J. Sweeney (USA - AFL-CIO)	Barbara Shailor (USA - AFL-CIO)	Penny Schantz (USA - AFL-CIO)
Kenneth Georgetti (Canada - CLC)	Barbara Byers (Canada - CLC)	Stephen Benedict (Canada - CLC)
Julio Roberto Gómez Esguerra (Colombia - CGT)	Nilda Danila (Puerto Rico - CPT)	Altagracia Jiménez (Dominican Rep. - CASC)
Maria E. Bezerra de Lima (Brazil - CUT)	Manuel Cova (Venezuela - CTV)	Israel Salinas (Honduras - CUTH)

Carlos A. Rodríguez Díaz (Colombia - CUT)	Open	Open
G. Sanjeeva Reddy (India - INTUC)	G. Rajasekaran (Malaysia - MTUC)	Open
Tsuyoshi Takagi (Japan - RENGO)	Masako Uemoto (Japan - RENGO)	Nobuaki Koga (Japan - RENGO)
Sharan Burrow (Australia - ACTU)	Ross Wilson (New Zealand - NZCTU)	Felix Anthony (Fiji - FTUC)
Ofer Eini (Israel - HISTADRUT)	Shaher Sae'd (Palestine - PGFTU)	Salih Kiliç (Turkey - TÜRK-IS)
Rekson Silaban (Indonesia - SBSI)	Marie Ruvini Jayatilaka (Sri Lanka - NWC)	Open
Hans Jensen (Denmark - LO)	Wanja Lundby-Wedin (Sweden - LO)	Lauri Ihalainen (Finland - SAK)
Michael Sommer (Germany - DGB)	Renate Csörgits (Austria - ÖGB)	Ingrid Sehrbrock (Germany - DGB)
Brendan Barber (Great-Britain - TUC)	Sally Hunt (Great-Britain - TUC)	Owen Tudor (Great-Britain - TUC)
Luigi Angeletti (Italy - UIL)	Raffaele Bonanni (Italy- CISL)	José M ^a Fidalgo Velilla (Spain - CC.OO.)
Zdenek Málek (Czech Republic - CMKOS)	Andrzej Adamczyk (Poland - NSZZ SOLIDARNOSC)	Ana Knezevic (Croatia - UATUC)
Mikhail Shmakov (Russia - FNPR)	Oleksander Yurkin (Ukraine - FPU)	Jamila Sattarova (Azerbaijan - AHİK)
François Chérèque (France - CFDT)	Bernard Thibault (France - CGT)	Open
Rudy De Leeuw (Belgium - FGTB)	Jean-Claude Reding (Luxembourg - CGTL)	Agnes Jongerius (Netherlands - FNV)
Bogdan Iuliu Hossu (Romania - Cartel Alfa)	Joseph Thouvenel (France - CFTC)	Joanna Achilleos Pilavaki (Cyprus - DEOK)
Open	Open	Open
Chair, Women's Committee	Women's Committee	Women's Committee
Open	Open	Open
Vice-Chair, Women's Committee	Women's Committee	Women's Committee
Yemisi Ilesanmi (NLC - Nigeria)	Open	Open
Chair, Youth Committee		

Ex-officio members

Guy Ryder	General Secretary
Mamounata Cissé	Deputy General Secretary
Jaap Wienen	Deputy General Secretary

Upon confirmation by the General Council of their election as Regional General Secretaries, Víctor Báez (ITUC-TUCA), Kwasi Adu-Amankwah (ITUC-AF) and Noriyuki Suzuki (ITUC-AP) became ex-officio members of the Executive Bureau.

Chairperson of the Solidarity Fund Management Board

Luc Cortebeek (Belgium - CSC)

GUF & TUAC Representatives

Titular

Fred Van Leeuwen (EI)
Anita Normark (BWI)
John Evans (TUAC)

The subsequent General Council endorsed the following changes to the composition of the Executive Bureau:

2nd General Council

- Rudolf Hundstorfer (Austria - ÖGB) replaced Renate Csörgits as first substitute to titular member Michael Sommer (Germany - DGB);
- Women's Committee representatives: Diana Holland (Great Britain - TUC) as titular member with Mariana Guambo (Ecuador - CEOSL) and Gladys Branche (Sierra Leone- SLLC) as first and second substitutes; and Rabiadou Diallo (Guinea - CNTG) as titular member with Noorlaila Bte Aslah (Malaysia - MTUC) and Danuta Wodjat (Poland - NSZZ) as substitutes.

3rd General Council

- João Antonio Felicio (Brazil - CUT) replaced the late Maria Ednalva Bezerra de Lima as titular member;
- Naomi Okamoto (Japan - RENGO) replaced Masako Uemoto as first substitute to titular member Tsuyoshi Takagi;
- Helen Kelly (New Zealand - NZCTU) replaced Ross Wilson as first substitute to titular member Sharan Burrow (Australia - ACTU);
- Harald Børsting (Denmark - LO) replaced Hans Jensen as titular member;
- Salih Kiliç (Turkey - TÜRK-İS) replaced Mustafa Kumlu as 2nd substitute to titular member Ofer Eini (Israel - HISTADRUT).

4th General Council

- Tarcisio Mora Godoy (Colombia - CUT) replaced Carlos A. Rodríguez Díaz as titular member;
- Lucien Royer (Canada - CLC) replaced Stephen Benedict as 2nd substitute to titular member Kenneth Georgetti, effective from January 2009;
- Javier Doz (Spain - CC.OO.) replaced José M^a Fidalgo Velilla as 2nd substitute to titular member Guglielmo Epifani (Italy - CGIL);
- Guglielmo Epifani (Italy - CGIL) became a titular member in January 2008 with Luigi Angeletti (Italy - UIL) as 1st substitute, in line with a rotation agreement between the Italian affiliates;
- Ihor Lutsyshyn (Ukraine - FPU) replaced Oleksander Yurkin as 1st substitute to titular member Mikhail Shmakov (Russia - FNPR);
- Bernard Thibault (France - CGT) became a titular member as from November 2008 with François Chérèque (France - CFDT) as 1st substitute, following a rotation agreement between the French affiliates;
- John De Payva (Singapore - NTUC) became second substitute to titular member G. Sanjeeva Reddy (India - INTUC), filling the seat left open;
- Erich Foglar replaced Rudolf Hundstorfer as 1st substitute to titular member Michael Sommer (Germany - DGB);
- Jefferson Coriteac (Brazil - FS) Chair, Youth Committee replaced Yemisi Ilesanmi (Nigeria - NLC) as titular member for the Youth Committee and, filling open seats, Nadia Shabana and Vasyl Andreyev became his 1st and 2nd substitutes.

5th General Council

- Hamid Chabat (Morocco - UGTM) replaced Mohamed Benjelloun Andaloussi as 1st substitute to titular member Angélique Kipulu (Dem. Rep. Congo - CSC);
- Luis Alejandro Pedraza (Colombia - CUT) replaced Tarcisio Mora Godoy as titular member;
- Lauri Lyly (Finland - SAK) replaced Lauri Ihalainen as 2nd substitute to titular member Harald Børsting (Denmark - LO);
- Raffaele Bonanni (Italy - CISL) replaced Guglielmo Epifani (Italy - CGIL) as titular member from May 2009 to May 2010, in line with a rotation agreement between the Italian affiliates;
- Vasyl Khara (Ukraine - FPU) replaced Ihor Lutsyshyn as 1st substitute to titular member Mikhail Shmakov (Russia - FNPR).

Between the 5th General Council and December 2009, the following changes occurred:

- Nobuaki Koga (Japan - RENGO), previously 2nd substitute, replaced Tsuyoshi Takagi as titular member and was replaced as 2nd substitute by Hiroyuki Nagumo.

5. GUF and TUAC representation

All the Global Union Federations (GUFs) were invited to be represented, with speaking rights, at the ITUC Founding Congress and meetings of the General Council throughout this period, while their accredited representatives were invited to the meetings of the Executive Bureau.

In November 2006, following its establishment, the first meeting of the General Council ratified a partnership agreement with the Global Union Federations (GUFs) and the Trade Union Advisory Committee to the Organisation for Economic Cooperation and Development (TUAC), which had already ratified the agreement, to form a Council of Global Unions, with the aim of promoting trade union membership and advancing common trade union interests world-wide.

The Council met for the first time on 9-10 January 2007.

The GUF representatives on the Executive Bureau were the Chair and the Vice-Chair of the Council of Global Unions over this period, Fred Van Leeuwen (EI) and Anita Normark (BWI), replaced in 2009 respectively by Anita Normark (BWI) and Aidan White (IFJ).

TUAC was invited to the ITUC Founding Congress and meetings of ITUC Governing Bodies, with speaking rights, as was already the case for the GUFs. Accordingly, TUAC was invited to be represented at meetings of the General Council and at meetings of the Executive Bureau by one representative.

6. Committees

The ITUC Founding Congress accorded Constitutional status to the Women's Committee and the Youth Committee and affirmed the role of the Committee on Human and Trade Union Rights.

6.1. Women's Committee

The 2nd General Council endorsed the Composition, Terms of Reference and Rules of Procedure of the Women's Committee as adopted by the Committee meeting held on 19-20 April 2007 in Brussels.

In June 2007, after having agreed that pending completion of the unification of all the ITUC Regional Organisations, transitional arrangements for the composition of the Women's Committee would apply, the 2nd General Council appointed the following Women's Committee:

Gladys Branche (Sierra Leone - SLLC); a seat for Tanzania - TUCTA which was left open; Amal El Amri (Morocco - UMT); Mahjouba Mint Saleck (Mauritania - CGTM); Marie Josée Lokongo Bosiko (Congo - UNTC); Julia Santos Alves (Cape Verde - UNTC-CS); Rabiadou Sérah Diallo (Guinea - CNTG), Vice-Chair; Touria Lahrech (Morocco - CDT); a seat for New Zealand - NZCTU which was left open; Helen Maunga (Cook Islands - CIWA); Noorlaila Bte Aslah (Malaysia - MTUC); Carmen Solinap (Philippines - TUCP); Champa Verma (India - HMS); M. Umanagendramani (India - INTUC); Yoko Yamaguchi (Japan - JTUC Rengo); Young-Sook Jung (Korea - FKTU) sharing with KCTU - Korea which left the seat open; Noga Butensky (Israel - HISTADRUT); a seat for Yemen - GFWTU left Open; Segve Goyce (Turkey - KESK) replaced by Songül Morsümbül; Sule Ozkuzukiran (Turkey - TÜRK-Is) replaced by Hülya Uzuner / Despina Isaia (Cyprus - SEK); a seat for Indonesia - KSBSI which was left open and then filled in by Kelly Chan (Hong Kong - JOU); a seat for Sri Lanka - NWC left open and then filled in by Sulistri Afrileston (Indonesia - SBSI); Petra Hernández (Dominican Republic - CNTD); Maria Ednalva Bezerra de Lima (Brazil - CUT) which after her death was replaced by Carmen Helena Ferreira Foro then replaced by Rosane da Silva; Noemí Ruiz Menéndez (Argentina - CGT); Mariana Guambo (Ecuador - CEOSL) Vice-Chair; Carmen Omaira Arismendi (Venezuela - CTV); Myriam Luz Triana (Colombia - CGT); Francisca Altagracia Jiménez (Dominican Republic - CAST); Zuliana Lainez (Peru - CAT); Rosanne Sasse (Brazil - CAT) replaced by Tereza Cristina Teixeira Delgado (Brazil - UGT); Jacqueline Jack (Trinidad and Tobago - NATUC); Open; Patricia Friend (United States - AFL-CIO); Karen Nussbaum (United States - AFL-CIO) replaced by Penny Schantz; Barbara Byers (Canada - CLC); Joanne Vaillancourt (Canada - CLC) replaced by Louise Mercier; Michèle Biaggi (France - CGT-FO) replaced by Marie-Alice Medeuf-Andrieu; Laurence Laigo (France - CFDT); Claudia Menne (Germany - DGB); Danièle Nieves (Luxembourg - CGT); Lucia Van Westerlaak (Netherlands - FNV); Giuseppina Desimone (Belgium - FGFB); Ann Van Laer (Belgium - CSC); María Susmozas Ortiz (Spain - USO); Natalie Imboden (Switzerland - SGB) replaced by Christina Werder; Renate Csörgits (Austria - ÖGB) replaced by Brigitte Ruprecht; Diana Holland (Great Britain - TUC), Chairperson; a seat for Great Britain - TUC left open until taken by Narmadha Thiranagama; Elisa Isabel García (Spain - UGT); Carmen Bravo (Spain - CC.OO.); Ana Paula Esteves (Portugal - UGT); Nirvana Nisi (Italy - UIL); Nana Corossacz (Italy - CGIL); Anna Maria Parente (Italy - CISL) replaced by Liliana Ocmin; Tine Moller Kristensen (Denmark - LO) replaced by Lizette Risgaard; Karin Enodd (Norway - LO); Marjaana Valkonen (Finland - SAK) replaced by Katja Lehto-Komulainen; Berit Göthberg (Sweden - LO) replaced by Ellen Nygren; Birgitta Sjöström (Sweden - TCO) replaced by Helena Johanson; Tatiana Frolova (Russia - FNPR); Sophia Tutberidze (Georgia - GTUA); Naile Prokesova (Slovakia - KOZ); Sandorné Völgyi (Hungary - ZOSZ); Mirela Caravan (Romania - BNS) whose seat was later on left open; Open (Bulgaria - CITUB); Danuta Wojdat (Poland - NSZZ); Rosa Popovic (Montenegro - CITUM); and an additional seat which was left open.

The GUFs were represented by Rebecca Sevilla (EI), Carol Bruce (ICEM), Crecentia Mofokeng (BWI), Pamela Morinière (IFJ), Jenny Holdcroft (IMF), Sarah Finke (ITF), Anne Margarethe Pedersen (ITGLWF) replaced by Montserrat López García, Barbro Budin (IUF), Chidi King (PSI), and Monique Marti and subsequently Verónica Fernández Méndez (UNI). TUAC was represented by Jo Morris, and Catelene Passchier represented the ETUC as an observer.

The 5th General Council endorsed the revision made to the Women's Committee's Terms of Reference and Rules of Procedure which provided for a Committee of 33 members with each regional Women's Committee being represented by a minimum of three members, while allowing for wider participation of women trade unionists from affiliates. It also endorsed the Women's Committee recommendation made at its meeting of February 2009 that its composition be reviewed for the 2010-2014 period.

The 1st ITUC World Women's Conference was held in October 2009 in Brussels.

6.2 Youth Committee

The 2nd General Council endorsed the Terms of Reference and Rules of Procedure of the Youth Committee as adopted by the Committee at its first meeting on 3 and 4 June 2007 in Berlin.

As for the Women's Committee, a provisional composition of the Youth Committee and its representatives on the General Council and Executive Bureau applied until the unification of the three regional organisations was finalised. The Youth Committee, duly composed of members nominated by the Regional Organisations and the PERC, met in Kiev on 5 - 6 June 2008. Amending its Terms of Reference, the Committee elected, instead of two Co-Chairpersons, a Chairperson and a Vice-Chairperson, Jefferson Coriteac (Brazil - FS) and Nadia Shabana (Palestine - PGFTU) who also served as Youth Committee titular representatives on the General Council.

At the start of the reporting period, the members of the Youth Committee, appointed by the 4th General Council, and subsequently amended by the 5th General Council, were the following: Godfrey Mutinba (Zimbabwe - ZCTU) as titular; Christina Chikaonda (Malawi - MCTU) as substitute; Drissa Soare (Burkina Faso - CNTB) as titular; a substitute seat for Tanzania - TUCTA left Open; Emelyne Uungi (Rwanda - COTRAF) as titular; Robel Yemane (Eritrea - NCEW) as substitute; Amy Boubacar Konté (Mauritania - CGTM) as titular; an Open substitute seat for Algeria - UGTA; Mohnish Asish Dutt (Fiji - FTUC) as titular; Saeed-Ul-Hassan Malik (Pakistan - PWF) as substitute; Victorina Nimfa Vedrero (Philippines - TUCP) replaced by Ahn Eun-Mi (South Korea - FKTU) as titular; Ingrid Beckers (New Zealand - NZCTU) as substitute; Pankaj Sharma (India - HMS) as titular; Benjamin Tang (Singapore - SNTUC) as substitute; Nadia Shabana (Palestine - PGFTU), Vice-Chairperson, as titular; Ahn Eun-Mi (South Korea - FKTU) as substitute; Erin Harrison (Canada - CLC) as titular; Jefferson Coriteac (Brazil - FS), Chairperson, as titular; Hellen Rivas Martínez (Costa Rica - CTRN) as titular; a titular seat left Open taken later on by Juan David Millan Garcia (Colombia - CGT); Vasyl Andreyev (Ukraine - FPU) replaced by Benoit Constant (Belgium - CSC-ACV) as titular; Evgeny Sivaykin (Russia - FNPR) replaced by Andrea Mone (Italy - CISL) as substitute; Robert Hansen (Norway - LO) replaced by Hans R. Schmidt-Nielsen (Denmark - AC) as titular; Mikel Paños Bartolomé (Spain - CC.OO.) replaced by Alexei Slyazin (Russia - FNPR) as substitute; Tania Matias (Luxemburg - LCGB) replaced by Daniela Aleksieva (Bulgaria - CITUB) as titular; Erika Brselova (Slovakia - KOZ) replace by Ilze Mihailova (Latvia - LBAS) as substitute; Mina Vukojicic (Serbia - NEZAVISNOST) replaced by Tugba Balci (Turkey - HAK-IS) as titular; a substitute seat for GTUC - Georgia left open and later taken by Ivana Prnjat (Montenegro - SSSCG). 4 substitute seats were left open for the Americas.

The Youth Committee held its 3rd meeting from 4-6 June 2009 in Praia Grande, Brazil.

6.3. Human and Trade Union Rights Committee

In line with Article XXVI (b) of the ITUC Constitution, the 1st General Council (Vienna, November 2006) decided to establish an ITUC Human and Trade Union Rights Committee (HTURC) to guide ITUC human and trade union rights work.

At its subsequent meetings the General Council decided on the Committee's terms of reference, duration, periodicity and budget and approved the mandate and composition of the Committee.

In the absence of a formal list of members of the HTUR Committee, which could not be composed before the end of the unification processes at regional level, an ad-hoc consultative meeting on HTUR issues was convened on 15 December 2008 to decide on the Committee's membership together with its work programme and to proceed with the election of the Officers of the Committee as follows:

Chair:	Agnes Jongerius, Netherlands - FNV
Vice-Chair:	Alina Rantsolase, South Africa - COSATU
Vice-Chair:	LeRoy Trotman, Barbados - BWU
Vice-Chair:	Roy Ramesh Chandra, Bangladesh - JSL

The Committee held its first Meeting in Berlin on 4 October 2009.

7. General Secretary

The 1st World Congress (November 2006) elected Guy Ryder as General Secretary and he exercised this function until the end of the period under review.

8. Deputy General Secretaries

The 1st General Council elected Mamounata Cissé and Jaap Wienen as Deputy General Secretaries. They both continued to exercise this function until the end of the period under review.

In accordance with Article XXVII(e) of the Constitution, the 3rd General Council confirmed the election of Kwasi Adu-Amankwah, Victor Baez and Noriyuki Suzuki as General Secretaries respectively of ITUC-Africa, of ITUC-TUCA and ITUC-AP, which grants them the status of ITUC Deputy General Secretary. They held this status throughout the period under review.

9. Auditors

The 1st World Congress elected Luis Eduardo Gauterio Gallo (Brazil, UGT), Arto Kuusiola (Finland - SAK) and Barbara Easterling (USA - AFL-CIO) as the three Auditors of the ITUC. They continued to exercise their functions until the end of the period under review.

10. Solidarity Fund Management Board

In accordance with Article XXXIII(b) of the ITUC Constitution a Solidarity Fund was created and operated under the authority of a Management Board. The 2nd meeting of the General Council decided that in addition to the Management Board Chair Luc Cortebeeck, the General Secretary, and the General Secretaries of the Regional Organisations, the membership of the Board should include one representative from each of LO-Sweden, FNV and CNV-Netherlands, DGB-Germany and USO-Spain as well as one representative of the Internal Auditors.

In 2007, the Board met on 21 June (Brussels), 15 November (Brussels) and 12 December (Washington DC), in 2008 on 16 June and 15 December (both in Brussels) and in 2009 on 6 October (Berlin).

11. Establishment

Headquarters, branch offices and project offices

The Founding Congress decided that the headquarters of the Confederation shall be in Brussels. It is located at the International Trade Union House (ITUH).

The 1st General Council authorised the ITUC General Secretary to undertake the necessary actions to comply with the legal requirements attendant upon the formation of a new organisation, including the authorisation of signatories for the ITUC's bank accounts, and to undertake the legal steps required for the proper functioning of the ITUC.

In December 2009, the number of staff members employed at ITUC headquarters in Brussels and covered by the General Fund stood at 60, compared to 62 immediately following the Founding Congress. The employment of a further 10 staff was funded by secondments from affiliates and by development cooperation projects. The General Fund also covered the cost of three staff at the ITUC Geneva Office, one in the New York Office, one in the Amman Office and one in the Moscow Office, as well as the ITUC contribution to the cost of the two staff in the ITUC/Global Unions Washington Office and one staff member in the ITUC/GUF/HKCTU/HKTUC Hong Kong Liaison Office (IHLO) in Kowloon.

In addition, financial support from affiliates and SSOs covered the costs of the staff in ITUC project offices in Sarajevo and Vilnius as well as the employment of a coordinator for the Central and East European Women's Network, based in Zagreb.

12. Headquarters building

The ITUC shared the rent of its headquarters building with the European Trade Union Confederation (ETUC) of six floors (out of ten) of a building owned by a private company with limited liabilities, the Maison Syndicale Internationale (MSI), set up by the ICFTU, the ETUC and a certain number of affiliated organisations.

To administer the building, the co-proprietors, MSI and BG-Objektverwaltungsgesellschaft mbH, which owned the top four floors, set up a non-profit organisation, the International Trade Union House (ITUH). It was managed by members of the ITUC and ETUC secretariats. A House manager and an assistant carried out day to day administration, including the subletting of meeting rooms on the first floor on behalf of the ITUC and ETUC.

The MSI General Assembly met on 20 June 2007, 17 June 2008 and 22 June 2009. For the period under review, Guy Ryder was MSI Managing Director. For legal and practical reasons of meeting regularly and independently from the General Assembly, the Board of Directors was composed of Guy Ryder and John Monks. The ITUC auditors served as auditors of the MSI. As at 31 December 2009, Guy Ryder, in his capacity as General Secretary and on behalf of the ITUC, held 1,683 shares of the MSI out of a total of 10,000 shares.

13. Regional Organisations and Structures

The 1st Congress determined the regions for each of which a Regional Organisation or structure was established. After conclusion of the unification process at a regional level, the Regional Organisations, organic parts of the Confederation, were created. Information on the Regional Organisations and the PERC is contained in the relevant chapters of this report.

CHAPTER 3

HUMAN AND TRADE UNION RIGHTS

1. Introduction

Defence and promotion of trade union and other human rights is a central priority for the ITUC, in line with the ITUC Constitution and Programme adopted at the Founding Congress. The primary focus of the work involved coordinating international solidarity actions and providing direct support and responses to the many cases of violations and threats to trade union rights during the period under review.

A total of 275 protests were sent, condemning abuses and urging governments to take immediate corrective measures including the release of detained trade unionists, the reinstatement of dismissed workers, and the modification of legislation. Governments were reminded of their obligation to respect internationally recognised labour standards, and warned that the international trade union movement was monitoring their actions. A total of 47 protests were sent to African governments; 110 to the Americas and Caribbean region, of which 41 to Colombia; 51 to the Asia and Pacific region, of which 3 on Burma; 31 to European governments, of which 16 to Turkey; and 36 to the Middle East. Where appropriate the ITUC appealed to its affiliates to send similar protests. During the period under review, a total of 68 such appeals were issued. 14 of these concerned violations in Africa, 14 in the Americas and Caribbean, 16 in Asia and the Pacific, 5 in Europe, and 19 in the Middle East, of which 13 concerned Iran. Close cooperation with the Regional Organisations and the PERC was maintained across the scope of trade union rights activities.

Support and solidarity were further provided through provision of legal advice and analysis of draft legislation, the use of International Labour Organisation (ILO) procedures and the submission of amicus briefs to Courts. The ITUC wrote to request the ILO to intervene on behalf of trade unionists on 18 occasions: 6 in Africa, 1 in the Americas and Caribbean region, 5 in the Asia and Pacific region, 1 in Europe, and 10 in the Middle East, of which 6 concerned Iran.

Solidarity actions for organisations facing severe trade union rights violations included visiting detainees in Indonesia (2007) and solidarity missions to Guinea (2007), Honduras (2008) and Korea (2009), as well as an ITUC mission to Guatemala (2008), and two ITF-ITUC delegations to Guatemala (2007). Further action on Guatemala included an international conference against impunity (2009) and a Guatemalan trade union mission to European Union member countries (2008). A mission to Zimbabwe took place in 2009 in preparation for the ILO Commission of Inquiry in that country.

The ITUC also took part in several legal and/or human rights' conferences at the European and global level, including in France, Canada, United Kingdom, Nepal, Czech Republic, Thailand, Ireland and Malaysia.

Following preliminary discussions at the 3rd General Council in Washington, in December 2008, the 4th ITUC General Council adopted the composition and mandate of the ITUC Human and Trade Union Rights Committee.

2. Annual Survey of Violations of Trade Union Rights

The ITUC continued to publish an Annual Survey of Violations of Trade Union Rights, covering 138 countries in 2007 and 2008 and 149 in 2009.

The Survey is published by the ITUC in English, French, German and Spanish. Electronic versions of the Survey were placed on the ITUC web-site in the published languages, as well as on USB sticks in 2009 to replace the previous CD-ROM format.

The Survey received substantial global media coverage, and was distributed widely to trade unions, governments and intergovernmental organisations, academics and research centres.

In January 2009, work commenced on enhancing the content and format of the Survey, including the development of an electronically-accessible database.

3. ITUC Solidarity Fund Support

The ITUC Solidarity Fund provided an important source of financial support for legal and solidarity actions, assisting trade union organisations in tackling violations and also individual trade unionists facing repression and physical danger.

Solidarity Fund assistance in 2007 was provided to trade unions in Burma, Chad, Dominican Republic, Eritrea, Georgia, Guatemala, Guinea, Hong Kong, Iran, Nepal and the Democratic Republic of Congo. In 2008, support was provided to unions in Burma, Zimbabwe, Cambodia, Chad, Guatemala, Colombia and Iran, as well as for training activities on forced labour. Support in 2009 was provided to unions in Burma, Honduras via TUCA, Nicaragua, Paraguay, Turkey and several other countries.

4. International Labour Organisation

Use of the ILO supervisory mechanisms included submission of complaints to the Committee on Freedom of Association (CFA) for violations of Conventions No. 87 and No. 98, and assistance to national affiliates and GUFs to prepare their own complaints. The ITUC also associated itself with many complaints presented by affiliates and GUFs. Extensive submissions were made to the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR), on a range of Conventions. Encouragement of affiliates by the ITUC, through circulars and targeted reminders led to a significant increase during the period under review in the number of submissions made by them to the CEACR, with some 500 submissions in each of 2007 and 2008 and a further increase in 2009.

The ITUC played an active role in the ILO Conference Committee on the Application of Standards (CAS), and took steps to improve coordination with affiliates in the preparation of cases. This took place against a background of a concerted offensive from members of the “non-aligned movement” of countries to weaken the effectiveness of the CEACR and the CAS, as well as systematic attempts to undermine the long-established jurisprudence of the ILO Committee on Freedom of Association (CFA) by the Employers’ Group at the ILO. Throughout the period under review, the ITUC assisted the Workers’ Group in dealing with these serious threats to the ILO’s supervisory procedures and principles.

ITUC efforts aimed at increasing the number of submissions by affiliates under the Follow-up mechanism of the ILO Declaration on Fundamental Principles and Rights at Work was discontinued in 2009, due to the change in the reporting system.

The ITUC participated in the review of the reporting system, and called for the ILO to increase resources to facilitate the supervision of reporting under article 22 of the ILO Constitution.

5. United Nations Human Rights Council

During the period under review, the ITUC continued to take part in the yearly sessions of the United Nations Human Rights Council (HRC) in Geneva. Representatives of the ITUC contributed to debates on trade union and other human rights abuses and submitted reports under the Universal Periodical Review (UPR) on China, South Korea, Peru, Guatemala, Cambodia and Iran.

6. HTUR Networks

The ITUC launched a Global Network of Human and Trade Union Rights Experts and held the first activity of this Network in Turin in cooperation with the ILO Training Centre in November 2008. In 2009, Regional Networks were launched with the support of the Regional Organisations and the PERC (Sao Paulo - 6 July, Lomé 17-19 August, Bratislava 7-9 September, and Cebu, 12 November). Representatives of these Networks met in Turin in September 2009. The Global and the Regional Networks are guided by the priorities, policies and decisions taken by the Human and Trade Union Rights Committee as adopted by the General Council, and assist with the monitoring, reporting and campaigning capacity of the international trade union movement on human and trade union rights issues.

7. Africa

During the period under review, the ITUC intervened in cases of trade union rights violations in 21 African countries - Algeria, Burundi, the Democratic Republic of Congo, Chad, Côte d'Ivoire, Egypt, Equatorial Guinea, Eritrea, Ethiopia, the Gambia, Liberia, Mali, Mauritius, Morocco, Niger, Nigeria, South-Africa, Swaziland, Togo, Tunisia and Zimbabwe. The violations ranged from interference in trade union affairs to the arrest and imprisonment of trade unionists

Protests were sent to all of these governments except Togo, in some instances repeatedly.

Many of the above cases gave rise to appeals to affiliates and GUFs to send similar letters of protest. During the period under review the ITUC sent out a total of 14 such appeals concerning Egypt, Ethiopia, Guinea, Guinea Bissau, Libya and Zimbabwe.

Complaints were also lodged by the ITUC with the ILO's Committee on Freedom of Association against the governments of Chad, Mauritius, Togo and Zimbabwe. The ITUC associated itself to complaints against the governments of Botswana and Ethiopia.

In the case of Zimbabwe, an extensive communication was sent to the ILO Committee on Freedom of Association in May 2008, relating to a long list of violations. In December two additional communications were sent with regards to the arrest and detention of more than 68 trade unionists in connection with a general strike to protest against limits on cash withdrawal, the financial and humanitarian crisis devastating Zimbabwe at the moment.

The ITUC also wrote to the ILO Director General requesting his personal intervention in several cases, notably in Swaziland and Zimbabwe.

The ILO Workers' Group launched a procedure under Article 26 of the ILO Constitution against the Government of Zimbabwe in June 2008. The ITUC represented the plaintiff under this Commission of Inquiry and sent in a detailed submission concerning a number of trade union rights violations. It sent in additional information on two occasions. The ITUC also appeared before the Commission emphasising the need to finally achieve justice for victims of trade union rights abuses in Zimbabwe and the importance of taking adequate measures towards human rights reform.

8. The Americas

During the period under review, the ITUC intervened in cases of trade union rights violations in 14 Latin American countries - Argentina, Brazil, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Guyana, Honduras, Mexico, Panama, Paraguay, Peru and Venezuela.

Protest letters and appeals were sent to Governments, in some cases on a regular basis, to protest against the assassination of trade unionists in Argentina, Brazil, Chile, Colombia, El Salvador, Guatemala, Honduras, Mexico and Panama. 41 protest letters were sent for Colombia and 37 for Guatemala.

In other cases, letters were sent to protest against violations that ranged from interference in trade union affairs, to the arrest and imprisonment of trade unionists. In the case of Colombia, letters of protest were also sent regarding death threats, abduction of, and attacks against, trade unionists, mass dismissals or phone rigging by the Administrative Department of Security (DAS). In the case of Guatemala letters were sent to denounce impunity, corruption of the juridical system, intimidation, death threats, raids on trade union offices and attacks against trade unionists' homes.

Many of the above cases gave rise to appeals to affiliates and GUFs to send similar letters of protest. During the period under review the ITUC sent out a total of 14 such appeals concerning the following countries: Colombia, Guatemala, Honduras, Mexico and Panama.

Complaints were lodged with the Freedom of Association Committee of the ILO in the framework of case N° 1787 in the case of Colombia, and a joint complaint ITF-ITUC was lodged in the case of the murder of Pedro Zamora in Guatemala.

Several activities were carried out during the period under review concerning Guatemala. Two international ITF-ITUC delegations visited Guatemala to urge the authorities to investigate the assassination of Pedro Zamora, General Secretary of the Sindicato de Trabajadores de la Empresa Portuaria Quetzal and bring its perpetrators and instigators to justice.

An ITUC Conference on "The Role of Trade Union Organisations in the Fight against Impunity" in January 2008 brought together some 170 participants. In the wake of the Conference, ITUC launched a campaign to support the International Commission against Impunity in Guatemala (CICIG), and an ITUC/TUCA/GUF mission took place in July 2008. The ITUC and several affiliates also organised a mission of Guatemalan trade union, indigenous and campesino movement

representatives to 7 European Union Countries in November 2008. This mission also met with the ILO.

In Honduras, an ITUC delegation in July 2008 requested the Honduran authorities to conduct a full and thorough investigation into the brutal murder of Altagracia Fuentes, General Secretary of the Confederación de Trabajadores de Honduras (CTH). Following the military coup in June 2009, the ITUC and TUCA monitored the political, human and trade union rights situation in Honduras. Protest letters, appeals and statements on violations of rights were sent out.

The trade union rights networks also supported the Council of Global Unions campaign to build global support for the Employee Free Choice Act (EFCA) in the USA.

9. Asia and the Pacific

During the period under review, the ITUC intervened in cases of rights violations in 14 countries and territories in the Asia and Pacific region: Cambodia, Bangladesh, Sri Lanka, Burma, China, Hong Kong, Indonesia, Nepal, Korea, Macau SAR, Malaysia, Pakistan, Philippines, Vietnam. Protests were sent to the governments of all of these countries, including 12 each to China and Korea.

Many of the above cases gave rise to appeals to affiliates and GUFs to send similar letters of protest. During the period under review the ITUC sent out a total of 16 such appeals concerning the following countries: Burma, Cambodia, China, Pakistan and South Korea. Six of these appeals concerned Burma.

ITUC action on Cambodia, with Amnesty International, Human Rights Watch and the World Organisation Against Torture (OMCT) contributed to the release after five years in prison of two persons falsely accused of murdering trade union leader Hy Vuthy in January 2009. Nevertheless, the charges against them remained in place and the ITUC continued to press for them to be withdrawn and for a proper investigation into the murder.

12 protests were sent to the government of the Republic of Korea. On three occasions, affiliates and GUFs were requested to take similar action, and direct request was made to the ILO to intervene following the arrest of the President of the KCTU in 2008. The ITUC also responded to a letter by the Korean government directly to the ITUC concerning trade union rights violations.

Special attention was given to Burma in light of continued and grave rights violations there. Companies having business relations with Burma were added to the ITUC public database on Burma and were urged to end their business ties with that country. Annual submissions were made to the CEACR concerning the junta's use of forced labour and ongoing support was given to the ILO Workers' Group in relation to ILO Governing Body and Conference Committee on the Application of Standards.

An International Trade Union Conference on Democracy for Burma which issued a Declaration detailing international trade union positions and guidelines for action in support of workers' rights and democracy in Burma took place in Kathmandu (Nepal) in April 2007, and the ITUC coordinated protest actions with affiliates and GUFs following the September 2007 repression of the pro-democracy movement. Cooperation with NGOs supporting the campaign for democracy in Burma was also further developed during the period under review.

A total of 16 letters and appeals were sent to the Chinese authorities, including the All-China Federation of Trade Unions (ACFTU), in response to rights violations in that country, primarily cases of detention and in some cases imprisonment of persons supporting workers' rights. A protest was also lodged concerning the abuse of Chinese workers in Equatorial Guinea. Throughout the period under review, the ITUC helped to coordinate, secure financing for and publicise the work of the International Hong Kong Liaison Office (IHLO). This included assisting the IHLO in producing some of the above-mentioned interventions on violations of human and trade union rights, and editing a number of major reports on China, including an extensive report on China's implementation of human rights obligations under the Universal Periodical Review procedure of the HRC and submitting comments to draft legislation in the Macau SAR.

10. Europe

During the period under review, the ITUC reacted to trade union rights violations in nine European countries - Greece, Kyrgyzstan, Kosovo, Moldova, Macedonia, Romania, Russian Federation, Switzerland and Turkey.

Protests were sent to governments or public authorities. In addition, 5 protest letters were followed by appeals to affiliates and GUFs to send similar letters. The violations ranged from attacks and harassment of trade union members or leaders to the arrest and imprisonment of trade unionists.

Implementation of the recommendations of the ILO Commission of Inquiry on Belarus was an important focus during the period under review. The ITUC General Secretary participated in a National Tripartite Seminar on Freedom of Association and Social Partnership held in January 2009 to advance the implementation of the recommendations and draft a plan of action. The ITUC maintained pressure on the EU to keep Belarus from benefitting from its Generalised System of Preferences.

In August 2009, observations concerning compliance by the Republic of Uzbekistan with Convention No. 105 on the Abolition of Forced Labour were sent to the CEACR.

On several occasions, technical support was provided to affiliates including in Ukraine, Armenia and Albania on the ILO supervisory mechanisms and jurisprudence.

The ITUC devoted considerable attention to Turkey and sent 16 letters of protest to the Turkish government. An ITUC observer also attended the trial of 32 members of the KESK and its affiliated teachers' union Egitim-Sen, who were imprisoned on fabricated charges of belonging to a terrorist organisation. Those concerned remain in prison up to and beyond the end of 2009.

11. Middle East

Actions concerning trade union rights violations in the Middle East increased during the period under review, including on Bahrain, Iran, Iraq, Jordan, Kuwait, Palestine, Saudi Arabia and Yemen. A total of 36 protests were sent to these governments, 22 to the government of Iran. In the case of Iran, these protests gave rise to 19 appeals to affiliates and GUFs. Six letters were sent to the Director General of the ILO in order to request the Offices' intervention. On two occasions, the ITUC submitted information on the violation of the right to freedom of association to the ILO Committee on Freedom of Association.

On Iran, action by the ITUC contributed to the release of the former President of the Bakers' Union in 2008, however the leader of the Tehran bus workers' union remained in prison since July 2007, just three weeks after his visit to the ITUC and ITF. Campaigning for workers' rights in Iran in cooperation with the GUFs was a high priority during the period under review, including international action days organised with Amnesty International in August 2007, March 2008 and June 2009. The ITUC and GUFs issued a public statement calling for the release of detained workers and an end to anti-worker repression following the violent response of the Iranian regime to demonstrations after the 2009 elections there.

12. Forced Labour campaign

Following a consultation process with affiliates, GUFs and ILO-ACTRAV including an inter-regional conference in Kuala Lumpur in September 2007 and a consultation meeting in Turin in October that year, the General Council endorse a framework for action on Forced Labour in December 2007. A staff member was engaged by the ITUC to work on this, as coordinator of a "Global Trade Union Alliance to Combat Forced Labour and Trafficking" through the support of the ILO Special Action Programme to Combat Forced Labour. Action was based on the results of a survey and included the production of a leaflet, mini-action guide, and a best practices manual as well as the holding of regional meetings in Nairobi (2008) and Athens (2008). National meetings in Bahrain and Nepal took place in November 2009.

Work with other civil society organisations, focusing on the link between forced labour and human trafficking, included joint initiatives with Anti-Slavery International and the Churches Commission for Migrants in Europe. This aspect of the work was also integrated into the ITUC's activities on migrant workers.

A 2,000-member electronic mailing list is used to disseminate a quarterly electronic newsletter in English, French, Spanish and German and to enable exchange of information and materials between the list members. Special pages on the ITUC web-site are also used to publish relevant ITUC documents, links to related organisations and "best practice" examples from affiliates.

CHAPTER 4

GLOBAL INSTITUTIONS, DECENT WORK AND THE WORLD ECONOMIC CRISIS

1. Introduction

In the second part of 2008, about half-way through the inter-Congress period, a world financial and economic crisis of dramatic proportions developed with ferocious rapidity. The subsequent period saw the steepest collapse in economic activity for over 60 years and a concomitant explosion in already unacceptably high levels of unemployment and poverty, with the worst effects being felt on women and vulnerable workers, especially in developing countries.

ITUC responses to the world economic situation and to the global crisis were undertaken on the basis of the policy lines that the Founding ITUC World Congress had adopted. Specific policies and strategies were developed through frequent discussions in the ITUC General Council and Executive Bureau, the Trade, Investment and Labour Standards (TILS) task force, trade union meetings at the International Monetary Fund (IMF) and World Bank and through the ITUC's joint work together with its Council of Global Unions (CGU) partners, the Global Union Federations (GUFs) and the Trade Union Advisory Committee (TUAC) to the Organisation for Economic Cooperation and Development (OECD). The ITUC's work is reported in the chapter below.

2. The Global Financial and Economic Crisis

The ITUC reacted to the crisis immediately by working with TUAC towards a major intervention to the first summit of the "G20" group of countries (Washington, November 2008). On the basis of a statement entitled the Global Unions Washington Declaration, a trade union delegation hosted by the AFL-CIO, USA held meetings with the Managing Director of the IMF, the President of the World Bank and heads of government including the President of Brazil and the Prime Ministers of Japan and Australia. Subsequently, the ITUC held substantive discussions of the crisis at the meetings of the 4th General Council (Brussels, December 2008), the 5th Executive Bureau (Brussels, June 2009) and the 5th General Council (October 2009, Berlin). At a regional level, conferences were organised by the ITUC-Asia Pacific (Singapore, March 2009), ITUC Trade Union Confederation of the Americas (ITUC-TUCA) (Trinidad and Tobago, April 2009) and ITUC-Africa (Togo, September 2009) as well as meetings of affiliates from the Middle East (Brussels, July 2009) and the Pan European Regional Council (PERC) (Slovakia, September 2009). The Financial Crisis Unions' Watch webpage was launched on the ITUC website in April 2009 to assist in sharing and disseminating views and proposals regarding union actions and solutions to the current crisis.

In early 2009 the ITUC and TUAC prepared formal trade union submissions to all four G20 working groups set up to prepare comprehensive proposals on governance and financial sector reform. Trade union views were submitted to the United Nations Commission of experts on reforms of the international monetary and financial system chaired by Joseph Stiglitz, and the ITUC took part in interactive hearings with that Commission in New York in March 2009. A "London Declaration" of trade union priorities was prepared for the second G20 Summit (London, April 2009). As directed

by the ITUC General Council, ITUC affiliates were requested to present the Trade Union G20 London Declaration to their governments on the same day worldwide, Monday 23 March 2009. On that day trade unions in a wide range of countries including Mali, Japan, Belgium, France and Spain organised meetings with their Prime Ministers or Presidents to discuss the trade union proposals, as did the European Trade Union Confederation (ETUC) with the European Commission President. On the same day, the ITUC General Secretary presented trade union views to an ILO high-level discussion of the economic and financial crisis in Geneva.

The London Declaration was presented to a meeting of the “G8/G14” countries’ Labour Ministers in Rome in March 2009 at a consultation session between Ministers and the social partners focusing on the employment impact of the crisis. The ITUC and TUAC in conjunction with the TUC, Great Britain organised a G20 Trade Union Leaders’ Meeting in London on 31 March and 1 April 2009 in the course of which meetings took place with the Prime Ministers of the UK and Australia, the Presidents of South Africa and Brazil and the Finance Minister of Italy, as well as with the IMF Managing Director and the WTO Director-General. In the final declaration of the London Summit, jobs and social issues moved up the agenda significantly by comparison with the November 2008 G20 Summit and indicated governmental recognition of some key trade union priorities.

Further to meetings with the secretariat of the newly-established Financial Stability Board (FSB) (Basel, April 2009 and Paris, May 2009), the ITUC used further opportunities to highlight trade union responses to the crisis including through the ITUC General Secretary’s participation in an UNCTAD symposium on the crisis (Geneva, May 2009) and through union interventions at the UN Conference on the crisis (New York, June 2009) reported on in the section on “United Nations” below. Trade unions played a major role in negotiation of a Global Jobs Pact at the June 2009 International Labour Conference, reported on in the “International Labour Organisation” section below. Trade union views were relayed to the meeting of G8 countries in Italy through a consultation session with the Italian Prime Minister organised in June 2009 by TUAC together with the ITUC’s affiliates in Italy.

At the third G20 Summit (Pittsburgh, September 2009) the ITUC and TUAC collaborated on the preparation of a “Pittsburgh Declaration” of trade union priorities, again disseminated to all affiliates for submission to their governments. In Pittsburgh, meetings were held with the Presidents of Brazil and the USA, the Prime Ministers of Australia, Canada, Japan, Spain, and the UK, the Chancellor of Germany and the European Commission President as well as with the with the Directors-General of the ILO and the WTO, the Secretary-General of the OECD and the Managing Director of the IMF.

The final statement of the G20 Leaders agreed on the priority need for maintaining and creating decent jobs and decided to hold a meeting of G20 labour ministers including social partners’ consultation in early 2010, with implementation of the ILO Global Jobs Pact as a central objective. At the end of 2009 the ITUC was continuing to emphasise the need for significant fiscal efforts to turn around the rise in unemployment, accompanied by structural reforms to the governance of the world economy to prioritise social and labour concerns rather than a trade and financial liberalisation agenda.

3. Globalisation and the World Trading System

The fundamental objective for the ITUC’s work on globalisation has continued to be to get decent work for all – employment, rights, protection and social dialogue –

accepted as a universal principle and objective of the policies and actions of all governments, international institutions and other organisations.

Significant assistance to the ITUC's actions was provided by a long-running project, "The Promotion of Labour Standards and Social Priorities in International Trade and Financial Institutions", supported by the LO, Norway. The ITUC's work on international trade and the WTO was informed by e-mail discussions and exchange of information through its TILS list-serve, augmented by meetings of the TILS task force in Geneva (March 2007, March 2008 and November 2009). On the basis of the TILS discussions, statements of the trade union position on the WTO's trade negotiating agenda were adopted by the ITUC in June 2007 and on the occasion of the WTO's 7th Ministerial Conference (Geneva, November-December 2009). On the basis of these statements, the ITUC supported extensive campaigning, research and lobbying work by its affiliates in Geneva at all important WTO negotiating sessions. The TILS meeting in March 2008 was preceded by two-day lobby meetings for trade unionists from the developing country affiliates most affected by the NAMA negotiations. The statements were supplemented by more in-depth ITUC analyses of specific aspects of trade policy, particularly concerning negotiations on non-agricultural market access (NAMA), by regular updates and analyses of WTO negotiations for TILS members and by coordinating trade union network and lobby activities. The ITUC also participated actively in various meetings on trade in Geneva over the period. Furthermore, the ITUC produced reports on respect for core labour standards to coincide with every meeting of the WTO General Council to review trade policies of particular countries, with a total of 88 countries being reviewed over this period.

The ITUC's work was undertaken in close collaboration with GUFs and TUAC and the ITUC took part in a session of the OECD Trade Committee in March 2007 to discuss an important ILO-WTO joint report entitled "Trade and Employment: Challenges for Policy Research" issued in February 2007. The ITUC General Secretary took part in TUAC delegations to meet with the hosts of the G8 Summits in Heiligendamm, Germany (June 2007) and in Niigata and Tokyo, Japan (May 2008), as well as those in Italy in 2009 referred to above. The ITUC participated in all ETUC trade committee meetings, as well as in the regular public dialogue meetings with civil society organised by the European Commission in Brussels, and made inputs and statements to the EU's process of Sustainability Impact Assessments (SIAs). The ITUC General Secretary spoke at European Commission meetings on trade and globalisation in December 2006, April 2008 and May 2009. The ITUC participated in meetings about the WTO organised by the TUC (Wilton Park, UK, November 2006 and October 2008), and multi-stakeholder dialogues held by the FES and the Evian Group (Lausanne, November 2006, September 2007 and October 2008).

The ITUC organised well-attended panels at each of the three annual WTO public fora with civil society organised over this period, in October 2007, September 2008 and September 2009. The ITUC officer at the WTO maintained strong contacts with the group of NGOs active in Geneva on trade issues over this period, and participated in various joint activities. Contacts were developed with WTO negotiators based in Geneva. Meetings were held with the WTO Director-General on frequent occasions including at the World Economic Forum every year and in each of the three above-mentioned TILS meetings.

With the assistance of the Friedrich Ebert Stiftung (FES) in particular, the ITUC organised a series of sub-regional training meetings on trade issues, including in Southern Africa (Johannesburg, July 2007), Central America (Panama, November 2007), Arab countries (Lebanon, July 2008), Southern Asia (Nepal, September 2008),

ASEAN countries (Philippines, October 2008) and Andean countries (Colombia, October 2008).

The ITUC organised a major public conference in Geneva in November 2009 on the occasion of the above-mentioned 7th WTO Ministerial Conference, addressed among others by the WTO and ILO Directors-General, the Foreign Minister of Brazil, the Trade Ministers of Argentina and South Africa and the European Union (EU) Ambassador to the WTO. Trade unions also took part in various NGO meetings at the Conference, where a large number of trade union representatives took part including through national government delegations. Work to promote agreed trade union priorities at the Conference was co-ordinated through frequent trade union meetings and included meetings with government representatives and the European Parliament.

A trade union delegation made a statement to and sought to influence proceedings at the quadrennial session of the United Nations Conference on Trade and Development, UNCTAD XII, in April 2008 in Ghana. The ITUC further took part in several joint trade union and non governmental organisation (NGO) consultations with UNCTAD and addressed regularly the meetings of the Trade and Development Board of UNCTAD in Geneva.

The ITUC and ETUC worked actively to influence the European Union's Generalised System of Preferences (GSP) over 2006-09. An ITUC/ETUC petition for an investigation into violations of core labour standards in Belarus led to the suspension of Belarus from the GSP in 2007, following an intensive lobbying campaign by ITUC affiliates in the European Union.

The ITUC continued its work to influence the Cotonou Convention, a trade and development agreement between the EU and the African, Caribbean and Pacific (ACP) countries, particularly through meetings of economic and social interest groups held in Brussels, on the basis of the policy position on economic partnership agreements (EPAs) adopted at the 3rd meeting of the ITUC General Council (Washington, December 2007). With the assistance of ACTRAV and the FES, a series of 16 seminars were held in 2008 on EPAs together with ITUC-Africa, in Botswana, Tanzania, Kenya, Rwanda, Uganda, Central African Republic, Mozambique, Democratic Republic of Congo, Senegal, Malawi, Mauritius, Niger, Togo, Benin, Mauritania, Mali, Ghana, and Cote d'Ivoire.

The ITUC regional organisations stepped up work on regional and sub-regional trade agreements as reported in the corresponding chapters of this report. The ETUC together with the ITUC and ITUC-Trade Union Confederation of the Americas (ITUC-TUCA) jointly organised a conference for European, Latin American and Caribbean (EU-LAC) trade unions in Lima in April 2008 prior to an EU-LAC intergovernmental summit and took part in European Economic and Social Committee (EESC) meetings in Brussels. The ITUC report *"Trade Unions and Bilaterals: Do's and Don'ts - A Trade Union Guide"* was published in January 2008.

The ITUC worked through the ITUC Asia Pacific Labour Network (ITUC/APLN) to influence the Asia Pacific Economic Cooperation forum (APEC), holding regional ITUC/APLN Conferences in Vietnam (November 2006), Australia (August 2007), Peru (October 2008) and Singapore (October 2009). The Conferences included meetings with the Executive Directors of APEC and with the heads of state or government of the countries concerned, with the exception of Australia where the ITUC/APLN met instead the leader of the opposition who was elected Prime Minister shortly afterwards.

The ITUC worked with the ITUC-Asia Pacific, the ETUC and the FES to make a strong input to the Asia Europe Meeting (ASEM), with conferences held in Jakarta, Indonesia in July 2007 and Bali, Indonesia in October 2008 just prior to the 2nd meeting of ASEM Employment and Labour Ministers in Bali. The ITUC took part in the first meeting of ASEM social partners in Brussels in June-July 2008.

Significant assistance provided by the LO, Denmark enabled the ITUC to employ a full-time policy research officer. Under the programme the ITUC produced reports on hedge funds entitled “Where the House Always Wins” (June 2007), on the food crisis entitled ““A Recipe for Hunger, How the World is Failing on Food” (March 2009) and on the economic crisis entitled “Jobs – the Path to Recovery” (September 2009).

The ITUC participated in each of the annual meetings of the World Economic Forum (WEF) held each January in Davos, Switzerland, taking part in WEF plenary sessions and side-meetings, and holding bilateral meetings with the heads of major global agencies including the UN Secretary-General, the WTO Director-General, the United Nations Development Programme (UNDP) Administrator, the UNAIDS Executive Director, the OECD Secretary-General and the President of the International Crisis Group. Meetings were also held with government representatives from several countries.

ITUC work was aided significantly by the Global Unions Research Network (GURN) operated with the assistance of the ILO Bureau for Workers’ Activities (ILO-ACTRAV). The ITUC facilitated GURN on-line discussions and coordinated a GURN webpage that constituted a trade union resource on bilateral trade and investment agreements. The ITUC took part in meetings of the GURN and of its steering committee. It also participated in meetings of the Global Labour University (GLU) (Johannesburg, South Africa, April 2007, Kassel, Germany, September 2007 and Berlin, Germany, June 2008).

4. Political Cooperation to Tackle Globalisation

As envisaged in the ITUC’s Special Action Programme to build a project to tackle globalisation, endorsed at the 3rd ITUC General Council (Washington, December 2007), a series of ITUC actions were organised in collaboration with allies in non-governmental organisations and political parties, in particular Solidar and the Global Progressive Forum (GPF), linked to the Socialist International (SI).

In this regard, the ITUC took part in a number of high-level discussions with selected leading progressive figures including the Directors-General of the ILO and WTO and the President of the Party of European Socialists (Geneva, October 2007, October 2008, February 2009, and October 2009 and Brussels, March 2009). In February 2008, a discussion encompassing some 10 trade union leaders and a similar number of political leaders and progressive leaders of significant global organisations was held in Geneva in order to move towards an agreed political agenda on global governance and international policy coherence. The ITUC President and General Secretary and an extensive high-level trade union delegation took part in the third major conference of the GPF (Brussels, April 2009).

In January 2007, the ITUC, ETUC, Solidar, Social Alert and the GPF launched a joint campaign on decent work at the World Social Forum (WSF) in Nairobi, Kenya. In October 2007, the campaign partners launched a worldwide petition in favour of the Call to Action for Decent Work, Decent Life in Lisbon on the occasion of the ILO Forum on Decent Work for a Fair Globalisation. The ITUC organised seminars and other events at both meetings of the WSF over this period (Nairobi, January 2007 and

Belem, Brazil, January 2009) as well as participating in most meetings of the WSF International Council and its smaller Liaison Group. The decent work campaign partners organised a further event at the fifth European Social Forum (ESF) (Malmo, Sweden, September 2008). The ITUC supported the 26 January 2008 WSF Global Day of Mobilisation and Action.

The ITUC took part in a conference of leaders of major International Advocacy NGOs (IANGO) (Geneva, June 2007) and in panels held at the world assemblies of CIVICUS (Glasgow, UK, May 2007 and June 2008). The ITUC continued its work with the Global Call to Action against Poverty (GCAP) including for Global White Band Day on 17 October 2007.

5. Development, Employment and the International Financial Institutions

By way of twice-yearly statements, numerous other written and verbal presentations and high-level meetings, the ITUC jointly with the GUFs and TUAC continued to call for substantial reform of the policies and practices of the IMF and World Bank. Through the ITUC/Global Unions' Washington Office, the ITUC provided regular information on the activities of the international financial institutions (IFIs) as they affected workers and unions using an electronic forum and other communications, and undertook advocacy on behalf of numerous affiliates concerning country-level IFI programmes. Whilst the IFIs' structural adjustment programmes and other lending conditions remained highly problematic for trade unions, progress took place in some areas.

Core labour standards (CLS) were made a requirement for all loans of the World Bank's private-sector arm, the International Finance Corporation (IFC), from May 2006 and were gradually phased in for public-sector projects financed by the World Bank starting in 2007. In 2009, all of the multilateral development banks agreed to incorporate CLS language into their harmonised procurement contracts used for infrastructure construction projects. The Washington Office was involved in representations and consultations on this issue with some of the regional development banks, particularly the Asian and European banks, as well as the World Bank. Since the IFC's introduction of the CLS requirement in 2006, the Office has regularly informed the GUFs of upcoming IFC investments in their sectors. Possible non-compliance has been discussed with IFC in over 20 projects, with corrective action taken in several.

The ITUC obtained some positive results from its repeated presentations to the IMF and World Bank urging them to stop pressuring countries to dismantle or weaken labour legislation by applying the controversial labour market flexibility indicators of the Bank's annual *Doing Business* publication, which gives the highest ratings to countries with the lowest level of workers' protection. The IMF ordered its staff to stop using the indicators in all policy reports and recommendations in August 2008, and the World Bank followed suit in April 2009. The Bank also removed the *Doing Business* labour indicator from its loan conditionality framework and in September 2009 established a review process for developing an alternative approach to labour market issues. The ILO, the ITUC and other organisations were invited to delegate representatives to a committee to advise the Bank on this approach.

High-level meetings between the IFIs and Global Unions took place in December 2006 and January 2009, the fifth and sixth time they were held on a regular biennial basis by virtue of a protocol for enhanced regular dialogue agreed in February 2002 between the IMF, World Bank, ICFTU and WCL. The General Secretaries of the ITUC, several GUFs, TUAC, a range of ITUC affiliates, the heads of the IFIs and

numerous other IFI officials attended these meetings. The next round of high-level union-IFI meetings is scheduled to take place at the end of 2010.

The 2002 protocol also provided for thematic meetings and other in-depth exchanges on specific issues. In December 2007 a meeting was held to review the whole scope of union-IFI exchanges, five years after the protocol was concluded, and it was agreed to carry out improvements to the process, including an increase in the IFIs' country-level consultations of unions in borrowing countries. A thematic meeting on the Bank's work on HIV/AIDS also took place in December 2007 and a meeting on the gender-impact of the World Bank's programmes was held in January 2009. A further thematic meeting with the Bank is planned to review its work on pension reforms, of which trade unions have been highly critical because of the Bank's support for reforms involving privatisation of public systems.

The ITUC and the World Bank negotiated the terms of a trade union "secondment" to the World Bank in 2009 to do research and provide recommendations concerning the Bank's country-level advice on labour market reforms. This placement of a trade union expert to advise the Bank over a six-month period is the sixth trade union secondment to a World Bank department since 2003, two of which have been from GUFs. Seven GUFs are involved in Bank-union "focal points", which the Washington Office helped establish and which allow for direct communication between World Bank sector departments and relevant GUFs.

Representations to the IFIs in 2008 and 2009 were mainly focussed on the institutions' responses to the food and fuel price crisis and the global financial and economic crisis. This was the main theme of statements from Global Unions to the twice-yearly ministerial-level meetings of the IFIs and other submissions made during consultations held by the IFIs themselves, the United Nations and the G20. The ITUC supported a substantial scaling-up of assistance by both IFIs to countries affected by the crises, but emphasised that assistance should be free from the traditional economic policy conditionality included in IFI loans. Reductions of structural adjustment conditionality in the IFIs' loans have taken place in recent years, but many of the IMF's loans to crisis countries maintain austerity conditions which have had a particularly strong impact on government expenditures, including for social benefits such as pensions, and on wages and working conditions of public sector workers.

The Washington Office made representations to the IFIs on behalf of ITUC affiliates in numerous borrowing countries in all regions, often concerning the specific loan conditions in those countries or the lack of sufficient consultation of trade unions by the IFIs on their programmes. In order to facilitate national campaigning by affiliates on IFI policies, the Washington Office took part in regional or sub-regional training activities organised jointly with ITUC regional organisations and with GUFs. In 2007-2009, such training activities took place in Anglophone Africa, Francophone Africa, Middle East-North Africa, South Asia, Southeast Asia-Pacific, Central and Eastern Europe, Central America-Caribbean and South America. The ITUC has prepared and updated a trade union guide called "*Challenging the IFIs: Practical information and strategies for trade union engagement with international financial institutions*", which is available in several languages.

6. Occupational Health, Safety, Environment and Sustainable Development

Over the reporting period trade unions participated widely in the activities of UN and intergovernmental bodies or processes on occupational health, safety and the

environment and sustainable development. Activities focused also on reinforcing trade union capacity and policy making structures on these issues.

The International Commemoration Day for Dead and Injured Workers was held on 28 April each year and involved hundreds of thousands of union members and campaigners. Trade union organisations, governments and many other institutions such as the ILO as well as a broad spectrum of professional and non-governmental organisations and some employers organised activities in over 120 countries. In pursuance of the Vienna Congress demand for “a total world ban on the use and commercialisation of asbestos”, the ITUC focused its 28th April activities in 2007 on asbestos, and further work over 2007-09 took place in conjunction with GUFs, the ILO and the WHO with a focus on chrysotile asbestos. In 2008 and 2009, activities were organised under the common global slogan “Good Occupational Health for All workers”. Many of the activities such as workshops, debates and rallies focused on occupational accidents, cancers, chemicals and specific contaminants like asbestos and cadmium, along with a wide-range of unhealthy working conditions from damaging noise levels to musculoskeletal disorders, the effects of stress and concerns about nanotechnology.

The ITUC participated actively in UNEP negotiations leading to a future international instrument for banning mercury, and engaged in a campaign against use of cadmium. Trade unions continued to be represented at the UN Strategic Approach on International Chemicals’ Management (SAICM) where the ITUC obtained a place on the Bureau and at the UN Convention on Persistent Organic Pollutants, the UN Convention on Transboundary Movements of Hazardous Substances and the International Forum on Chemical Safety, as well as in discussions held on Chemicals at the OECD. Priority was given in these processes to the need for including occupational exposure to chemicals, the need for building capacity among workers and trade unions and for establishing consultation mechanisms at all levels, and for increasing the visibility for trade union campaigns on this issue. The ITUC commenced work on the occupational health dimension of nanotechnologies and nanomaterials, mainly through the SAICM and along with TUAC in the context of the OECD.

In 2007, the World Health Organisation (WHO) adopted a Global Action Plan for Workers’ Health and the ITUC worked with GUFs for strengthening the role of trade unions in the implementation of the Action Plan, which included the elimination of asbestos related diseases, especially chrysotile related diseases, prevention of chemical risks at the workplace, occupational health services and health workers, prevention of work-related stress and other factors, promotion of smoke-free and alcohol-free workplaces, among others.

At the UN Commission on Sustainable Development (CSD), ITUC representatives advanced union concerns and proposals regarding energy, climate change, air pollution and industrial development (2007) and on agriculture, rural development, desertification, drought and Africa (2008-2009). Several activities were organised in parallel with ITUC participation in the CSD, such as a High Level Luncheon on Green Jobs, three dialogue sessions with trade unionists on sustainability, side events, strategy sessions, and so forth.

Comprehensive country-by-country profiling provided detailed website database information on a wide range of issues including sustainable development, energy and climate change, occupational health and safety, asbestos, HIV/AIDS, and corporate accountability, and work in this field was greatly expanded in the reporting period.

As a follow up to the Trade Union Assembly on Labour and the Environment held in 2006, a number of activities were organised at the regional level in order to strengthen trade union capacity on these issues, with ITUC participation. The ITUC was given the task of chairing UNEP's civil society forum in the context of UNEP's Governing Council.

As part of its policies for strengthening the links between labour and the environment, the ITUC published a major report in 2008 entitled "Green Jobs: Towards Decent Work in a Sustainable, Low-Carbon World", together with the ILO, UNEP and the IOE. A follow up has been provided to this work through the "Green Economy" initiative, by UNEP, whereby the ITUC and the GUFs have been invited to provide their views in the preparation of a new report to be released in 2010. The possibility for creating a "Green Economy coalition" is also being discussed with other civil society groups, in order to raise the public profile of a socially fair, environmentally-friendly economy and the policies which could lead to it.

In June 2007, the ITUC General Council stressed that it was vital for unions to raise the public profile of climate-related social issues (employment, income, migration, consultation etc). It was also crucial that trade union approaches be reflected within ongoing international negotiations. Therefore, in December 2007 the Council took the decision to establish a Trade Union Task Force on Green Jobs and Climate Change. More than 30% of the members and the Chair of the Task Force were women.

In 2007, trade unions created an Ad-Hoc Working Group on Climate Change in order to follow UNFCCC negotiations closely, and the working group met at least twice annually during this reporting period. As of December 2009, the working group included 49 national centres from 39 countries, the three Regional ITUC organisations and the ETUC, 5 GUFs and TUAC, and was assisted by the ILO.

An ambitious programme on Labour and Environment coordinated by the Sustainlabour Foundation provides for training of trade unionists on climate change through training sessions organised in all three developing regions. Training manuals and other capacity-building materials have also been developed.

After 2007 trade unions strengthened their formal participation in UNFCCC meetings, notably through trade union interventions, the organisation of side events, and the participation in workshops. In 2007, the trade union delegation counted with 75 trade union representatives from 60 organisations, representing 22 countries. In 2008, an 84-member trade union delegation from 28 countries took part in labour activities associated with the 14th annual Conference of the Parties (COP14) (Poznan, Poland, December 2008). In December 2009, trade unions formed the biggest-ever trade union delegation to an environmental negotiation. More than 500 trade unionists went to Copenhagen, Denmark to participate in activities related to 15th Conference of the Parties to the UNFCCC, held from the 7th to the 18th December 2009. Of those, 290 registered as part of the official trade union delegation to the COP15. Trade union participants took part in an extensive programme of lobbying and other activities to raise the visibility of trade union proposals. For the first time, the ITUC, in cooperation with LO-Denmark, organised a World of Work (WoW) Pavilion, where 28 events were organised showing the commitment, diversity, and interest of the labour movement on climate change. The WoW pavilion managed to attract more than 1000 people to its activities in a very difficult context.

Electronic communications during the reporting period expanded so as to broaden the scope of issues covered, with the number of regular participants reaching one thousand. Besides the numerous fora created to facilitate the organisation of meetings

or processes, seven other e-mail lists on specific issues distribute information pertaining to sustainable development, environment, occupational health and safety, climate change, chemicals and the 28th April International Commemoration Day.

A website was launched in September 2008 to respond to affiliates' needs regarding climate change and green jobs. This was expected to grow in order to cover other activities regarding sustainable development and occupational health and safety.

7. United Nations

During the period under review, the ITUC participated actively in ECOSOC and its functional Commissions, High-Level Meetings and Annual Substantive Sessions, coordinating trade union participation in meetings and reporting on relevant developments to the Global Unions UN list serve. At the Commission for Social Development (CSocD), a two-year thematic cycle on "Full Employment and Decent Work" was held over 2007 and 2008. The ITUC disseminated Statements, engaged in lobbying, coordinated trade union participation, and co-hosted a trade union seminar with the FES during the 2008 session of CSocD (New York, February 2008), with a view to ensuring trade union perspectives were fully reflected in the CSocD Resolution on the priority theme. The ITUC was further engaged in the CSocD cycle starting in 2009 on the theme of Social Integration.

Working closely with EI and PSI, the ITUC coordinated trade union participation in the 51st, 52nd and 53rd sessions of the Commission on the Status of Women, (CSW 2007 to 2009), disseminating statements, making oral interventions in the official plenaries, organising side events, and lobbying governments on issues of advancing gender equality in the world of work. Through lobbying, trade unions succeeded in getting references to full employment and decent work in the Agreed Conclusions of CSW 52.

The ITUC participated actively in the first biennial meeting of the Development Cooperation Forum (DCF) in July 2008, as well as in its preparatory High-Level Symposium in June 2008, and took part in preparations for the second DCF scheduled for July 2010. Together with its global union partners, notably PSI, UNI, BWI, and ITGLWF, the ITUC participated in the Global Forum on Migration and Development (GFMD) in 2007, 2008 and 2009. During the reporting period, representatives of the ITUC participated in sessions of monitoring bodies established under human rights treaties. They provided government members with information from the Annual Survey of Trade Union Rights, for use during the consideration of the reports of States Parties to the treaties. These included the Committee on Human Rights and the Committee on the Elimination of all forms of Discrimination against Women (CEDAW).

2008 saw a sustained focus on the part of the ITUC on the preparations for the UN Review Conference on Financing for Development which was held in Doha, Qatar in December 2008. From February to May 2008, the ITUC participated in the Review Sessions of the six chapters of the Monterrey Consensus of 2002, for which the Doha Conference represented a follow-up. The ITUC participated in the ECOSOC High-Level Meeting with the Bretton Woods Institutions, WTO and UNCTAD in April, 2008 and the Hearings of Member States with Civil Society in June 2008, both preparatory events for the Doha Conference, and followed closely the negotiations on the Outcome Document from July to November 2008. The ITUC brought a sizeable delegation to the Doha Conference, disseminated its Statement entitled "Financing Decent Work", and lobbied for a strong outcome Document that would commit Member States to adopting effective solutions for overcoming the global financial crisis. The ITUC co-hosted side

events, cooperating with the FES and the ILO and with NGO partners including Solidar, World Solidarity International, as well as with the Global Progressive Forum, and participated in the official Round Tables of the Conference.

Both in the preparatory process and at the Doha Conference, the ITUC worked closely with a broad coalition of NGOs called the Doha NGO Group (DNG), organising a Civil Society Forum in Doha just prior to the Conference, and coordinating lobbying and media work. This approach served to reinforce key social justice advocacy messages aimed at producing a strong outcome document. The ITUC was also able to secure funding for the participation of a maximum number of trade unionists at the Conference from a common pool of donor funding to the DNG. In its subsequent evaluation, the ITUC welcomed the fact that the Doha Declaration recognised the importance of financing decent work as an essential component of development strategies.

As mentioned in the section above on “The Global Financial and Economic Crisis”, 2009 saw a sustained focus on the part of the ITUC on the preparations for the United Nations Conference on the World Financial and Economic Crisis and its Impact on Development, on the Conference itself which was held in June 2009, and on its follow-up activities from July to December 2009. The ITUC closely followed the negotiations towards the outcome document, disseminated its Statement to the Conference delegates, and together with the FES co-hosted a side event at the Conference aimed at highlighting the jobs dimension of the crisis and the need for an appropriate policy response by all UN Member States. The ITUC continued its strategy of cooperating with the broad coalition of NGOs from Doha which evolved into the GSEG (Global Social Economy Group), reflecting a broader mandate to influence policy responses to the global crisis. This cooperation continued to serve the purpose of enhancing trade union participation and reinforcing common messages.

The ITUC participated actively in the ECOSOC substantive session of July 2009 in Geneva, co-hosting a side event entitled “Financing development in a time of crisis – an interactive dialogue”, in which the ITUC highlighted the importance of the Global Jobs Pact (GJP). At this session, the ITUC also followed closely ECOSOC negotiations on FfD follow-up items such as the strengthening of institutional mechanisms to deal broadly with FfD, as well as with cooperation on tax matters, and policy responses to the crisis. The ITUC followed closely the work of the Ad Hoc Working Group of the General Assembly, adopted in August 2009 and charged with the follow-up of the recommendations of the outcome Document on the crisis, lobbying for countercyclical policies that prioritise the decent work agenda and the key recommendations of the GJP.

8. International Labour Organisation

The ITUC, through its representatives in the Workers’ Group of the ILO Governing Body and by providing the Group’s Secretariat, continued to work towards shaping a labour agenda in the ILO.

International Labour Conference

The 96th session of the International Labour Conference (2007) met in a context marked by concerns about ensuring that tripartism and international labour standards remained at the core of ILO engagement. A general discussion on “strengthening the ILO’s capacity to assist its members” developed ideas on achieving decent work goals in the context of globalisation, and renewed commitments to work within the objectives set out in the ILO Constitution and its 1998 Declaration on Fundamental Principles and Rights at Work. A Convention and Recommendation on work in the fishing sector

was adopted almost unanimously, after having failed by one vote to be adopted in 2005. A general discussion on sustainable enterprises concluded on the need for enterprises to adhere to the economic, social and environmental pillars of sustainable development and for the decent work agenda to be the basis for future ILO work on enterprise promotion. The Conference heard a video message from Nelson Mandela who was awarded the ILO Decent Work Prize for a life-time contribution. The Conference adopted the ILO's 2008-2009 Programme and Budget at the level of USD 641.7 million, with zero nominal growth compared to the previous biennium.

The 97th session of the International Labour Conference (2008) saw the adoption of the landmark Declaration on Social Justice for a Fair Globalisation, further to the general discussion held in 2007 on strengthening ILO capacity to assist its members. The text affirmed the importance of promoting the four components of decent work in an integrated way in order to place social justice at the heart of the global economy. It identified gender and non-discrimination as cross-cutting issues of decent work and the priority conventions on employment, tripartism and labour inspection as enabling tools for socio-economic governance. It established a system of annual reviews of the components of decent work and of voluntary peer-review, and reaffirmed the ILO mandate to examine all economic and financial policies in light of the objective of social justice.

In the same session the Governing Body for the 2008-2011 period was elected. A discussion on rural employment for poverty reduction adopted a plan of action to address the many decent work deficits in rural areas, together with a resolution on the food crisis calling on the ILO to examine the employment dimensions of the crisis. The general discussion on skills for improved productivity, employment growth and development centred on the role of skills development to face the challenges of globalisation with special attention to be devoted to informal and atypical workers and workers in supply chains. Further to his nomination by the ITUC, Professor Stiglitz was awarded the Decent Work Prize.

The 98th session of the International Labour Conference (2009) met at a moment when the employment and social impact of the crisis on workers was severely felt. A global jobs pact was adopted providing a policy package to address the crisis centred on decent work together with a set of recommendations to promote changes in the current model of economic development so that it achieved fairness and social justice. The discussion was followed by a Summit on the global jobs crisis with high-level representatives from member states and social partners who exchanged views on strategies to exit from the crisis. The Committee on HIV/Aids and the World of Work concluded the first part of a two-year discussion on an international labour standard on HIV/Aids and the world of work. The general discussion on gender equality recognised the need to put gender equality at the heart of decent work at a time when women were hit hard by the crisis. The 2010-2011 programme and budget was adopted for an amount of USD 726.7 million - a zero real growth compared to the previous biennium with a modest cost increase.

Under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work (1998) each Conference held a one-day discussion on discrimination (2007), freedom of association (2008) and forced labour (2009). Debates showed that despite some advances, more progress was needed to give effect to these core rights.

The Committee on Application of Standards examined every year how member states were complying with Conventions they had ratified. Some of the most serious cases included: Burma, Colombia, Guatemala, Costa Rica, Zimbabwe - which resulted

in the setting up a Commission of Inquiry - Swaziland, Belarus, Philippines, Bangladesh, Turkey and Iran.

In the period under review the Credentials Committee addressed several complaints regarding partial or non payment by governments of expenses for worker delegates and government interference in nominations of worker delegates. The most serious cases included Burma, Djibouti, Iran, Zimbabwe, Bangladesh and Venezuela. Except for 2009, the Committee deplored that the percentage of women attending the Conferences was below the United Nations 30% target and called for better gender balance in future sessions.

Governing Body

Recurrent items in the Governing Body included the case of Burma where the Workers' Group, while noting the possibility for victims of forced labour to submit complaints to the ILO Liaison Office, expressed serious concerns at the detention and harassment of complainants, detentions of labour activists, continued use of forced labour and child soldiers and lack of implementation of the recommendations of the Commission of Inquiry.

Despite the adoption of a plan of action by Belarus setting out concrete steps for the implementation of the Commission of Inquiry Recommendations – a plan which came about after the withdrawal of the GSP preferences of Belarus - the Governing Body noted that, despite some improvements there was a lack of tangible progress in complying with the recommendations of the ILO Commission of Inquiry notably on union registration and anti-union discrimination.

Other issues discussed included UN reform, changes to the International Labour Conference to improve attendance at its political sittings, ISO attempts to set standards in areas of ILO competence such as occupational safety and health and the World Bank “*Doing Business*” Report where the Workers' Group took a critical stance towards the “employing workers” indicator.

The Committee on Legal Issues and International Labour Standards adopted a strategy aimed at enhancing the standards system by promoting the ratification and implementation of ILO instruments, make better use of technical cooperation and decent work country programmes to promote standards ratification and implementation, strengthen the supervisory mechanism and achieve greater visibility of international labour standards. This discussion took place in a context where the Workers' Group had to resist attempts to undermine the ILO supervisory system and the standard-setting function of the Organisation. The Social Justice Declaration was considered as opening new avenues for enhancing the role of international labour standards as the corner-stone of ILO activities.

The Committee on Freedom of Association addressed an average of 30 cases per sitting with around 130 cases pending. Discussions were held in a context of continued attacks by employers on the jurisprudence of the Committee and attempts by governments from the non-aligned movement – resisted by the Workers' Group – to expand the membership of the committee based on regional criteria. The Workers' Group welcomed the new edition (2006) of the digest of the Committee decisions as providing invaluable guidance to give effect to freedom of association. Serious cases addressed in the Committee included Burma, Colombia, Eritrea, Ethiopia, Indonesia, South Korea, Guatemala, Zimbabwe, Cambodia, Iran and Djibouti.

The Committee on Employment and Social Policy reviewed progress in the implementation of the ILO Global Employment Agenda (GEA) where more work was

needed on the role of macroeconomic policy for employment creation. The Workers' Group called for enhanced ILO work in modernising labour inspection systems, and stressed the importance of social protection as a key tool to combat poverty and inequality, the need to provide a basic social protection floor and the need to ratify Convention 102. Support was given to enhanced work on wages to lead to a regular ILO publication of global wage trends. The Workers' Group called for renewed work on collective bargaining with a comprehensive advocacy and research agenda to support constituents to give effect to this fundamental right. Concern was expressed at the insufficient work carried out in the area of export processing zones. The Committee also discussed a response to the economic and social crisis based on decent work.

In the Technical Cooperation Committee the Workers' Group called for decent work country programmes to be developed with the involvement of the social partners and to address all components of decent work, in particular standards with a focus on freedom of association and collective bargaining. The Workers' Group supported a special resource mobilisation for Africa and called for more resources to be allocated to capacity building for social partners. In the discussion on the International Programme on the Elimination of Child Labour the Workers' Group called for the ILO to work more with social partners, a focus on all forms of child labour, the need to promote respect for trade union rights and promotion of decent work for adults as key strategies to eradicate child labour. In respect of the Technical Cooperation Programme for Colombia the Workers' Group expressed concerns at the continuing killing of trade unionists and severe restrictions of the right to collective bargaining.

The Subcommittee on Multinational Enterprises developed an ILO programme to advise companies on the realisation of international labour standards and the MNE Declaration. The commemoration of the 30th Anniversary of the ILO MNE Declaration allowed discussion of labour practices in multinationals through joint worker-company presentations and by taking the MNE Declaration as guidance. The Workers' Group called for more work on global supply chains and joint work with the OECD given the complementarities between the MNE Declaration and OECD Guidelines.

On sectoral activities a major development in the period under review included a new approach to sectoral activities which resulted in eight new groupings of sectors and the introduction of bipartite or tripartite advisory bodies in order to strengthen consultations and ownership of the programme by constituents. The ILO programme on sectoral activities held several meetings covering a wide range of sectors.

The Board of the International Institute for Labour Studies adopted a research agenda related to globalisation and decent work, trends and policy issues in a world of work in transition, and the "ILO century project". The Workers' Group welcomed the 2008 World of Work Report on income inequalities in an age of financial globalisation. In respect of the ILO International Training Centre, the Workers' Group requested increased participation of the social partners in the training activities, and called for a more stable source of funding for the Centre and greater integration with the ILO for the delivery of training based on the ILO decent work agenda.

The Working Party on the Social Dimension of Globalisation discussed the ILO-WTO study on trade and employment and agreed on a future study on the links between globalisation, trade and informal employment. The Workers' Group welcomed the UN ECOSOC Declaration of July 2006 which requested the ILO to take a leading role in ensuring that all UN agencies promote decent work. Discussions took place on climate change and decent work and the Workers' Group engaged with World Bank President on issues such as job creation, labour rights and inclusive globalisation and

with the OECD Secretary General and IMF Managing Director on responses to the economic and social crisis centred on decent work and a new development model.

Regional Meetings

Two Regional Meetings were held in this period. The Eleventh African Regional Meeting held in Addis Ababa in April 2007 adopted a Decent Work Agenda for Africa for the period 2007-2015. The Conclusions of the Eighth European Regional Meeting held in Lisbon in February 2009 adopted strategies to respond to the crisis based on decent work.

CHAPTER 5

MULTINATIONAL COMPANIES AND ORGANISING

ITUC activities concerning multinational enterprises and organising focused on international frameworks addressing business behaviour at global level. ITUC activities also addressed the challenges and opportunities of corporate social responsibility (CSR). Most ITUC activities are, in one way or another, related to organising workers into unions. This period saw increased appreciation of the effect the growth of precarious work was having on organising as well as the how the legal relationship under which work is performed affects the ability of workers to organise.

CSR continued to have a major influence on the public policy debate over issues of importance to workers and their trade unions. CSR initiatives and instruments, often dedicated to self regulation and involving privately-developed standards, continued to proliferate and were accompanied by a burgeoning industry of consultants and other enterprises providing CSR services to companies including the private inspection of workplaces. Governments and intergovernmental organisations also embraced CSR, often as low-cost, low-maintenance policy alternatives.

In addressing CSR the ITUC had to choose among many opportunities to participate in specific organisations and initiatives. This involved weighing both the potential value of ITUC participation and the risk that non-participation could be detrimental to the rights and interests of workers.

1. OECD Guidelines and ILO MNE Declaration

Much of the ITUC's activity on multinational companies concerns the need to establish global governance for international business activity. The two most authoritative instruments in this regard continued to be the OECD Guidelines for Multinational Enterprises (the OECD Guidelines) and the ILO Tripartite Declaration of Principles concerning multinational enterprises and social policy (The ILO MNE Declaration). Both of these are linked to intergovernmental institutions, providing the best available global framework in this field.

The ITUC continued to work closely with TUAC on the OECD Guidelines which are especially important because they are accompanied by national follow up mechanisms intended to be a means of resolving problems with specific multinational companies. Under the procedures, cases made are raised with National Contact Points (NCPs) that must be established by all OECD member countries and those countries that chose to adhere to the OECD Guidelines. By September 2009 two hundred cases had been filed with NCPs since the revision of the Guidelines in June 2000. Most of these cases involved the Chapter IV on Employment and Industrial relations and trade unions had raised 105 of these cases. In 2009 the ITUC participated in discussions organised by TUAC to develop strategy for the revision of the Guidelines expected to take place in 2010 and conclude in 2011.

Although the follow up mechanism established for the ILO MNE Declaration continued to be ineffective, appreciation and awareness of the MNE Declaration has increased because it serves as the basis of ILO policy and activities with respect to CSR.

2. Global Compact

Neither a business association nor a multi-stakeholder body, the United Nations Global Compact is an initiative of the UN Secretary General's office under which participating companies sign up to 10 principles derived from international instruments and to give these principles effect. Participating companies are expected to report on their activities. The number of participating companies and the number of national association of the Global Compact – referred to as “Local Networks” expanded greatly during this period.

The ITUC General Secretary serves on the Global Compact Advisory Board together with a representative from one of the GUFs. In 2006 ICEM General Secretary Manfred Warda joined the Advisory Board replacing Fred Higgs, also from the ICEM. In addition to meetings of the Advisory Board, the ITUC was represented at all of the major Annual Local Networks Forums that were held during this period: Monterrey, October 2007; Bonn, October 2008 and Istanbul, June 2009.

The ITUC remained committed to the stated aim of the Global Compact to embed principles into business behaviour. However, concerns with the Global Compact expressed at the outset remained – the Global Compact is sometimes used as a voluntary alternative for intergovernmental action or as a “light” version of a company “code of conduct”. The potential of engaging multinational companies in dialogue at the global level has not been fully realised and much Global Compact activity is uncritical in its promotion of popular CSR practices.

In 2008 the UN Global Compact Labour Working Group was established at the initiative of the ITUC and the International Organisation of Employers. In December 2008 the ILO published *The labour Principles of the United Nations Global Compact: A Guide for Business* which was developed by the Labour Working Group. The ITUC also followed the work of the UN Global Compact Human Rights Working Group.

3. Business and Human Rights

An important development during this period was the report to the United Nations Human Rights Council by John Ruggie, the Special Representative of the Secretary General on the Issue of Human Rights and Transnational Corporations and other Business Enterprises, which followed the completion of his 2005 Mandate. This report, delivered in April 2008, proposed a policy framework based on three principles: the state's duty to protect against human rights abuses including those by companies; the responsibility of corporations to respect human rights; and the need for victims of corporate related human rights abuses to have access to effective remedies.

The report was a well received alternative to the earlier attempt to develop UN Norms for the responsibilities of businesses with regard to human rights. The Human Rights Council extended the mandate of this Special Representative until mid 2011 in order provide more concrete guidance on these principles.

The ITUC General Secretary served on a Global Leadership Group established by the Special Representative to provide advice on how to “operationalize” the framework and the ITUC participated in various meetings during this period where the “Ruggie Framework” was considered. It was concluded that this work could lead to significant progress for trade unions with respect to the responsibilities of business for human rights.

4. Global Reporting Initiative

The Global Reporting Initiative, whose purpose is to develop standards for the reporting of non-financial performance business and other organisations, is a major CSR initiative. Trade unions are presented in all three governance bodies of this multi-stakeholder organisation, which include the Board of Directors, the Stakeholder Council and the Technical Advisory Board. Throughout this period trade unionists participated in the development of various “sector supplements” to the basic “G-3” Guideline standard which was released in 2006. Because GRI is a global organisation, trade union involvement is organised through Global Unions organisations. In May 2008 the ITUC published “A trade union guide to the GRI Sustainability Reporting Guidelines. The ITUC also contributed to the April 2009 TUAC publication “GRI, A trade union checklist”.

5. Supply chain codes of conduct

Throughout this period the ITUC continued to follow and influence CSR activities concerning labour practices in supply chains, as companies increasingly used commercial social auditors to perform private workplace inspections. Many companies, industry associations and multi-stakeholder organisations had developed their own codes of conduct which led to a demand, mainly by brand companies and their suppliers, that there be a common code, or at least, more convergence of these codes. Two large business led-initiatives that challenged the influence of multi-stakeholder code initiatives emerged. There also came to be growing dissatisfaction with what some called the “checklist” approach of code implementation and a search for alternatives such as “capacity building”, new purchasing practices or mature systems of industrial relations.

The ITUC sought to influence these developments through its representation on the board of the UK-based Ethical Trading Initiative, through its campaign work with the ITGLWF and NGOs on the production of athletic goods and sportswear promoted by the Olympics (see Chapter VII) and through its involvement with JO-IN, the Joint Initiative on Corporate Accountability and Workers’ Rights. JO-IN grouped six of the most important multi-stakeholder organisations working in the field of codes of conduct and supply chain labour practices. The ITUC had played an important role in developing a common code that was used in a multi-year JO-IN project carried out in the garment industry of Turkey. The ITUC participated in an International Advisory Panel created by JO-IN, and continued to represent trade union interests on issues related to codes of conduct to various meetings.

6. ISO Working Group on Social Responsibility

A major activity during this period involved participation in the process developed by the International Organisation for Standardisation (ISO) to develop an international standard for social responsibility. The ITUC participated in all of the plenary sessions of the ISO Working Group on Social Responsibility (WGSR), a body of over 400 experts designated by over 80 national standards bodies and by over 40 “liaison organisations” which are international organisations, including the ITUC, having expertise or interest that are participating in the process. Four of the seven plenary sessions held to date took place during this period: Sydney, January 2007; Vienna, November 2007; Santiago, Sept. 2008; and Quebec, May 2009.

In addition the ITUC participated in the key group that advised the leadership on the decisions required in the development of the standard, the Chair’s Advisory Group, as well as the key small groups responsible for the actual drafting of text, the Integrated Drafting Task Force (IDTF) and the earlier Liaison Task Force (LTF) that

the IDTF replaced. The ITUC, working closely with the ILO representative and trade union experts participating in the WGSR, developed the text for the “Labour Practices” section in addition to providing original drafts for major parts of fundamental sections of the document such as “Understanding social responsibility”, “Principles for social responsibility” and “Recognising social responsibility and engaging stakeholders”. The ITUC also had a major role in the sub-groups of the WGSR that developed the definition of “social responsibility” and the definitions of “stakeholder” and “stakeholder engagement”. It is expected that one the most important and lasting effects of an ISO standard in this area will be on the definitions of the terms and concepts as they are likely to be widely adopted and used.

Drafting of the ISO standard on social responsibility, designated as ISO 26000, was nearing completion at the end of 2009. It is not intended for certification, however some national standards bodies have indicated that they plan to develop national standards based on ISO 26000 for certification purposes.

ITUC participation in and positions on this ISO process were based on resolutions adopted by the ICFTU Executive Board in December 2005 and by the ITUC General Council in December 2007. On most issues of substance the positions advanced by the ITUC were adopted. Some of these, such as the decision not to promote specific initiatives, were controversial. The length of the standard was seen as being to the advantage of trade unions because it is related to the idea clearly established in the text that social responsibility is not unilaterally decided but requires an understanding of already established societal expectations.

Although the number of trade union experts participating in the process was small relative to other “stakeholder groups” they worked closely and were able to exert considerable influence in the drafting process. It is clear that the kind of standard setting practiced by the ISO is not suitable to areas of public policy such as social responsibility and trade unions should seek to defend standard setting in these areas by genuine representative structures and processes such as the ILO.

7. Committee on Workers Capital

The CWC held its annual meeting in 2006 (Brussels), 2007 (Madrid), 2008 (Stockholm) and 2009 (Montreal). Additional meetings were organised specifically for pension fund trustees in 2007 (Geneva) in 2008 (London) and in 2009 (Amsterdam & Melbourne). These meetings offered the opportunity for trade unions’ experts and trustees to exchange views and analyses in areas related to pension funds’ investment.

A Global Unions’ shareholder campaign against companies having business links with Burma was launched in 2007. As a result, some European funds disinvested from multinationals directly operating in that country. A resolution filed at the Chevron shareholders’ annual meeting calling for disclosure of the criteria used by the company to start and end investments in high-risk countries received 25% of the votes. Several pension funds sent letters to companies operating in Burma highlighting the heightened business risks of such operations.

A guidance note was elaborated in order to help pension fund trustees better enforce the UNEP Principles of Responsible Investment which were endorsed by many pension funds in which trade union trustees are represented.

A review of 10 years of the CWC activities was undertaken in 2009, leading to the adoption of 10 recommendations by the October 2009 ITUC General Council. These recommendations aim at improving the work of the CWC in the years to come.

8. Organising

The activities most directly involving the ITUC in organising were through trade union development projects. These included projects aimed at organising workers in Export Processing Zones (EPZs) and at workers performing work on an informal basis in Central and Eastern Europe. Activities promoting involvement of women and young workers were also conducted during this period. Work on the defence and promotion of trade union rights, action to link respect for international labour standards to trade and investment agreements, efforts intended to influence the international financial institutions and many other activities directed at building a social dimension into global governance concerned support for the right of workers to join or form trade unions.

Recognising the crucial importance of legal and institutional arrangements for organising and collective bargaining, the ITUC participated in the Council of Global Unions Working Group on Work Relationships (see Chapter 9).

The ITUC was also involved in both internal and external discussions of international industrial relations, including Framework Agreements between companies and Global Union Federations, at various meetings during this period.

CHAPTER 6

PROMOTING EQUALITY AT WORK AND IN THE UNIONS

During the period covered by this report and based on the decisions adopted by its first Congress, the ITUC has made major efforts on promoting equality at work and in the unions. Women, migrants, persons of colour, ethnic minorities, gays and lesbians and older workers have been regarded as priority groups whose rights should be promoted by the ITUC.

1. Regional and international unification process

Women became actively involved in the trade union unification process at the international and regional levels and helped with the building of unity. The regional women's committees met before the unification congresses to prepare those events and work out the arrangements for establishing the women's committees and their standing orders.

The constitutions of all the regional organisations provide for the creation of a women's committee. As regards women's representation, most regions followed the ITUC Constitution, which stipulates that 30% of the members of the decision-making structures should be women. In the Americas, the Constitution provides for 40% women's participation in the governing bodies.

At the regional unification congresses, women from the different regions were represented based on their structures' respective commitments in this respect.

An action plan on gender equality is included in each region's action programme and each regional Women's Committee has terms of reference and rules of procedure ratified by the region's governing bodies.

2. ITUC World Women's Committee

Since the Founding Congress of the ITUC, the new world Women's Committee has met three times: on 19 and 20 April 2007, 21 and 22 February 2008 and 26 and 27 February 2009.

At its first meeting, the committee took decisions concerning the membership and rules of procedure of the Women's Committee and elected Diana Holland (TUC-Great Britain) as Chair, with Rabiataou Serah Diallo (CNTG-Guinea) and Mariana Guambo (CEOSL-Ecuador) as her deputies. It also decided the Women's Committee representatives to attend the ITUC's General Council and Executive Bureau.

In order to monitor closely all matters relating to gender equality, including outside the statutory meetings of the Women's Committee, the first meeting decided to set up a Steering Committee comprising the six titular representatives of the Women's Committee on the General Council.

At its third meeting (2009), in preparation for the second ITUC Congress, the Women's Committee confirmed their Terms of Reference and Rules of Procedure after making some amendments. It was decided that the Committee should have 33 members. To ensure an increased participation by women from the regional affiliated

organisations, each regional Women's Committee should be represented by at least three of its members. It was agreed that Africa should have 5 seats, Asia/Pacific 6 seats, the Americas 7 seats, Europe 14 seats, with one seat remaining open. The number of representatives from the European region would be reviewed during the next term of office of the Women's Committee.

At this third meeting, the Committee discussed the impact of the global crisis from a gender perspective, considering its effects on women's living and working conditions, and adopted a resolution entitled "Women in the current global crisis", which urged the ITUC and its affiliated organisations to recognise the gender impact of the crisis and take into account women's demands in their activities and policies.

3. Implementation of the decisions of the 1st ITUC Congress on equality issues

At its Founding Congress the ITUC pledged to promote women's rights and gender equality, and to organise women workers, particularly in the informal economy and export processing zones, as well as migrant women workers and women in atypical jobs, whilst ensuring the full integration of women in trade unions and actively promoting gender parity in their governing bodies and their activities at all levels. Despite all the efforts made, gender equality remains a challenge and trade unions need to step up their efforts to promote equality.

Women's participation in decision-making within the ITUC

The important decisions taken on equality have built on the work carried out by the ITUC's two historical constituent organisations. The most striking decision concerns the quotas for women's participation in the decision-making structures. An initial quota of 30% was adopted, with a view to increasing it towards parity. Developments in the composition of the General Council and the Executive Bureau have been closely monitored, as have disparities between the different regions with respect to the 30% target for women's representation.

In 2007, women represented 28.2% of the titular members, 35.9% of the first substitutes and 39.7% of the second substitutes on the General Council. 16 of the 37 vice-presidents elected by the General Council are women.

Women represented 40% of the total number of delegates at the Unification Congress. The percentage per region was as follows: Africa (33%), Asia/Pacific (44%), Latin America (30%), North America (48%), Caribbean (9%), Western Europe (49%), Central and Eastern Europe (40%) and Middle East (33%). Women were also well represented in the Credentials and Standing Orders committees and they also distinguished themselves as speakers.

To ensure the application of Article XI (a) of the Constitution on gender equality, the Credentials Committee recommended adopting some additional measures at the second ITUC World Congress.

To achieve progress towards parity, the Women's Committee proposed that the ITUC, at its 2nd Congress, should promote a minimum of 40% women's participation in its governing bodies. Discussions have been held on this matter during the preparatory meetings for the Congress.

Coherence between the ITUC and its affiliated organisations

The 3rd General Council meeting (12-14 December 2007) pledged to draw organisations' attention to outstanding disparities between the ITUC's commitments on gender equality and their application at the regional and national levels. It particularly stressed the need for the governing bodies of the national centres to represent all of their members by ensuring that women as well as men are elected to those bodies. The General Council also pledged to encourage the affiliated organisations to develop programmes for promoting the full integration of women in trade union structures, policies and activities.

The Secretariat has closely monitored developments in the constitutions and structures of the affiliated organisations, and particularly their plans for ensuring gender parity in their leadership bodies and activities in line with ITUC policy. This monitoring has been carried out through ongoing analysis of the annual questionnaire sent to all affiliated organisations, which contains a range of information concerning the membership and structures and provides for gender-specific statistics. Although the replies have given some idea of women's position in a number of organisations, the number of replies received has not been sufficient to make a full analysis. The Women's Committee passed on that concern to the General Council, asking the ITUC to encourage all affiliated organisations to answer the questionnaire, though especially those represented on the ITUC's governing bodies.

4. Action programme for achieving equality

The Women's Committee adopted an action programme on achieving gender equality in trade unions, focused on organising women workers in sectors where they are over-represented in insecure jobs with poor terms and conditions and no trade unions (informal economy, export processing zones, migrant labour, domestic work, etc.). Women's participation in decision-making and leadership posts, training, communication and research are the other priority areas. This action programme and the establishment of a Women's Committee Task Force to monitor its application were endorsed by the 2nd meeting of the ITUC General Council in June 2007. It should be stressed that most of the special programmes adopted by the General Council directly and predominantly affect women in view of their focus on: protection of migrant workers; export processing zones and organising; globalisation policy; climate change; the informal economy and China.

World Women's Conference

Pursuant to Clause 6 of the Terms of Reference and Rules of Procedure of the Women's Committee, a World Women's Conference is to be organised every four years. The 1st World Women's Conference was duly held on 19 to 21 October 2009 in Brussels.

At its meetings in 2008 and 2009, the Women's Committee discussed and proposed a central theme focusing on decent work and its four pillars. However, owing to global developments, the theme for the Conference discussions was replaced by the global crisis and its impact on women. Special sessions were held to discuss the global crisis, domestic workers and young women workers.

More than 450 delegates from 102 countries attended this first World Conference of women trade unionists and they submitted the following recommendations and guidelines for an action programme for the following 4 years:

- Organising and unionising women workers in vulnerable sectors;
- Integration of gender equality in social dialogue and collective bargaining;
- Gender equality and economic and social justice, climate change and food security;
- Women's representation in trade unions.

Major efforts were also made to collect the funding needed to enable the participation of a large number of women trade unionists from developing and transition countries.

Council of Global Unions

The equality officer from the Council of Global Unions (CGU), who had been a member of the ITUC Women's Committee, set up an informal coordination group on gender equality.

The CGU action programme includes organising, export processing zones, coordination on International Women's Day, women's participation at the ILO's International Labour Conference (ILC), maternity protection, elimination of violence against women, migrant workers, fair wages and inclusion of a gender perspective in the work of the international trade and financial institutions.

Task Force

In the field of development cooperation, the Women's Committee set up a task force to monitor the application of the action programme on achieving gender equality in trade unions.

At its latest meeting on 25 February 2009, the Task Force examined the replies from affiliated organisations and GUFs on how they were meeting their commitments under the action programme. The replies pointed to a number of trends:

- With regard to **organising women workers**, unions have mainly been focusing on the traditional sectors of the economy. Some affiliated organisations report efforts to organise domestic workers.
- With regard to **women's participation in decision-making and leadership posts in trade unions**, more gender specific-data is being provided and women's structures are increasingly becoming statutory bodies. The number of women in decision-making bodies is also increasing.
- Women are increasingly involved in **training**. However, there is a shortage of training materials on gender in Africa and Asia.
- With regard to **trade union policy on women**, a significant number of trade unions have adopted measures to improve women's position at work.
- With regard to **women in development cooperation**, many affiliates are respecting the 30% minimum target for women's participation in trade union activities but some have not yet set a quota.
- More generally, the **ITUC action programme** has provided a basis for developing national policies and has promoted changes in decisions and attitudes, whereby increasing reference is being made to equality issues.

The ITUC is closely monitoring the full application of the decisions on women's participation in all its activities and missions. A fine example was the trade union

mission sent to meet the International Financial Institutions, in which 30% of the participants were women. The mission included a meeting on the impact of these institutions' policies on gender.

5. Campaigns

The ITUC has carried out a number of campaigns linked to equality issues, which have produced some concrete results.

At the request of the Women's Committee, the General Council urged all trade union organisations to support the **campaign on ratification of ILO Convention 183 on maternity protection**, which was formally launched on International Women's Day on 8 March 2007. Dozens of national centres have joined in the campaign and considerable progress has been noted, with organisations starting to include this important issue on their agendas.

The global trade union campaign on **"Decent work, decent life for women"** was launched in 2008, on International Women's Day. 52 national organisations from 40 countries held activities on that day. The aim of the campaign is to promote decent work for women and gender equality in employment policies and collective bargaining, to ensure gender equality in trade union structures, policies and activities and thereby to help increase significantly the number of women union members and women elected to leadership posts in trade union organisations. In the same context, the ITUC published a report on the "Pay gap between men and women", which attracted significant attention from the media and from many international organisations and NGOs worldwide. A special ceremony was also held by the ITUC, attended by the GUFs based in Brussels, the Belgian affiliates and women's NGOs.

On 8 March 2009, again under the **"Decent work, decent life for women"** campaign, a second report was published on "inequality between men and women on the labour market: a synthesis of world trends and developments". 90 national centres from 61 countries took part in the associated campaigns to promote the real application of ILO Convention 183 and make provision for childcare services, arrangements for ensuring a better work-life balance, and equal pay.

The **campaign to combat violence against women** is a further aspect of the **"Decent work, decent life for women"** campaign. Many organisations took part in events on the UN International Day for Elimination of Violence against Women, on 25 November each year. In cooperation with the GUFs, a statement on this issue has been published each year. The Women's Committee meeting in 2008 and the 1st World Women's Conference (19 to 21 October 2009) both adopted resolutions against violence against women.

On 7 October 2008 and 7 October 2009, special events were held on the theme of decent work linked to the main problems that are preventing millions of women worldwide from enjoying decent lives.

In October 2008, the ITUC launched an ambitious project for women, with support from the Dutch government and under an MDG 3 grant, entitled **"Decisions for Life"**. A partnership project was run with the Wage Indicator Foundation, University of Amsterdam, and UNI and in close cooperation with the IUF and PSI. The project was aimed at young women workers in the services sector in 14 countries. Websites were set up to provide information on the rights of women workers. In addition, organising campaigns and campaigns on bargaining for better wages and

working conditions were launched in 12 countries. In 2009, 5000 young women workers were involved in the project activities.

On protection of **domestic workers**, most of whom are women, strong pressure was exerted to secure government support for the drafting of an ILO Convention. That convention will be discussed in tripartite negotiations at the ILO's International Labour Conference in 2010 and 2011.

A campaign to secure the affiliated organisations' support for **combating racism and xenophobia** started in December 2007 and helped generate significant trade union participation in the "Durban II" process.

6. Gender equality and the United Nations

Recognising the importance of decisions taken in UN circles, the Women's Committee urged the ITUC to take measures to ensure strong trade union participation at the meetings of the UN Commission on the Status of Women (CSW), to enable appropriate material to be prepared and to organise activities to promote women's participation. The Committee also found it important to facilitate trade union organisations' participation in the application of the Beijing Action Programme, in CEDAW work and in national meetings to prepare the Commission on the Status of Women.

Thus, each year the ITUC Equality Department and certain GUFs (PSI, EI) have sought the support of their affiliated organisations for the CSW campaigns: in 2007, the CSW theme was "The elimination of all forms of discrimination and violence against the girl child", whilst in 2008 it was on "Financing for gender equality and the empowerment of women" and in 2009 it was "Equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS".

Meetings and parallel events were organised by ITUC/PSI/EI at the start of the sessions in order to give the floor to all the women trade union delegates. Joint ITUC/PSI/EI policy statements provided a basis for the pressure that the union delegation was able to exert on the government delegations and helped strengthen the alliances with NGOs on decent work.

Thanks to major efforts, teamwork and lobbying, the conclusions of these meetings reflected the trade unions' demands, by including references to quality public services, elimination of child labour, equal access to high-quality education for girls, recognition of women as salaried workers and the notion of decent work for women. The 2008 session explicitly included that particular notion.

The Women's Committee has closely monitored the UN reform strategy process and has mobilised women's committees and trade unions behind strengthening the architecture of gender equality within the UN structure. The General Assembly of the United Nations adopted a resolution in September 2009 providing for the creation of a new body covering gender equality to be led by a new Deputy Secretary-General.

7. Gender equality at the ILO

Women's participation at the ILO's International Labour Conferences has been viewed as an important aspect of the equality goals pursued by trade union organisations. Accordingly, and in line with the wishes of the Women's Committee, the Equality Department has been stressing the need for the leaders of national centres to ensure a parity-based composition of their delegations to the ILC.

To familiarise women with the items on the ILC's agenda and create solidarity in efforts to ensure gender equality, the ITUC has held an annual orientation meeting focusing on gender (at the start of the ILC) for women members of the Workers' Group.

The June 2009 ILC addressed gender equality as a core aspect of decent work. Thanks to strong lobbying led by the ITUC, the Governing Body has included the issue of decent work for domestic workers on the agenda of the 2010 ILC. A consultation meeting for workers was held at the ILO in April 2009 to exchange views on the potential format and content of a new convention.

8. Migrant workers

During the period covered by this report, the ITUC has made considerable efforts in many different contexts to protect and promote the rights of migrant workers.

Under the special action programme on migrant workers, partnership agreements on migrant workers' rights have been established between CTRN-Costa Rica and CST/CUS-Nicaragua, CGTM-Mauritania and CNTS-Senegal, and MTUC-Malaysia and SPSI-Indonesia. Pilot projects funded by LO/TCO-Sweden helped provide information centres for migrants in Costa Rica, Mauritania and Malaysia, which are host countries for migrant workers, many of whom are living in deplorable situations without basic social protection or any respect of their fundamental rights.

In the framework of this inter-union cooperation, two seminars were held in 2006 and 2009 to evaluate the scope of the action and work out ways of developing it further in the future.

The ITUC has also made a major contribution to the global forums on migration and development through organising preparatory activities, for example in 2007 in Brussels, where the statement by the Council of Global Unions called "Social dialogue and a rights-based framework at the heart of migration policy" stressed the need to incorporate a gender perspective in migration policies. In 2008 in Manila, the ITUC played an important role through chairing the parallel event at the World Forum on Migration. Then in 2009, the ITUC sent a strong delegation composed of some 40 national organisations, regional organisations and GUFs to Athens to defend the trade union positions on migration policy contained in the Statement by the Council of Global Unions.

9. Racism and xenophobia

Based on the decisions adopted by its Founding Congress, the ITUC launched a global programme on combating racial discrimination and xenophobia. It organised a seminar in conjunction with the ILO Programme on its Declaration in Geneva in December 2007 aimed at working out its own action programme based on the guidelines defined by the ITUC Founding Congress.

With technical and financial support from the ILO, the ITUC was able to establish some practical ways of implementing the action plan, consisting of solidarity, awareness-raising and research activities focusing on the very complex issues relating to racism and xenophobia. This work was developed at national level by Cartel Alfa-Rumania, CUT-Brazil, CONSAWU-South Africa, NTUC-Nepal and UNTC-Democratic Republic of Congo.

In close cooperation with PSI and EI, the ITUC also worked hard on monitoring, preparing and participating in the UN Review Conference on the Durban Declaration and Programme of Action, which took place from 20 to 24 April 2009. The ITUC sent

over 40 delegates and they conveyed, in the various forums of the conference, the messages contained in the ITUC-PSI-EI Joint Declaration covering the themes under discussion. A preparatory workshop for the trade union participants at the “Durban II” Conference was organised in cooperation with ILO-ACTRAV.

10. Publications

Under its work programme, the Equality Department drafted the following policy documents which were discussed at the meetings of the Women’s Committee:

- ITUC Charter of Rights of Working Women
- Action programme on achieving gender equality in trade unions
- Achieving gender equality: a trade union guide
- Campaign guide: Decent work, decent life for women
- Decent work, decent life for women: making maternity protection a reality
- Trade unions say No to violence against women and girls
- Combating sexual harassment at work: a trade union guide
- ITUC report on the pay gap (8 March 2008)
- (In)equality between men and women on the labour market: summary of trends and global developments (2009)
- ITUC-PSI-EI joint statements to the UN Commission on the Status of Women on “Investment in Decent Work for Women” (March 2008) and “Equal sharing of responsibilities between women and men, including care giving in the context of HIV/AIDS” (March 2009)
- Action plan to eliminate racial discrimination and xenophobia
- Statement by the International Trade Union Confederation, Public Services International and Education International to the United Nations Conference on the review of the Durban declaration and action plan concerning racism, racial discrimination, xenophobia and related intolerance.

All these documents are central to the global campaign “Decent work, decent life for women”.

11. Human and trade union rights linked to equality

The Women’s Committee, working with the Human and Trade Union Rights Department, has spoken out against many cases of violation of women’s rights to freedom of association and other human and workers’ rights, particularly in Colombia and Guatemala.

In line with the decisions of its governing bodies, the ITUC has made repeated representations to the ILO and striven for a satisfactory solution to the problem of “comfort women” (Japan), to enable the few survivors to secure justice and compensation for the abominable violence and sexual slavery they endured during wartime. The case of these “comfort women” constitutes a violation of the Forced Labour Convention (C.29).

In 2007, the ITUC denounced the repression of a peaceful women’s demonstration by the Iranian security forces. In 2008, cases of repression, detention and assassination of migrants in Jordan, Costa Rica and Greece led to similar condemnation and protest letters. In 2009, the ITUC supported trade union organisations in Azerbaijan, Bosnia-Herzegovina and Serbia that were protesting against violations of migrant workers’ rights in the construction industry. And a strong reaction followed the arrest warrant issued against a Honduran woman trade unionist, which prevented her from attending the first World Women’s Conference.

Following requests from the Equality Department, the Human and Trade Union Rights Department has taken steps towards integrating a gender perspective in its database.

12. Gay, lesbian, bisexual and transgender workers

In cooperation with the GUFs, close monitoring has been organised of cases of discrimination against workers owing to their sexual orientation.

The ITUC took part in an ETUC conference entitled 'Extending equality: Trade union actions to organise and promote equal rights, respect and dignity for workers regardless of their sexual orientation or gender identity' in Brussels on 29-30 January 2008. The conference facilitated an exchange of good practices as well as ideas on different issues that are at stake in preventing discrimination at work on grounds of sexual orientation. The ITUC has also established cooperation with ILGA Europe, who already had relations with EI, PSI, the ETUC and unions at national level, in order to promote equality for all, including gay, lesbian, and bisexual and transgender workers. Global Unions also supported the organising of the LGBT Human Rights Conference on "Love of Freedom-Freedom to Love" in Copenhagen, from 27 to 29 July 2009. LO-Denmark sponsored the "Workers Out" session on the theme "Union responses to harassment and discrimination at work". There were around 40 participants from trade unions in Africa, Asia and Europe and they called on the ITUC, the GUFs and the ETUC to step up their work and fight visibly against discrimination and promote and protect the rights of LGBT workers. An e-mail network was also established with many supporting unions.

CHAPTER 7

CAMPAIGNS AND COMMUNICATIONS

ITUC campaigning and communications activities during the period under review were aimed at establishing the profile and identity of the new International amongst affiliates and in the general public, and fulfilling the objective set out in the Founding Congress Programme, to support the building of the new trade union internationalism by making international trade union action “an integral part of the work of national trade union organisations, and mobilise worldwide action in support of its objectives”. The activities were conducted in line with the ITUC Communications Strategy adopted by the 3rd General Council meeting (Washington DC, 12 – 14 December 2007).

This work was carried out under five main lines of activity, each of which provided a basis for informing affiliates of ITUC policies and activities and promoting their involvement in its work, as well as developing the ITUC’s public profile.

1. Regular Communications and the Media

The main daily communications mechanism was the “ITUC OnLine” series, which included information on the Confederation’s activities, policies and views on its areas of interest. A total of 617 OnLines were produced during the period under review. As with other ITUC information products, OnLines were produced in English, French and Spanish and disseminated to a mailing list of more than 4,000 subscribers as well as to international news wire services. Approximately 10% were also released directly to national and international media outlets through press releases to lists of journalists organised on thematic, linguistic and geographical lines. The OnLines were supplemented by the release of “Spotlight Interviews” with trade unionists and other persons of interest, in written and in some cases video format. 97 such interviews were published during the period under review; 54 with women and 43 with men, and a further 5 video interviews were released.

A significant area of work involved media relations around major international events, including ILO and G20 meetings, UN climate conferences, the World Social Forum and World Economic Forum and other major meetings. The ITUC also responded to requests for interviews and background information from numerous media outlets around the world, including newspapers and major international radio and television broadcasters.

2. Publications

This area of work included producing 17 country reports and one regional report, on the Middle East, in the “Union View” format, promotion of the Annual Survey on Violations of Trade Union Rights, and producing special reports on areas of major concern to affiliates and the international community. These were produced in paper and electronic formats, and in a number of cases, reprints were done for distribution at conferences and other events, and on the specific request of affiliates. “Union View” reports were cited in national and international media, on the websites of affiliates and national trade unions, and in specialised international mailing lists and blogs. In addition, 8 short video reports were produced, covering the informal economy, trade

union rights, migrant workers, child labour, maternity protection, disabled workers and HIV-AIDS. Information materials, graphics and thematic resources for trade unionists were also produced.

Promotion of the ITUC's flagship publication, the Annual Survey on Violations of Trade Union Rights resulted in widespread international media coverage. In 2007, 129 media citations were recorded by the ITUC, increasing to 145 in 13 languages in 2009, when media coverage was identified in 28 countries. These figures, from public sources, represent a limited sample of the actual coverage in total. Where ITUC affiliates arranged national press launches or other events on the Survey, there was a consequent increase in national media coverage. In 2009, the Survey was also published on USB sticks, replacing the previous CD-ROM version, with additional video and other material embedded, increasing its reach and ease of use. While the Survey itself was produced in the four official ITUC languages, press material to promote it was produced in several additional languages, increasing local attention both in the media and within trade unions.

Special publications were produced on economic financialisation - "Where the House Always Wins" (June 2007), on the world food crisis - "A Recipe for Hunger, How the World is Failing on Food" (March 2009) and on the economic crisis - "Jobs – the Path to Recovery" (September 2009). These were well received and attracted international media coverage, helping to build the ITUC's profile and disseminating its analysis and policy prescriptions on major international issues both within and outside the trade union movement. The success of the ITUC reports on the global gender pay gap, released on March 8 2008 and 2009, underlined the value of the ITUC commissioning new international research in its areas of competence, and publishing the results and analysis of this research to the international press and, through cooperation with affiliates, into national media. Along with increased public awareness of the global dimension of the gender pay gap, the ITUC was also increasingly recognized as an international reference point on the issue, including through citations in reports of national parliaments and other national studies.

3. Campaigning and Mobilisation

Campaign action led by, or involving, the ITUC included thematic and country-oriented activities. The PlayFair campaign, which continued throughout the period under review, involved cooperation with the ITGLWF and the Clean Clothes Campaign and aimed at securing respect for fundamental workers' rights in supply chains in the sporting goods industry. It focused especially on products produced under licensing arrangements of the International Olympic Committee (IOC) and other sporting bodies including FIFA. This campaign attracted strong support from affiliates, NGOs and the public. The release of a PlayFair report in June 2007 detailing the use of underage workers and other rights violations in the production in China of goods licensed for the Beijing Olympics received large-scale international coverage, including television, radio and print media, reaching an audience of several hundred million people. While the IOC would not agree to implement many of the measures called for by the campaign, it did include a labour-standards clause in the criteria for selection of Olympics host cities, to come into effect for the next bid selection process for the year 2016. In 2008, the PlayFair campaign established links with the work being done by the BWI to secure respect for workers' rights in the construction and renovation of sports stadiums and infrastructure, focusing of the European Championships and World Cup soccer tournaments. Both these elements of sports-related campaigning opened opportunities for local trade union organising and collective bargaining in cities hosting events and in factories producing licensed goods.

A second thematic campaign concerned international action for nuclear disarmament, in the lead up to the 2010 UN Review Conference of the Nuclear non-Proliferation Treaty. This campaign was run in cooperation with JTUC-RENGO Japan and Global Union Federation UNI, and focused on obtaining millions of signatures on a petition, produced in paper and electronic formats, for presentation to the UN. It also involved close cooperation with the Mayors for Peace network, which brings together several thousand city authorities world-wide, and ongoing contacts with an international commission for nuclear disarmament established by the governments of Australia and Japan.

Other campaign action involved defending human and trade union rights in several countries where violations were severe and persistent. This included international days of action, press and information materials, special reports and audio-visuals focusing in particular on Burma, Colombia, Guatemala, Guinea, Iran and Zimbabwe. In May 2008, the ITUC, the International Transport Workers' Federation and southern African affiliates mounted a successful action to stop a massive arms shipment reaching the Mugabe regime, and ensured its return to its country of origin, China.

The October 7 World Day for Decent Work (WDDW) activities in 2008 and 2009 were highlights of this field of ITUC activity, demonstrating the capacity of the ITUC to mobilise with its affiliates on a large scale, through coordinated action around the world. With the ITUC secretariat providing the platform for thematic content, supported by the Regional Organisations and activities of GUFs, national and local activities were organised ranging from mass mobilisations of hundreds of thousands of workers through to cultural and publicity events and innovative use of the internet. 616 actions in 130 countries were recorded in 2008, and 472 actions in 111 countries in 2009. Several hundred thousand trade unionists took part in activities in both years, many of them having direct contact with international trade union activities for the first time. A special "WDDW" website enabled participating organisations to upload real-time reports, photographs and videos on their events, allowing those interested to follow the national events as they unfolded across the different time zones.

4. Internet and "New Media"

The ITUC website, as the primary point of contact for the Confederation, registered an average of 1,500 visits per day by the end of the period under review. In the fourth quarter of 2009, work began on the construction of a new ITUC website for launching in mid-2010, linked to the introduction of a new ITUC information technology platform.

Recognising the increasing importance of internet video, social networking and other "new media" applications, particular efforts were made to develop and expand ITUC work in this field. An ITUC "YouTube" channel, launched in September 2008, had received around 100,000 views by the end of 2009, making it one of the more popular channels amongst organisations seeking similar audiences to the ITUC. Special video spots on maternity protection and on child labour attracted tens of thousands of views each, many of them from sources outside the usual reach of trade union communications. Both of these were also re-transmitted on national television channels, thus reaching several hundred thousand more viewers. A total of 160 videos were uploaded onto the channel by the end of 2009, including interviews with union leaders and representatives, thematic videos such as on climate change, and a range of other material.

An ITUC page on the “Facebook” social networking site served as a useful mechanism to promote campaigns and other ITUC activities. Some 7,000 individuals joined the Decent Work campaign via the page, with a further 1,000 joining the campaign against nuclear weapons and 500 the PlayFair campaign. The ITUC also established itself on the “Twitter” messaging service, “Flickr” photo-database site and “Vimeo” video site for longer videos.

5. Young Workers

The use of new media applications was a key feature of the ITUC Youth Programme since the Founding Congress. Along with the high concentration of young people amongst the users of these applications, an ITUC Youth Blog set up in 2008 proved to be very popular. This blog, which allows young trade unionists to exchange information, ideas and experiences in English, French and Spanish, received an average of 400 visits per day by the end of 2009. 40 articles from authors from 20 different countries, including each region, had been posted on the blog by the end of 2009, when total visits to it stood at around 50,000. Mini-action guides on child labour and on decent work were also produced and disseminated in paper and electronic formats.

Maximising the use of modern communications provided an important foundation for the ITUC youth work, which gave priority attention to supporting the recruitment and organising of young people. This work was guided by the 16-member ITUC Youth Committee, composed of equal numbers of young women and men coming from each region. The Youth Committee held its first two-day meeting immediately following an ITUC International Conference for Young Workers (Berlin, 1-2 June 2007), and proposed its terms of reference and composition as well as a Youth Policy on Decent Work for adoption by the 2nd meeting of the General Council. This policy was based around four objectives:

- Creating more decent jobs for young people;
- Ensuring the quality of existing and new jobs;
- Enhancing skills, qualifications and access to education; and,
- Improving the transition from education to work.

The Committee met again in Kiev on 5 – 6 June 2008, and in Praia Grande, Brazil on 4 – 6 June 2009.

Along with developing the work on organising and outreach to young workers, the Youth Committee ensured a high level of participation of young workers in the WDDW events, where in 2009 more than 15% of the total activities were organised by youth, and in other ITUC activities.

The ITUC also responded to requests from several affiliates for technical advice on the use of new media, and for participation in national trade union youth committees and youth events. It also took part in several courses at the ILO Turin Centre dealing with youth issues.

6. Other Activities

Cooperation with Global Union Federations involved activities with individual GUFs, as well as with the “Communicators Forum” established by the Council of Global Unions. This included joint publications on the economic crisis and on trade

unions and climate change, as well as sharing expertise and experience gained in different fields of communications and media activity. The ITUC participated in communications forums of the EI and UNI, and supported the launching of an annual Global Unions film evening in Geneva.

Collaboration was also developed with the ILO Turin centre on programmes for trade union communications staff and journalists interested in trade union activities and policies. Participation in these programmes enabled the ITUC to increase the extent of contacts with media outlets in a range of countries, as well as with media staff within the union movement.

CHAPTER 8

TRADE UNION DEVELOPMENT COOPERATION

1. Introduction

The action programme adopted by the ITUC Founding Congress called on the Confederation to mobilise resources for development cooperation and to ensure that they are managed in the framework of an agreed and coherent global strategy.

Building on that demand work started at the beginning of 2007 with individual and collective consultations involving the range of organisations working in the field of trade union development cooperation - the Solidarity Support Organisations (SSOs), the ITUC regional organisations and the Global Union Federations. All of these organisations expressed their support for the development of a coherent ITUC development cooperation policy and approach. The various ITUC thematic action plans were also analysed in order to identify which elements could be reinforced through development cooperation projects.

The consultations identified a number of expectations of, and opportunities for, the ITUC in the context of a global strategy, including:

- definition of programme priorities on the basis of Congress decisions;
- ensuring that reliable information is available and shared, supported by analysis of development needs at regional and country levels;
- development of common tools and standards for project planning, monitoring and evaluation;
- development of education materials;
- converting ITUC policy priorities into building practical project proposals around the ITUC's policy priorities; and,
- establishing clear definitions of the roles and tasks of the various actors in trade union development cooperation.

During 2007, 4 regional seminars were organised, in cooperation with the ITUC Regional Organisations and the PERC, to pay special attention to the development cooperation work of the ITUC's regional structures, given their crucial role in identifying the needs of their affiliates and the possibilities for projects which are in line with ITUC priorities.

Action was also taken in 2007 to improve cooperation in this field with ILO/ACTRAV and the ILO Turin Training Centre. A key component of this was a major ACTRAV symposium "The role of trade unions in workers' education: the key to trade union capacity building", which took place in Geneva from 8 to 12 October 2007. Agreements were also made with the Turin Centre to improve cooperation in the development and implementation of its training activities as well as its technical services on methodology and materials development.

2. From Consultation to Action

The consultations in 2007 provided the basis for an ITUC action plan on development cooperation, which was adopted at the 3rd meeting of the General Council (Washington, 12 – 14 December 2007). The action plan covers bilateral programmes,

multilateral programmes and promotion of shared ownership of the ITUC's development cooperation approach.

Bilateral project work, which is funded in many cases by national governments, represents a substantial majority of development cooperation activities within the ITUC family, and provides important support to many organisations. The ITUC therefore focused its approach on a service-oriented model, acting as a facilitator rather than a control mechanism and focusing on the following areas:

- Assisting the SSOs and their partners to develop demand-driven and result-oriented programming, based on identified needs, with special attention to monitoring and evaluation;
- Capacity building for partner organisations on planning, monitoring and evaluation, to facilitate their work in defining bilateral programme priorities systematically and based on ITUC priorities.
- Promoting the application of the ITUC development cooperation priorities, which were accepted in principle by all SSOs as a main reference point for their bilateral work; and,
- Provision by the ITUC and its Regional Organisations of baseline information on countries and affiliates to facilitate needs-based planning. Development of a database for this purpose commenced during the period under review.

Multilateral programmes to reinforce the ITUC's work were supported by a range of SSOs as well as the ILO and the European Union during 2008 and 2009. Support for core ITUC priorities was realised in the following areas:

- Changing globalisation, through sub-regional and national training courses on a range of issues including trade, labour standards in World Bank and International Finance Corporation programmes, corporate social responsibility and the International Organisation for Standardisation, and on effective interaction with the International Financial Institutions;
- Human and trade union rights, including policy and action on ILO standards, establishment of regional trade union rights networks, and production of the Annual Survey on Trade Union Rights Violations and other materials;
- Thematic programmes including the ITUC Forced Labour Programme and the ITUC Special Action Programmes on export processing zones and on migrant workers;
- Equality and discrimination, through organising activities aimed at women workers including the "Decisions for Life" project, support to ITUC action for migrant workers, and action against racism and xenophobia;
- ITUC and Global Unions programmes on HIV-AIDS;
- Action on the informal economy through organising activities and work on legal and regulatory issues, with pilot activities in 13 countries and the production of a "toolkit" to support organising and training;
- Young workers, through innovation in outreach and communications work; and,
- Support for the ITUC Hong Kong Office.

Preparatory work was also carried out for the development of an observatory to monitor human and trade union rights issues in the Arab and Middle East countries.

Implementation of these projects was undertaken by the relevant ITUC Departments, in cooperation with the Regional Organisations and in many cases linked to policy discussions with affiliates.

By the end of the period under review, 15 SSOs were actively supporting ITUC multilateral programmes, and a further 10 had indicated their intention to do so. Efforts continued to ensure the involvement of the remaining affiliate-related SSOs.

In order to promote shared ownership of the ITUC's approach on development cooperation, a Trade Union Development Cooperation Network (TUDCN) was established with financial support from the European Union. The TUDCN was formally launched in October 2008 and became fully operation by the end of the first quarter of 2009. It includes 30 Trade Union national centres and (SSOs) as well as the ITUC Regional Organisations. Participation of Global Union Federations in its work is also foreseen.

The Network serves as an operational platform to increase the political role of trade union organisations in development cooperation, promote a development cooperation mode which guarantees the shared ownership approach of trade unions in development, and support strengthening of trade union organisations in developing countries, including in the field of development cooperation.

Since the first TUDCN meeting in October 2008, four further meetings took place. A monitoring and evaluation group including affiliates from countries holding the EU Presidency in 2009 and 2010 was established to assess progress on project implementation. A first meeting of this group in October 2009 gave a positive overall assessment of the work done to date.

TUDCN methodology is based on three main components: coordination and information-sharing, Policy and advocacy, and capacity building.

Initiatives on coordination and information sharing included work on the database of baseline information in cooperation with the Regional Organisations, as well as the launching of a TUDCN newsletter "Trade Union Focus on Development" in English, French and Spanish. The first edition of the newsletter was produced in March 2009, and a further 6 editions were produced before the end of that year. Special TUDCN web-pages were also developed including a members-only resource page containing internal documentation, useful external documents and initiatives concern development cooperation.

Work on specific themes under TUDCN work streams was carried out in order to establish common policy and advocacy frameworks on trade unions and development effectiveness, unions as actors for development, international development cooperation policies and aid architecture and development education. The work on these involved the ITUC and its Regional Organisations, affiliates and GUFs. Along with policy coherence, they served to spread awareness of the role of trade unions in development cooperation and their interactions with other international development actors.

The TUDCN also took part in civil society platforms on development cooperation, including in the follow-up to the Third High Level Forum on Aid Effectiveness in Accra, Ghana from 2-4 September 2008. Other international platforms in which the ITUC was involved were the "Open Forum on CSO Effectiveness" and the "BetterAid Platform", and inputs were made to the United Nations Capital Development Fund and the UN ECOSOC on development cooperation issues.

Working relationships were established with the European Union, European Parliament and European Economic and Social Committee in relation to European external assistance programmes. The ITUC succeeded in ensuring that social dialogue is included in EU human rights priorities, and progress was made on obtaining specific recognition of trade unions as organisations eligible to receive specific and direct project financing from the EU.

The first of a series of international development cooperation conferences organised by the ITUC to coincide with the biannual rotation of the Presidency of the Council of the EU took place in Stockholm in October 2009, organised in conjunction with the ITUC Swedish affiliates.

Capacity building activities included the first of a series of regional training seminars held in Lomé in September 2009 and preparations for the second event, for Latin America, at the beginning of 2010. In addition, a training seminar for new member states of the EU was held in Brussels on 18 – 20 November 2009, to assist affiliates in those countries to become familiar with EU international cooperation policies and programmes.

3. HIV/AIDS

Work on HIV-AIDS continued through the ITUC's own programme, as well as ITUC involvement in the Global Unions Aids Programme (GUAP), and was reinforced with the appointment of a full-time ITUC staff member responsible for HIV-AIDS in June 2009, with financial support from the ILO-AIDS programme. ITUC activities included advocacy and campaign action around commitments by governments and international agencies, in particular the G8, awareness raising including on World AIDS Day each December 1 and through special activities on the October 7 World Days for Decent Work in 2008 and 2009. Close cooperation with ILO-AIDS, UNAIDS, the Global Fund Against AIDS, Malaria and Tuberculosis and the World AIDS Campaign was maintained throughout the period under review.

A delegation of some 25 trade unionists, supported by ITUC staff and GUAP representatives, which took part in the International AIDS Conference, held in Mexico City in August 2008, focused on the need for the workplace and labour market dimensions of the pandemic to receive priority attention, as well as the importance of quality public services, in particular in the health sector.

The ITUC participated in meetings of the GUAP in January, June, October and December 2007, January, April and November 2008 and March and September 2009. These meetings served to ensure information exchange between the ITUC, GUFs and TUAC on HIV-AIDS policy and activities, and to develop common strategies for campaigning and advocacy work. The ITUC also contributed to the special HIV-AIDS web-pages on the Global Unions website.

A significant component of the ITUC HIV-AIDS programme in 2009 focused on the preparations for and follow-up to the first discussion at the International Labour Conference concerning a proposed international instrument on HIV-AIDS, which was scheduled for completion in 2010.

CHAPTER 9

GLOBAL UNIONS

The ITUC continued its close co-operation with Global Union Federations (GUFs) and the Trade Union Advisory Committee (TUAC) to the OECD and, based on the decisions of the ITUC's Founding Congress, signed the agreement creating the Council of Global Unions (CGU) in January 2007. TUAC and all GUFs other than the International Metalworkers Federation also signed the agreement.

In addition to working together with the GUFs and TUAC on many social and economic issues, including through the Global Unions' Washington, DC office, extensive co-operation took place with individual GUFs on trade union rights issues. That involved use of the supervisory machinery of the ILO as well as campaigns, some of which, such as on Burma, involved all GUFs and others, such as Iran, which involved several. Cooperation with TUAC is described in further detail below.

1. Council of Global Unions (CGU)

The Council of Global Unions was established as a form of structured co-operation that brings together the policy and industrial strength of complementary international trade union structures for common action. It was described in the agreement as an “instrument for solidarity, mobilisation, joint advocacy and campaigns”.

The CGU held its inaugural meeting on 9-10 January 2007 in Brussels and met again in January 2008 and February 2009, also in Brussels. Meetings of the CGU General Secretaries were held each year in June, in Geneva.

The ITUC General Secretary serves as CGU Secretary as well as a member of the Co-ordinating Committee, which is also composed of the CGU Chair, Vice Chair and Past Chair and guides the CGU between meetings. The CGU also has a full-time Co-ordinator.

CGU priorities, agreed at the founding and subsequent meetings, include organising and recognition. Among the first priorities was the organisation of a Conference on that theme held in December of 2007 in Washington, DC. That led to subsequent work, in particular the decision to organise international support for the passage of the Employee Free Choice Act in the United States, which would have brought US labour legislation closer to being in conformity with international labour standards on trade union rights. A series of follow-up activities took place to support US trade union efforts but, during this period, such a labour law reform could not be adopted.

But well beyond that specific initiative, organising, trade union recognition, and collective bargaining are the primary purpose of the CGU and run through all its work, including in such issues as financialisation and related economic issues, precarious work, communications, public policy/public sector issues, and migration. The CGU has also served as a forum for discussion and co-operation on issues that have both sectoral and overall policy aspects like climate change.

In order to help develop and make progress with priorities for action, working groups were created on employment relationships and precarious work issues (the Work Relationships' Group – WRG), communications (the Communications Task Force) and on public policy/public sector issues. All three are chaired by GUF General Secretaries. A similar group, also chaired by a GUF General Secretary, was created on migration. In addition, two informal meetings were held to share information and discuss strategies concerning companies, including building networks and solidarity in supply/production/service chains as well as issues related to global agreements.

The WRG was established in its present form in May of 2007 and met twice per year. It focuses on a wide range of situations of workers who lack employment relationships or where such relationships are unclear or place them at great distance from real decision makers in industries and companies. The Group has examined legal issues and the role of the ILO, organising and industrial relations questions, temporary work agencies, and the policy environment, in particular, with respect to the actions of international inter-governmental organisations. It began engaging in joint action, including targeting Turkey and Thailand for activities in connection with the World Day for Decent Work in October of 2009. It also examined ways to make more effective use of complaints procedures in the ILO and the OECD Guidelines for Multinational Enterprises.

The Communications Task Force, working on internal as well as external communications issues, met twice per year. It exchanged information on individual Global Union communications strategies and, based on that, was mandated to develop common messages for Global Unions to increase the visibility of Global Unions and build understanding of their mission. The task force was responsible for developing two publications with the participation of all Global Unions, one on the crisis (*“Getting the World to Work: Global Union Strategies for Recovery”*) and one on climate change (*“Getting the World to Work: Green Growth for Jobs and Social Justice”*). It also restructured the Global Unions web site, which is managed by the ITUC.

The working group on public policy/public sector issues focused on a quality public services conference which will be held in Geneva in October of 2010, to fulfill in part a long-term commitment by the CGU to build closer relations between public and private sector trade unions and better support from the larger community for public service values and for public employees and their trade unions. This work is closely related to CGU priorities for the defense of trade union rights, democracy, and good governance, which is closely linked with having responsive public services of good quality.

Discussions and agreement on action by the full CGU took place on a number of issues, in some cases based on recommendations by smaller working groups, but also on an ad hoc basis. These included the aforementioned support for American trade union efforts to obtain better legal protection of the rights to organise and bargain, solidarity with embattled trade unionists in Korea, and co-operation in the Middle East.

The ITUC participated in all of the working groups, taking the lead in a number of common efforts, including in the areas of climate change, trade union rights, and, in co-operation with TUAC, on a number of economic issues. It facilitated participation by Global Unions in the G-20 process and in discussions with the IMF and the World Bank.

At the end of 2009, the CGU concluded a three-year review of its work as called for by its founding agreement. Although there was general satisfaction on priorities

and working methods, the need for greater commitment and participation by Global Unions and their leaders was identified, along with the need for greater integration of CGU work with Global Unions priorities and much more progress on Global Unions' visibility.

2. Global Union Federations

There have been several changes of leadership in Global Union Federations during this period. One change resulted from the premature loss of one of the international trade union movement's most dynamic and effective leaders, Neil Kearney, General Secretary of the International Textile, Garment, and Leather Workers' Federation (ITGLWF) from 1987 until his death in November of 2009. Patrick Itschert was elected to succeed him.

Manfred Warda replaced Fred Higgs as General Secretary of the International Federation of Chemical, Energy, Mine and General Workers Union (ICEM), Peter Waldorff succeeded Hans Engelberts as General Secretary of Public Services International (PSI), Jyrki Raina was elected to follow Marcello Malentacchi as General Secretary of the International Metalworkers' Federation, Ambet Yuson succeeded Anita Normark as General Secretary of Building and Wood Workers International (BWI). Other Global Union Federations that held congresses in this period re-elected their respective General Secretaries.

The following Global Union Federations held their World Congresses: The International Federation of Journalists (IFJ) on 28 May – 1 June 2007 in Moscow; Education International (EI) on 22-26 July 2007 in Berlin; Public Services International (PSI) on 24-29 September 2007 in Vienna; the International Federation of Chemical, Energy, Mine and General Workers' Union (ICEM) on 22-24 November of 2007 in Bangkok; the International Metalworkers Federation (IMF) on 24-28 May 2009 in Gothenburg; the International Textile, Garment, and Leather Workers' Federation (ITGLWF) on 2-4 December 2009 in Frankfurt; and Building and Wood Workers International (BWI) on 4-10 December 2009 in Lille.

3. Trade Union Advisory Committee to the OECD (TUAC)

TUAC continues to represent the global trade union movement as well as its member organisations in OECD countries as the trade union interlocutor to the Organisation for Economic Development and Co-operation (OECD). In addition to consultations with OECD committees and working groups and the organisation of OECD labour-management programmes, it continued its work to develop and articulate trade union policies to the OECD Ministerial Council, to meetings of labour ministers and with the G-8. In its role as a resource for the international trade union movement on economic questions, the secretariat and the Economic Policy Working Group together with representatives of the ITUC, GUFs and the ITUCs affiliates in non-OECD countries in the G-20 developed Global Unions' policy positions on the global financial and economic crisis (see chapter on "Global Institutions, Decent Work and the World Economic Crisis").

The ITUC took part in a large number of TUAC activities and received valuable contributions from TUAC in relation to the representations to meetings with G-20 leaders as well as in other areas.

TUAC also engaged in discussions on issues related to alternatives to the global economic policies and structures that led to the crisis as well as such issues as the

financial transaction tax. These activities involved the ITUC and reinforced its own work in these areas.

The ITUC enlarged its role with respect to OECD work on development, and continued to work with TUAC on OECD activities in the areas of corporate governance, pensions and trade and investment policy. The ITUC and TUAC also co-operated in the Committee on Workers' Capital.

TUAC, in addition to its work on economic policy, was closely involved in several Council of Global Union activities. It made a major effort on precarious work, including on specific issues in Japan and Korea, where it played an important role in trade union rights in connection with the monitoring process connected with the admission of Korea into the OECD, and on the public policy issues related to the promotion by the OECD of "reforms" in labour codes to make them more "flexible". This was closely linked to the activities of the CGU WRG. It also contributed the work of the Communications Task Force, in particular in connection with CGU publications, as well as the group that focused on public/policy/public sector issues, in particular on fair taxes and related questions.

The use of the OECD Guidelines and their update was discussed with GUFs and the ITUC, in part through a series of regular and special consultations and, in part, through the involvement of TUAC in CGU company strategy discussions as well as the WRG.

CHAPTER 10

AFRICA

The Founding Congress of the ITUC Regional Organisation for Africa (ITUC-AF), which took place in Accra, Ghana from 27 – 29 November 2007, was attended by 161 delegates and observers, one-third of them women, from 86 affiliates with a total paying membership of 8,891,928 and a declared membership of some 16 million. 67 representatives from observer organisations also attended the Congress.

The dissolution Congresses of the WCL-DOAWTU and the ICFTU-AFRO were held in the morning and afternoon of 26 November respectively, and included the adoption of the reports on activities and financial reports of the two organisations, and the ratification of the draft ITUC-AF Constitution and list of affiliates. This followed a series of joint preparatory meetings involving AFRO and DOAWTU officials and representatives of the three previously non-affiliated national centres which became founding members of the ITUC-AF. The results of those meetings were discussed and ratified by the ICFTU-AFRO 4th Executive Committee meeting (Nairobi, 16 – 17 May 2007) and 23rd Executive Board meeting (Nairobi, 12 – 14 September 2007) and a meeting of the DOAWTU General Council (Lomé, 27 – 28 August 2007).

The Congress unanimously adopted the ITUC-AF Constitution and Programme of Action and elected Kwasi Adu-Amankwah, as General Secretary. Alina Rantsolase (South Africa - COSATU) and Pascal Todjinou (Benin - CNTB) were elected as titular Internal Auditors, and John Kolawole (Nigeria - TUC) as their substitute. The Congress also elected the titular and substitute members of the ITUC-AF General Council.

The General Council, which met on 29 November 2007 immediately after the Founding Congress, elected Mody Guiro (Senegal – CNTS) as ITUC-AF President and Toolsyraj Benydin (Mauritius – NTUC), as Deputy President. Adrien Akouete was elected as Deputy General Secretary, and Abdessalem Jerad (Tunisia - UGTT), John Odah (Nigeria – NLC) and Angélique Kipulu (Democratic Republic of Congo - CSC) as Vice-Presidents, with the position of Vice-President for the Southern Africa sub-region left open and subsequently filled by Zwelinzima Vavi (South Africa – COSATU).

The General Council also partially constituted the ITUC-AF Executive Bureau including the ITUC-AF President, Deputy President, Vice-presidents, General Secretary and Deputy General Secretary. Following the election of the Regional Women's and Youth Committees by the General Council at its 2nd meeting in October 2008, the Chairpersons of those Committees, Rabiadou Serah Bah Diallo (Guinea – CNTG) and Drissa Soare (Burkina Faso – CNTB) respectively, became members of the Executive Bureau, thus completing its composition.

1. Establishment of ITUC-AF Headquarters and Action Plan

ITUC-Africa began its operations in January 2008, from the offices of the former ICFTU-AFRO in Nairobi, Kenya. In October of the same year the 2nd General Council decided to install the headquarters of the organisation in Lomé, Togo, where office premises and a conference centre had been brought into the merger by DOAWTU. The

move to Lomé took place at the beginning of July 2009 and a Liaison Office was maintained in Nairobi.

2. Strategic Plan

A strategic plan based on the Programme of Action adopted at the Founding Congress was developed, covering four thematic areas:

- Defending and promoting human and workers rights;
- Promoting equality and social protection;
- Strengthening organising;
- Strengthening economic and social policy intervention.

A fifth key area of work related to strengthening ITUC-AF capacity to deliver effective services to affiliates.

3. Human and Trade Union Rights

The promotion and defence of human and trade union rights was a major pre-occupation of ITUC-AF during the period under review. Severe violations of trade union rights were evident in many African countries, particularly those plagued by civil wars and conflicts, ruled by military or despotic regimes and threatened by instability.

Action by ITUC-AF included protests and appeals to governments, political leaders and employers, representations to the African Union and sub-regional bodies including the Economic Community of West African States (ECOWAS) and the Southern African Development Community as well as supporting ITUC representations to the ILO, UN and EU. These activities were also supported by solidarity actions undertaken by affiliates. The representations made to the sub-regional bodies formed part of a comprehensive effort to improve relations with them across the range of trade union concerns in preparation for ongoing and strategic interactions with them in the future.

In November 2008, ITUC-AF and the Media Foundation for West Africa (MFWA) organised a Pan-African Human Rights Conference that brought together close to one hundred activists from the trade unions and other human rights organisations, networks and institutions, media organisations, and prominent individuals from around Africa to address the growing challenges of human rights in Africa. The conference resolved to revitalise and strengthen human rights work in the region, with special attention to trade union rights, gender and youth including students, to support cooperation between trade unions and other civil society organisations and to focus action on countries with a record of persistent and serious rights violations.

An ITUC-AF Human and Trade Union Rights network was launched at a regional conference in Lomé on 17 – 19 August 2009 as part of the ITUC global network. It is comprised of 13 affiliates, covering each sub-region in the continent. Preparatory work for this included ITUC-AF participation in an ITUC event to develop the global and regional networks at the ILO Turin Centre in September/October 2009.

4. Solidarity Exchanges

A number of initiatives were undertaken to build regional solidarity for struggles for respect of democracy and workers rights in several African countries, notably Guinea, Swaziland and Zimbabwe. A high level ITUC-AF mission visited Guinea in

February/March 2008 and a similar solidarity mission went to Zimbabwe in March 2009, shortly after the announcement of a “Global Political Agreement” in that country and the swearing in of a National Unity Coalition Government.

In the case of Swaziland, ITUC-AF and the Swaziland Federation of Trade Unions (SFTU) with support from ITUC undertook solidarity exchange visits to three African countries, namely Ghana, Nigeria and Senegal to raise public awareness about the Swazi situation and to mobilize support for the struggle against the absolute monarchy there. The visits took place from 13th to 24th May 2009.

Preparatory work on twelve national studies on ILO core and priority conventions and national labour laws, due to be released in 2010, was also carried out during the period under review.

5. Strengthening Organising

Action in this priority area was designed to address trade union organising, with the overall unionisation rate in Africa at less than 10%, in the context of deteriorating economic conditions, extremely high levels of informal and unprotected work, insufficient trade union capacity and restrictive labour legislation. In many countries, tackling the proliferation of trade union organisations within a small organised workforce was also a key area for action.

Joint work was undertaken in 2009 with Global Union Federations on organising in Sierra Leone, D.R. Congo, Angola, Botswana, Zimbabwe, Liberia and Kenya. The main emphasis was placed on building capacity for organising in the formal and informal economies; stronger internal trade union democracy improved union communications and services to members, and unity of trade union action.

6. Economic and Social Policy Intervention

Work in this field also focused on strengthening affiliates’ capacity, including the training of 50 researchers, and the holding of 20 national training sessions on Economic Partnership Agreements (EPAs) with the support of ILO/ACTRAV and the FES. Initial results from this work included influencing, through social dialogue, the positions taken on EPAs by ECOWAS and the East African Community and by governments in several countries. Preliminary work was also done on preparing a database of research reports produced by African trade union organisations and on gathering information on academic and research institutes in Africa which cooperate with the trade union movement.

ITUC-AF also produced reference and technical documents, including for regional and sub-regional conferences on the informal economy (Lomé, 1 – 2 December 2008), the global economic crisis and regional integration (Abuja, May 2009) and the economic crisis and sub-Saharan Africa (Lomé, July 2009). Relations with the Africa Trade Network (ATN) and the African Labour Research Network (ALRN) were also developed as part of the effort to strengthen links with civil society organisations.

7. Promoting Equality and Social Protection

Work in this area involved the conduct of gender audits with affiliates and high-level dialogue with them to increase women’s participation in trade union structures and activities, as well as ITUC-AF participation, through its Women’s Committee, in the international work of the ITUC on gender issues.

Initial work towards an empirical study on the deficit in social protection was undertaken, while action on occupational health, safety and the environment was initiated with a project being implemented with the Sustainlabour Foundation and the support of the United Nations Environmental Programme (UNEP).

A range of activities and projects on HIV-AIDS were launched, including through the establishment of national trade union focal points, to assist affiliates develop national policies, increase workers' access to prevention, care and treatment.

8. Relations with other bodies

ITUC-AF maintained consultative status at the United Nations Economic Commission for Africa and the African Union, and cooperated closely at all levels with the ILO in the region.

While co-operation was also maintained with the Organisation of African Trade Union Unity (OATUU), with a joint study circle project and joint activities on HIV-AIDS, there was no indication during the period under review that OATUU was ready to address the possibility of unification with ITUC-AF.

CHAPTER 11

THE AMERICAS

The Founding Congress of the ITUC Regional Organisation for the Americas, the Trade Union Confederation of the Americas (ITUC-TUCA), which took place in Panama from 27 – 29 March 2008, was attended by 68 organisations from 26 countries throughout the region, with a total membership of more than 50 million workers. Linda Chavez Thompson (USA - AFL-CIO) was elected as President, Julio Roberto Gómez (Colombia - CGT) as Deputy President and Víctor Báez as General Secretary. Rafael Freire, Laerte Teixeira and Amanda Villatoro were elected as TUCA Secretaries.

The Founding Congress adopted the TUCA Statutes and Programme of Action, and elected a 23-member Executive Council including seven women, and a Supervisory Council comprising three members including one woman and two deputy members, also including one woman. The Executive Council held its first meeting on 29 March 2008 in Panama, its second meeting on 19 – 20 August 2008 in São Paulo and its third meeting on 8 – 10 June 2009, also in São Paulo.

The Founding Congress was preceded by meetings in Panama on 24 March of the Executive Committees of the respective ICFTU and WCL regional organisations, ORIT and CLAT, followed on 25 March by thematic activities on integration, child labour, women workers and young workers. The dissolution Congresses of the CLAT and the ORIT were held on 26 March.

In the period between the ITUC Founding Congress and the foundation of TUCA, existing work programmes of the ORIT and CLAT were maintained, along with a series of joint activities in preparation for unification at the regional level. These included participation in World Social Forum events, activities on regional economic issues including integration, and on occupational health, safety and the environment and women's and youth programmes. Action in defence of trade union rights, a priority of both the predecessor organisations and of TUCA itself, included cooperation with the ITUC in the organisation of a major international conference in Guatemala City on 29 – 31 January 2008 on the role of trade union organisations in tackling impunity in Guatemala.

The work of TUCA was carried out against the background of election or re-election of progressive governments in several countries in the region, in some cases ending long periods of rule by conservative forces. Nevertheless, centre and centre-right governments were re-elected in several other countries, while the military coup in Honduras in mid-2009 against President Zelaya represented a significant setback for democracy in the region. Having performed relatively strongly in the early part of the period under review, economies in the Americas generally experienced a sharp reduction in growth from late 2008 due to the global economic crisis.

TUCA activities since its foundation were organised under four priority work areas: internal trade union reform; sustainable development; democracy, human and workers' rights and social dialogue; and international trade and investment. Information and education materials were developed to support TUCA action in each of

these areas. Close cooperation was developed with the relevant international programmes of the ITUC, with the ILO in the Americas, with the Solidarity Support Organisations and with other progressive forces in civil society.

TUCA policy and action on women workers and young workers were developed and implemented through the TUCA Women's Committee and Youth Committee. The Youth Committee held its first meeting in Panama on 29 March 2008 and its second meeting on 23 – 25 May 2009 in Lima. Suly Grimaldo (Peru – CUT) was elected President of the Committee and Octavio Rubio (CGT – Colombia) as Vice-President.

The Women's Committee held its first meeting on 29 March 2008 in Panama, its second meeting in São Paulo on 17 - 18 August 2008 and its third meeting in Port of Spain on 13 – 14 April 2009. Mariana Guambo (Ecuador – CEOSL) was elected Committee President and Francisca Jiménez (Dominican Republic – CASC) as Vice-President.

The TUCA programme included a strong emphasis on working with sub-regional trade union groupings in the Americas, and on building and maintaining relations with other civil society organisations in the region.

At the intergovernmental level, TUCA maintained relations with the Organisation of American States, and attended the 16th Inter-American Conference of Ministers of Labour (IACML) in Buenos Aires in October 2009. At that meeting, the role of TUCA as facilitator of the Trade Union Technical Advisory Committee to the IACML was formally recognised.

Along with its policy work and its education and other support activities with its affiliates, TUCA placed a strong emphasis on building the capacity of the trade union movement in the region to mobilise effectively on issues of concern, and played a major role in ensuring a high level of participation and visibility of trade unions throughout the region in the October 7 World Day for Decent Work activities in 2008 and 2009.

1. Internal Trade Union Reform

This field of action focused on trade union organising and recruitment, with particular attention to incorporating gender perspectives across the scope of trade union action, and to increasing the participation of young workers. A trade union education programme to meet these objectives was launched, involving national and international activities organised by educators trained under the programme. A Working Group on Internal Trade Union Reform, involving representatives of TUCA, affiliates and friendly organisations, GUFs and sub-regional trade union coordination bodies, was created to guide the work. A series of regional activities to plan the implementation of the national events and to train the trainers responsible for them took place, including a regional seminar on internal reform in Panama on 11 – 13 August 2009. These were supplemented by national educational events in 8 countries to begin national implementation of the programme.

In light of the substantial increase in unprotected and precarious work, activities on the informal economy were also an important feature of TUCA's education programme. These included several regional and four national events, as well as systematic integration of the challenges of formalising employment and trade union organising in the informal economy across the scope of TUCA's activities, both in relation to economic and social policy, and to trade union structures and organisation.

2. Sustainable Development

Along with supporting action in the region on the ITUC's international work on sustainable development and employment, TUCA established a Working Group on Environment and Employment to guide work in this area, and the adoption of "Labour's Platform for the Americas" provided the necessary strategic orientation. A series of training activities at the sub-regional and national levels were supported by the production of brochures and manuals. A strong focus in this area of activity was on preparations for the December 2008 Poznan and 2009 Copenhagen climate meetings, to ensure close coordination between TUCA affiliates including on their representations to governments, as well as between TUCA and the ITUC in its preparations for these events.

This priority area also included action on migration and employment, with a series of studies and training activities for affiliates aimed at promoting increased trade union action on the issue in the region. Affiliates were encouraged to include migration issues in their plans of action, to appoint officers responsible for dealing with migration, and to take part in regional and national networks established to protect migrant workers.

3. Democracy, Human and Workers' Rights and Social Dialogue

The primary objectives in this priority area were the promotion of democracy and of organising and collective bargaining rights. Related issues, such as discrimination and in particular gender discrimination, job security, social security, HIV-AIDS and the eradication of child labour also featured in the programme.

Trade union rights action included a strong focus on Colombia and Guatemala, two of the most dangerous countries for trade unionists in the world, and on Honduras following the military coup there. TUCA cooperated closely with the ITUC global trade union rights network, and launched its regional network on 6 July 2009 in São Paulo. Some 100 official complaints and representations on violations of trade union rights in the region were made during the period under review. Preparations were also made for the launching of a network of legal experts to support the work in this area. Trade union rights issues were included in TUCA education programmes and in TUCA work on regional and sub-regional integration. Special activities were organised on International Human Rights Day, 10 December, with a specific focus on young workers in the 2009 events.

Action for gender equality included attaining, for most activities, a target of 40% minimum target for participation of women across the scope of TUCA's work, along with systematic incorporation of gender perspectives into policy work and education and information materials. A regional workshop on gender took place in São Paulo on 16 August 2008. TUCA worked closely with its affiliates to promote action on International Women's Day, March 8, as well as ensuring a high level of involvement of women in the World Day for Decent Work activities on October 7 2008 and 2009. Action in support of the campaign to stop violence against women included a sub-regional workshop for Central America in Costa Rica from 24 – 27 August 2009 and campaign activities with affiliates on 25 November of that year. Activities on the informal economy also contributed to the work on gender equality, with a series of national workshops including in Argentina, Honduras, Panama and Paraguay, and a regional seminar in Lima in June 2008. Similarly, TUCA's involvement in the ITUC Special Action Programme on export processing zones, notably in Nicaragua, was an important means of promoting the interests of working women.

Work on child labour included development of a project to organise bi-national activities to plan joint action and improved coordination at the regional, sub-regional and national levels. TUCA took part in the 3rd World Congress Against Child Sexual Exploitation in Rio de Janeiro in November 2008.

Development of the TUCA work programme on occupational health and safety focused initially coordinating trade union inputs to the Ibero-American Strategy for health and Safety at work. This strategy, adopted by governments from the Americas and from Portugal and Spain, included a number of the proposals put forward by the trade union movement.

Progress was made towards building a “Continental Platform on Social Security” for TUCA and its affiliates as well as on coordination on social security issues with ILO-ACTRAV in the region. The preparation of a continental campaign for the ratification of ILO Convention 102 was a further feature of the work in this area.

4. International Trade and Investment

Regional and sub-regional integration processes, free trade and investment agreements, the WTO and inter-regional negotiations with the European Union and Asia-Pacific and action on multinational enterprises (MNEs) were all features of this priority area. Research work, in particular on integration and on inter-regional economic relations, was carried out to support the work done by TUCA and its affiliates, including through the Hemispheric Integration Working Group. Emphasis was placed on achieving consistent approaches in the various sub-regions to negotiations over economic agreements with the European Union, in light of the differences in approach between the unions in different sub-regions. Efforts were also made to build common approaches with other civil society groups. The issues covered within this priority area were key elements in TUCA education programmes and in discussions with leaders of affiliates.

Work on MNEs included supporting the development of a TUCA-ETUC action plan on corporate social responsibility and European Works Councils, and coordination with Global Union Federations in relation to specific MNEs. Initial work was also done to establish agreements with the trade union coordination body for the Southern Cone countries on monitoring of MNE's, and mechanisms for coordination between TUCA and Global Union Federations concerning the programmes of the international financial institutions including in relation to MNEs.

CHAPTER 12

ASIA AND THE PACIFIC

The Founding Conference of the ITUC Asia and Pacific Regional Organisation (ITUC-AP) which took place on 5 – 6 September 2007, Bangalooru, India, was attended by 133 delegates from 50 affiliates from 29 countries, with a total paying membership of 18, 628, 883. 45% of the delegates were female and 17% were young workers. The Conference was presided over by G. Rajasekaran and Anton Lodwick, former Presidents of the ICFTU-APRO and of the BATU respectively, and following the adoption of the ITUC-AP Constitution, Noriyuki Suzuki was elected General Secretary. It also elected the Regional General Council and Internal Auditors, decided that the ITUC-AP secretariat should be located in Singapore, and adopted the ITUC-AP Action Programme which included a Platform of Action for Gender Equality and a Youth Charter.

The Conference was preceded by the dissolution Conferences of the ICFTU-APRO and the dissolution Congress of the WCL-BATU, also in Bangalooru, on 4 September. The Founding Conference ratified the integration of the financial assets of these two organisations into the assets of the ITUC-AP.

At its first meeting (6 September, Bangalooru), the Regional General Council elected G Rajasekaran as President and appointed Necie Lucero as Deputy General Secretary, as well as electing the Regional Deputy Presidents and Vice-Presidents. The Finance and Solidarity Fund Committee, Women's Committee and Youth Committee were also constituted.

The Regional General Council met again on 4 – 6 November 2008 (Bangkok) and 10 – 12 November 2009 (Cebu), and the ITUC-AP Executive Bureau met on 6 September 2007 (Bangalooru), 23 May 2008 (Singapore) and 21 July 2009 (Singapore).

ITUC-AP activities in the period under review included a focus on support to trade union action in all the sub-regions within its geographical coverage. It participated in meetings of the South Asian Regional Trade Union Council in May 2008 where a declaration on migrant labour was adopted, and in June 2009. It also took part in a meeting of the ASEAN Trade Union Council with the Secretary General of ASEAN in July 2009. ITUC-AP cooperation with affiliates at the national level included a series of activities to support trade union development as well as to promote cooperation and coordination amongst affiliates in countries where ITUC-AP has more than one member organisation. These included initiatives for Bangladesh, Nepal and Sri Lanka. Support was extended to the Fiji TUC following the coup in that country in 2007, a mission to Bhutan was undertaken in July/August 2008 to examine the possibility for trade union development, and organisational links with the Papua New Guinea TUC were re-established in 2009.

1. Workers' Rights and Organisational Action

Trade union rights activities at the regional level included the launching of a campaign for regional labour law reform, with studies of national legislation providing the basis for national- and regional-level advocacy activities aimed at ensuring respect for ILO Conventions 87 and 98, in several countries where these rights are not

properly incorporated into legislation, or are violated in practice. Direct support was also provided to national trade union centres in response to violations of these Conventions and of other democratic fundamental rights in a number of countries. A regional human and trade union rights network was established as part of the ITUC's global network, and the ITUC-AP also assisted with the preparation and implementation of an ITUC mission to Korea in February 2009.

Work on trade union rights issues was also linked to ITUC-AP support for organising in a range of areas, with priority placed on responding to the trend towards informalisation of employment and the increase in atypical work in many countries in the region. A first regional workshop on atypical work was held in Seoul in December 2008, and regional workshops on organising and the informal economy took place in Kathmandu in September 2008, in Jakarta, Indonesia in November of the same year, and in Bangkok in September 2009. Eight national activities on these issues were also organised between 2007 and 2009. Extensive efforts in organising informal economy continued.

The ITUC-AP, jointly with the ITUC and the four Sri Lankan affiliates, organised a 2-day national workshop in Colombo on organising in export processing zones. This event, held as part of the ITUC Special Action Programme on EPZs, also involved GUFs and SSOs interested in supporting organising of EPZ workers in Sri Lanka and other countries in the region, as well as individual unions active in Sri Lankan EPZs. An analysis of wages, working conditions, unionisation rates and other employment-related questions was made, and a set of conclusions concerning legislative reform requirements, trade union organising and the role of the ILO was adopted.

Regional activities on the Special Action Programme on Migrant Workers were also organised by the ITUC-AP or by the ITUC in close collaboration with it, including an international workshop in Jordan (December 2008) and a regional strategic planning workshop (Kuala Lumpur, September 2009). The ITUC-AP also participated in an ILO meeting on trafficking of women and children in Bangkok (September 2007), a UN/ILO international conference on gender, migration and development (Manila, September 2008) and the 2nd Global Forum on Migration and Development in October 2008, also in Manila.

The ITUC-AP actively supported the creation of partnership agreements on migrant labour between trade union organisations in countries of origin and destination, involving affiliates in Malaysia and Indonesia, Malaysia and Bangladesh, Bahrain and Pakistan, Bahrain and Sri Lanka, Korea and Nepal, Kuwait and Sri Lanka and Jordan and Sri Lanka. Support was also provided to a migrant labour centre established by the MTUC Malaysia. In October 2009, the ITUC-AP also organised a regional conference on domestic workers. This event, held in Kuala Lumpur, focused on preparations for the 2010 International Labour Conference discussion on domestic workers.

ITUC-AP activities on gender equality, led by the Regional Women's Committee, included special discussions at the Regional General Council on pay equity (2008) and work-life balance (2009), and corresponding regional conferences were held based on the results of regional surveys on these issues. An ITUC-AP Working Party on Pay Equity was formed.

A sub-regional training workshop for gender auditing for South Asia was held in August 2009 in Singapore, and national gender audit workshops were held in Cambodia, Indonesia, Malaysia, the Philippines and Thailand. The ITUC-AP also promoted trade union action on March 8 International Women's Day events, and

worked to ensure a minimum target of 30% for participation of women in all regional events.

The ITUC-AP Youth Committee, composed in accordance with the gender parity principle, focused its work on the implementation of the Youth Charter adopted at the Founding Conference, emphasising the need for national action for youth employment in the context of the global economic crisis, and ensuring youth participation across the range of ITUC-AP activities. A survey on the situation of youth was conducted in 2009 in preparation for the 2nd ITUC-AP Regional Conference, and two-week Young Leadership Courses were organised in 2008 and 2009, involving 40 participants (36% women) and 35 participants (67% women) respectively. The second of these courses also included GUF participants. A regional review meeting on child labour, organised by ITUC-AP in Dhaka in May 2009, focused on the importance of compulsory primary education in eradicating child labour, and the need for this to be reflected in government budgetary allocations.

2. Labour Policy

Action around social safety nets, fiscal policy and fair taxation was implemented through a regional campaign on these issues, following the conclusions of a regional conference in August 2008 (Bangkok) and the subsequent adoption of a Resolution by the 2nd Regional General Council meeting. Surveys of affiliates on social safety nets and on taxation and fiscal policy were used as instruments within the campaign. A regional conference on minimum wages, in response to surging prices across the region, took place in November 2008.

The causes and impacts of the global economic crisis were examined at a regional conference on employment protection held in February 2009. This event developed a series of proposals concerning regulation, stimulating employment, a financial transactions tax and labour market policies which were submitted to the ITUC for inclusion in the statements to the G8 and G20 meetings.

Two sub-regional workshops on core labour standards in relation to international trade were organised, for South Asia (September 2008, Kathmandu) and South East Asia (October 2008, Manila). These events examined negotiations on free trade agreements in the regions and developments at the WTO, with a view to inclusion of core labour standards in bilateral and multilateral trade agreements.

The generally unfavourable outcomes from dispute settlement procedures in many countries in the region, and ways to reverse this trend, were analysed at a June 2009 regional conference on dispute settlement. The potential for elaboration of common platforms for social dialogue were discussed at a regional conference on tripartism and bipartism (23-24 September 2009, Singapore), along with proposals for regional and sub-regional initiatives in relation to ASEAN, the South Asian Association for Regional Cooperation and the Asian Development Bank (ADB). Dialogue sessions with representatives of the international and regional financial institutions were held during the 2nd Regional Council meeting, and two training workshops for affiliates on performance standards in International Finance Corporation lending and on the ADB's labour standards policy were implemented. A dialogue session with the ADB involving the ITUC-AP and regional GUF representatives was also held in May 2009. The ADB confirmed its commitment to continue this dialogue.

Action to ensure recognition of trade unions and promote decent work also included ITUC-AP involvement in the 1st Social Partners Forum of the Asia-Europe

intergovernmental meeting (ASEM) held in July 2008, followed by an ASEM trade union summit and a meeting of social partners in October 2008 in Indonesia. The ITUC-AP also supported the organisation of the 2008 and 2009 meetings of the Asia-Pacific Labour Network in Singapore.

The Confederation of Asia and Pacific Employers agreed to continue dialogue sessions with ITUC-AP each June, with the 2008 meeting focusing on climate change and the 2009 meeting on the employment crisis.

Preparations at the regional level for the 2009 Copenhagen Summit on climate change were made during two regional conferences on environment, employment and sustainable development, held in March and November 2008. Concerning occupational health and safety, along with ITUC-AP participation in ITUC activities, a database was created including information on basic trade union policies, international standards and education and training materials. This was published on the ITUC-AP website.

3. Cooperation and Coordination

Along with ITUC-AP participation in the ITUC Trade Union Development Cooperation Network, informal coordination meetings with regional GUF representatives took place in May each year, as well as 3-day annual coordination meetings with SSOs and GUFs each November. Cooperation between the ITUC-AP and TUAC was established, and annual regional coordination meetings with ILO-ACTRAV were held.

Solidarity action for those affected by the 2004 Tsunami which caused widespread devastation in the region was coordinated through a committee comprising the ITUC, ITUC-AP and GUFs. Projects included vocational training activities in Aceh Province (Indonesia) and in India. With the support of the ILO, more than 3,000 people received vocational training in various programmes, and organising activities in Tsunami-hit areas in India supported the organisation of several thousand new trade union members. ITUC-AP solidarity support was also extended to affiliates affected by other natural disasters during the period under review.

CHAPTER 13

EUROPE

1. Founding of the PERC

The Founding Assembly of the Pan-European Regional Council, the ITUC/ETUC structure for Europe, took place on 19 March 2007 in Rome. 87 affiliated organisations from 55 countries across Europe took part in the Assembly, which adopted the PERC Constitution and Programme. John Monks, General Secretary of the ETUC was appointed PERC General Secretary as provided for in the Constitution, and Mikhail Shmakov (Russia – FNPR) was elected President. Wanja Lundby-Wedin (Sweden - LO), Anna Knezevic (Croatia - UATUC) and Andrzej Adamczyk (Poland – Solidarnosc) were elected Vice-Presidents. At the end of the period under review, PERC had 89 member organisations from 56 countries.

The main decision-making body, the PERC Executive Committee, includes one representative from each member organisation, and held one-day meetings each year during the month of March, one day prior to meetings of the ETUC Executive Committee. A conference of the Women’s Committees of PERC member organisations in Turin in October 2008, involving delegates from 70 organisations in 53 countries, proposed the composition of the 12-member PERC Women’s Committee and this composition, along with the Committee’s statutes, was approved at the March 2009 PERC Executive Council meeting. Three representatives of the Women’s Committee were appointed to serve on the Executive Committee. A special Youth Conference in July 2009, involving representatives from 49 member organisations in 29 countries, founded the 9-member PERC Youth Committee and adopted its statutes. One representative of the Youth Committee serves on the PERC Executive Committee.

Activities organised by the ITUC and ETUC with their member organisations in the period prior to the PERC Founding Assembly concentrated on two main areas: maintaining ongoing activities and cooperation within the region, and developing the structures, programme orientation and working methods for the new regional structure. Ongoing activities included projects on gender issues, the informal economy, international and regional financial institutions, trade union rights with a particular focus on Belarus, trade union development and capacity building and education activities on a range of issues.

2. PERC Activities

The founding of the PERC enabled the consolidation of the existing activities in the region and the launching of new initiatives through the adoption, by the Executive Committee, of action plans for the years 2008-9 and 2009-10. These plans were elaborated in consultation with affiliates, GUFs and European Industry Federations, and in specific areas such as migration, human trafficking, forced labour and the environment, following discussions with relevant NGO’s.

Action on trade union rights, trade union development, organising and recruitment and social dialogue were principal themes in both action plans. The 2008-9 plan also focused on migration and on energy, while the plan for 2009-10 included action around the global economic crisis and its impact on the public sector, and

occupational health and safety. Initial work was also done on improving vocational education and training systems in the region.

Well over 150 activities have been implemented by the PERC since its foundation, covering human and trade union rights and labour legislation; social dialogue, economic and labour market policy; social policy and public services; discrimination; young workers; child and forced labour; energy; migration, organising and recruitment; trade union education; occupational health and safety and sectoral issues. In several of these areas, specialised working groups and task forces have been established to carry the work forward.

Along with the close involvement of the ETUC, cooperation with ILO-ACTRAV, the ILO Turin Centre and ILO Central and East European Office as well as solidarity support organisations was an important feature of the work.

The annual PERC Summer Schools provided important opportunities for detailed policy discussions and exchange of experiences in an open and informal setting, with broad participation from throughout the region as well as inputs from experts on the issues under discussion. The 2008 Summer School, held in Budapest on 1 – 3 September 2008, dealt primarily with taxation and social protection policies, in particular pension and health-system reforms. The 2009 event, held in Bratislava on 7 - 9 September 2009, focused on the impacts of the global economic crisis, and also provided a platform for discussion on ITUC Human and Trade Union Rights activities and established the PERC Human and Trade Union Rights Network. Work on the implementation of the ILO Commission of Inquiry recommendations to ensure respect for trade union rights in Belarus as well as campaigning to amend anti-union labour code in Georgia were priority actions during the period under review.

Country-specific meetings concerning Belarus, Moldova and Uzbekistan brought together member organisations, the ITUC, ETUC, GUFs and Solidarity Support Organisations, to work on coordinated approaches to tackling serious and persistent violations of trade union rights in those countries.

Planning for the involvement of PERC member organisations in the October 7 World Day for Decent Work events in 2008 and 2009 was a significant factor in ensuring the high levels of participation in these events from trade union organisations across the region.

Activities on child labour included meetings with the Global March Against Child Labour on 19-20 May 2008 in Moscow and 15-18 September 2008 in Sofia. These events included planning for future child labour activities in the region, including cooperation with the Global March network.

3. Women's and Youth Committees

The PERC Women's Committee also provided an important platform for mobilisation of women trade unionists in the October 7 events and other activities such as March 8 International Women's Day, helping to ensure a high level of visibility for gender issues, and supporting the development of active women's networks within the region. The Women's Committee also organised annual Women's School events, and contributed actively to the ITUC Women's Committees' policy discussions and activities. Particular focus during the period under review was placed on the informal economy, the gender pay gap, work/life balance issues, the position of women within trade unions, and violence against women. The PERC Women's Committee

involvement in the ITUC/UNI “Decisions for Life” project was a significant vehicle for this work in 4 Countries. Other project work included implementation of activities on human trafficking and forced labour. Close cooperation with the ETUC Women’s Committee was also maintained.

The PERC Youth Committee put forward proposals for inclusion in the action plans which were adopted by the Executive Committee, and focused its work on youth employment including precarious work, the impact of the economic crisis on young people, recruitment and organisation of young workers and vocational education and training. It worked closely with the ETUC and ITUC Youth Committees, and helped ensure the visibility of young workers in October 7 events through innovative and creative events in several countries.

4. Sub-regional activities

Two sub-regional structures provided vehicles for developing and implementing PERC activities in the Baltic area (Baltic Sea Trade Union Network – BASTUN) and in South-East Europe (SEE Trade Union Forum). PERC representatives participate in the meetings of these structures, and there is regular exchange of information to help ensure coherence and synergy. Annual meetings of member organisations from the Caucasus sub-region fulfilled a similar purpose.

Visits of PERC leadership to the various sub-regions also provided an important avenue for direct communication and increasing the profile of the regional structure. These visits focused especially on promoting ILO standards and on the European Social Model, including through meetings with member organisations, government ministers, parliamentary commissions and experts in various fields. Visits to Russia and Ukraine took place in February 2008, to Croatia for an SEE Trade Union Forum meeting in April 2009 and to Vilnius for a meeting with Baltic country affiliates in June 2009. Day-to-day management of activities and communications with member organisations was also ensured through the sub-regional offices in Moscow, Sarajevo and Vilnius.

A PERC website and a monthly newsletter also facilitated both the transmission of information to member organisations on PERC activities and on policy questions and the exchange of information between member organisations.

5. European Union and Council of Europe

Cooperation with the ETUC also included PERC inputs on relevant European Union matters across the range of PERC activities as well as EU enlargement. Cooperation was also developed with the European Trade Union Institute, in particular around the ILO European Regional Conference in February 2008. Facilitated by the ETUC, PERC developed contacts on issues of concern to PERC member organisations with EU Directorates-General and the European Economic and Social Committee. PERC representatives also contributed to regional events of DG Employment in SEE and DG Enlargement in the Eastern Partnership policy areas. Since the geographical coverage of the PERC coincides largely with the membership of the Council of Europe, and most PERC countries have ratified the European Social Charter, priority was also given to making the most effective use of the Council and the Charter, including through events in Tbilisi and Budapest in 2007 and in Banja Luka and Bucharest in 2008. The PERC also participated in a Council of Europe Ministerial Conference on Migration, in Kiev in September 2008.

CHAPTER 14

MIDDLE EAST

1. General background and main trade union developments

During the period under review, pre-existing conflicts continued to shake this region: the after-effects of the 2006 war in Southern Lebanon maintained that country in a state of internal division and tension, the Gaza War of 2008 has severely affected the living conditions of the Palestinian people and prolonged the interruption of the peace process, whilst daily violence has continued in Iraq, depriving the country of the security and stability it requires for its reconstruction. All of this has come on top of the drastic situation in Darfur and the armed revolt, in 2009, in Yemen.

In addition to these situations of ongoing tension, during this period the Middle East saw an unprecedented aggravation of poverty and unemployment provoked, in turn, by the international food, energy and financial crises. Under those circumstances, some governments in the region continued not to recognise trade union rights whilst others tried all kinds of methods in order to control trade union organisations. Despite all these constraints, the trade union movement did manage in some countries to defend the living standards of workers and some progress was reported on labour legislation: Oman issued a decree authorising the creation of a trade union organisation, whilst Bahrain improved the legal residence conditions for migrant workers, Egypt authorised the first independent trade union and registered an association providing support to workers (the CTUWS), and Morocco and Jordan decided to set up tripartite councils for promoting social dialogue.

Nevertheless, generally speaking, little progress was noted on trade union rights: in **Palestine** the economic and social situation worsened significantly, leading to an unemployment rate of over 60%. During the Gaza war, the head office of the PGFTU was bombarded and the house of one of its leaders was surrounded and completely destroyed. To get to work, Palestinians working in Israel have to pass many border checks each day. In **Israel**, thanks to a case filed by Histadrut, the High Court ruled in favour of equal pay for Palestinians, but the decision has not yet been transposed into law. According to the Israeli Civil Rights Association, 92% of employers were in breach of labour legislation in 2006. In **Lebanon**, following the 2006 war, the living conditions of workers have worsened further owing to job losses and the stagnation of wages between 1996 and 2008. Against that background, the restrictive laws against trade union activities were maintained, together with the Ministry of Labour's interference in internal trade union affairs. Four hundred thousand Palestinians are still living in refugee camps in Lebanon and banned from entering 56 professions.

In **Jordan**, civil servants and domestic employees are not allowed to join trade unions and are not covered by the Labour Code, and this also applies to migrant workers. In 2008, the GFJTU demanded that migrant workers be given the right to join trade unions, however the authorities rejected their demand. In **Egypt**, where trade union protests have been most frequent, workers have been demanding wage rises together with the right to establish free trade unions. In **Libya**, despite the State's gradual disengagement from economic activities, the authorities are still trying to keep control of the only permitted trade union organisation in the country. In **Tunisia**, trade unionists received very long prison sentences for demonstrating against unemployment and ended up spending over one year in prison before being released. In

2009, the whole leadership of the journalists' union was replaced after it published a critical report on freedom of expression in that country. In **Algeria**, although free trade unions are recognised by law they have continued to be subjected to various forms of government pressure and demonstrations they have organised have been harshly repressed. In **Morocco**, the government rejected the demands for wage rises presented by the trade union organisations, leading to an unprecedented series of trade union protests and strikes in all sectors. In **Mauritania**, the military junta attempted in 2008 to amend the Labour Code to strengthen the sanctions for involvement in trade union activities, and cut off public subsidies to trade unions that contested its own legitimacy.

Saudi Arabia and the **United Arab Emirates** continued not to recognise trade union rights. In **Qatar**, the 2005 Labour Code authorised the creation of a trade union organisation, however it has limited powers, is not open to migrant workers and is restricted to certain private sector companies. In **Oman**, the authorities accepted the principle, in 2007, of allowing the establishment of a trade union centre, however they have not yet allowed the organisation to hold its founding congress. In **Kuwait**, despite the ratification of conventions 87 and 98, the authorities have not yet introduced the new Labour Code, which had been endorsed by a tripartite meeting in 2003. In **Bahrain**, the 2006 decree banning dismissal for trade union activities has enabled the GFBTU to hold several successful protests that have forced employers to reinstate dismissed trade unionists. In that country, the authorities decided in 2009 to ban the "patronage system" that has enabled employers, in all the Gulf States, to order the expulsion of employees to their countries of origin.

In all the Gulf States, migrant workers have continued to be denied their fundamental rights and subjected to serious abuses, particularly in the building industry, export processing zones and domestic employment. In most cases, the increasing protest movements by migrants have led to collective repatriation. In **Yemen**, the activity of the GFWTUY has continued to be limited by the various restrictions contained in the Labour Code, as well as the violation of union rights in the private sector and the frequent use of police violence by the authorities. In **Sudan** and **Syria**, the authorities have continued to grant official organisations linked to the ruling party a monopoly in terms of trade union representation. In **Iraq**, the government has continually interfered in trade union affairs, confiscated union organisations' assets and banned them from holding congresses. It even made plans, at the end of 2009, to organise the GFIW congress itself. In **Iran**, the authorities have systematically repressed workers' protests, banned Labour Day demonstrations and imprisoned hundreds of trade unionists.

2. Activity in the region and the regional programme for strengthening trade unions

During the report period, the ITUC strengthened its Secretariat by creating a new post at the head office as regional coordinator for Arab and Middle Eastern Countries and organising three sessions of the "Meeting on Trade Union Development in Arab and Middle Eastern Countries" (12-13 November 2007, 20-21 November 2008 and 2-3 July 2009). These meetings took place in Brussels and were attended, in growing numbers from year to year, by affiliated organisations from the region and from Europe, and representatives of the GUFs and cooperation bodies. Each of the meetings reviewed the latest developments in the regional trade union situation and reached conclusions that were submitted to the ITUC General Council. At its 2nd session, the Annual Meeting adopted a document entitled "*Elements of a trade union strategy in the region*", which established the following main guidelines for ITUC

action: (a) to defend trade union rights and freedoms, (b) to promote decent work, and (c) to contribute to conflict-resolution, stability and peace in the region.

At that second meeting, and following a thorough discussion of trade union cooperation in the region, the Annual Meeting recommended the establishment, with support from the ILO Regional Office, of a working group in charge of making proposals for ensuring improved coordination between all partner organisations involved in the region and increasing the effectiveness of work in this area. At their meeting in Beirut in April 2009, the working group of experts from the ILO and representatives of GUFs and other partner organisations recommended a *Framework of priority themes* to cover cooperation activities and the establishment of a *Contact Group* to liaise between the ITUC and its partners in the region. At its third session, the Annual Meeting examined the social impact of the international crisis within the region and adopted a *Trade union action programme* to tackle the social effects of the crisis. The ITUC also reinforced its communication channels with the region by putting an Arabic version of its main web page online and establishing a second web page for circulating information about violations of trade union rights in the region.

The ITUC Projects Office in Amman has continued to support the affiliated organisations in the region with training and has continued to implement the programmes established in cooperation with LO-Norway, LO-Sweden, CTC-Canada and the Solidarity Center, aimed at providing support to Bahrain, Kuwait, Palestine, Jordan and Iraq. The ITUC has maintained its cooperation with *the Union syndicale des travailleurs du Maghreb arabe* (USTMA) and the International Confederation of Arab Trade Unions (ICATU) via the Euromed Trade Union Forum, which was set up in 1999 in association with those two organisations and in partnership with the European Trade Union Confederation (ETUC). In that framework, the ITUC has been involved in the running of a three-year training programme for leaders of the affiliated organisations in the region, the main aim of which was to strengthen the internal capacity of trade union organisations in the areas of organisational change and improvement of their administrative and financial management.

Apart from that, the ITUC has provided active support to its affiliates in Palestine, Mauritania and Bahrain, and to independent trade union activists in Egypt and Iran, and is currently running a solidarity campaign with the Iraqi trade unions in cooperation with the TUC-Great Britain.

During the forthcoming period, the ITUC will be carrying on those actions through the establishment of a trade union capacity-building programme, based on the decisions on the Middle East adopted by the 4th and 5th meetings of the ITUC General Council, which recommended:

- Strengthening the internal capacities of the affiliated organisations in the region in the areas of trade union autonomy, internal democracy and improvement of internal methods of administrative and financial management;
- Strengthening the capacities of the ITUC and its affiliated organisations in the region with regard to promotion of trade union rights and freedoms and, in particular, protection of the most vulnerable groups, such as women, migrants and workers in the informal economy;
- Strengthening of the cohesion between the ITUC's affiliated organisations in the region based on the medium- and long-term objectives of the working paper "*Elements of a trade union strategy in the region*";
- Strengthening coordination between all the partners in the region via the "Contact Group", aimed at securing high levels of complementarity and efficiency in the cooperation programmes;

- Strengthening of other frameworks for trade union cooperation in the region, such as the Euromed Trade Union Forum, by making improvements in their structures, programmes and working methods.

3. Promotion of peace and resolution of regional conflicts

In June 2007, the ITUC General Secretary visited Histadrut (Israel) and the PGFTU (Palestine) and held discussions with each of those organisations on the situation facing Palestinian workers in Israeli companies and the discrimination they were suffering. The mediation by the General Secretary led to the signing, in August 2007, of a historic agreement whereby both organisations committed to jointly defending full respect of the rights of Palestinian workers and declared that future relations between the PGFTU and Histadrut would be based on negotiations, dialogue and joint initiatives to promote the coexistence of both peoples and fraternity between them. Based on that Agreement, both parties agreed to implement the Agreement signed in 1995, which had not yet been fully applied, concerning the reimbursement of the fees of Palestinian workers in Israel. Since then, the commitments by both parties have been honoured and the Agreement has been implemented to the satisfaction of both.

At the 3rd Annual Meeting, the General Secretary of the ITUC renewed his efforts to strengthen dialogue between Histadrut and the PGFTU, by inviting representatives of both organisations to a special session focusing on the prospects for peace in the region, to which all meeting participants were invited. During that discussion, both parties reaffirmed their determination to join their efforts on promoting peace in the region. During the next reporting period, the ITUC will continue its action to help secure a just and lasting peaceful solution to the Israeli-Palestinian conflict, based on international law and on the coexistence of two sovereign states.

During the conflict in Gaza in December 2008 and January 2009, the ITUC launched an appeal for humanitarian aid for the victims of the huge devastation of Gaza. The first transfer of funds collected through this appeal was used for a joint humanitarian action organised with the International Transport Workers' Federation (ITF), the PGFTU-Palestine and the GFJTU-Jordan. The ITUC urged the UN agency in charge of humanitarian support, the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), to help distribute aid resulting from the funds collected by the appeal. However, UNRWA replied that it was unable to do this. Efforts continued to be made up to the end of the reporting period, in cooperation with representatives of the PGFTU and the Palestinian National Authority, aimed at finding other ways for distributing the aid. However, owing to the complex political situation and the heavy restrictions imposed by Israel on the Gaza borders, by the end of 2009 it had still not been possible to provide any new aid based on the objectives of the funding appeal.

CHAPTER 15

THE FRENCH-SPEAKING TRADE UNION COMMUNITY (FRANCOPHONIE SYNDICALE)

The *Francophonie Syndicale (FS)* consists of French-speaking affiliates and aims to promote mutual cooperation and to represent the international trade union movement vis-à-vis the International Organisation of French-speaking countries (OIF).

On 1 November 2006, the FS held a General Assembly in Vienna in conjunction with the Founding Congress of the ITUC. The central discussion theme was the role of the *Francophonie Syndicale* within the unified international trade union movement. The General Assembly was well attended owing to the unification of the former ICFTU, the former WCL and various other groups of independent trade union organisations, since the number of member organisations has risen to 87 and together they represent some 20 million workers. Within that new context, the FS of the ITUC undertook to work on consolidating the unification of the international trade union movement through strengthening the capacities of all its members.

On 28 November 2007, in conjunction with the Founding Congress of ITUC-Africa, an FS General Assembly was held to address the fight against HIV/AIDS, to promote women's right to access to decent jobs and to participate in the development of their societies.

From 15 to 17 May 2008, the FS attended the 6th Conference of the INGOs/SSOs in Caraquet (Canada). Its contribution to the debates enabled the voice of workers to be heard in the French-speaking community. The representatives also expressed the unions' view on the conference discussion topics: governance and democracy and the environment and the French language.

From 14 to 16 October 2008, the FS organised a Trade Union Summit in Montreal, with assistance from the OIF and organisations from industrialised countries on the FS Advisory Committee, in the run-up to the Summit of Heads of State and Government, on the theme of "The contribution of the union movement to promotion of democracy, good governance, environmental protection and social and intercultural dialogue". The discussions resulted in the publication of a statement that was submitted to the Summit leaders in Quebec.

As one of its meetings alongside major international events, the FS holds an annual meeting in Geneva in June during the ILO's International Labour Conference. This enables the presentation of activity reports to the member organisations, the outlining of strategies and the sharing of national and international level information amongst the French-speaking community.

In addition, the FS publishes an annual statement on 20 March, the International Day of the French-speaking Community, focusing on the theme chosen by the OIF. The statement is published through the ITUC communication network and sent to the national and international French-speaking press.

As appropriate, the FS holds bilateral meetings with the competent bodies of the OIF to discuss areas for cooperation and arrangements for potential support. Thus, in May 2009, the FS held a meeting in Brussels with the OIF officers in charge of liaison with civil society organisations, aimed at defining new focal points for activities in 2010. The FS meets alongside the statutory meetings of the ITUC and on the eve of each General Assembly.

The FS Advisory Committee is tasked with the drafting of the action programme and the implementation of its objectives, as well as the provision of activity reports to the General Assembly.

Contacts have also been made with a view to establishing exchanges and cooperation between the FS and the Commonwealth Trade Union Group. That initiative is backed by the OIF.

CHAPTER 16

THE COMMONWEALTH TRADE UNION GROUP

The ITUC provided the secretariat to the Commonwealth Trade Union Group (CTUG), the successor arrangement to the Commonwealth Trade Union Council, during the period under review. The CTUG brings together trade union organisations representing some 30 million workers in 53 Commonwealth countries, to promote trade union and other human rights, democracy and good governance.

The CTUG continued to work closely with Commonwealth institutions, in particular the Commonwealth Foundation, with which it collaborated in organising a trade union workshop entitled “*Realising People’s Potential Through Respect for Workers’ Rights*” as part of the Commonwealth People’s Forum (CPF) in Kampala in Uganda on 20 November 2007. The workshop served to promote the importance of decent work and the need for ratification of ILO Conventions, in particular the core Conventions, by all countries in the Commonwealth.

The CTUG also made a submission to the 2007 biennial Commonwealth Heads of the Government Meeting (CHOGM) held in Kampala following the CPF, in which it called for respect for democracy, good governance and trade union rights, and asked the Commonwealth Secretariat to take all necessary measures to ensure progress in the universal ratification by all commonwealth countries of the core ILO Conventions. The CTUG also issued a public statement in which it highlighted a number of specific proposals for action by the Commonwealth, and called upon the Commonwealth to maintain pressure on Zimbabwe until the regime makes fundamental improvements in the human rights situation, fully respects core labour standards, and ceases harassment of trade unionists.

The CTUG’s proposals were included in the Commonwealth Foundation’s statement under the heading “Decent Work”, which was submitted by the CPF to the Kampala CHOGM.

In its submission to the November 2009 CHOGM in Trinidad and Tobago, the CTUG urged the Heads of Government to endorse the ILO Global Jobs Pact, adopted in June 2009, as a means to ensure that employment and social protection are put at the heart of economic recovery efforts. The CTUG participated in the CPF pre-CHOGM 2009 Assemblies under the theme “*Partnering for a More Equitable and Sustainable Future*” and put forward proposals on each of the topics which were discussed by the CPF.

The CTUG held its annual meetings in at the International Labour Conference in Geneva on 10 June 2007, 15 June 2008 and 14 June 2009. The 2007 meeting focused on the CHOGM 2007 theme “*Transforming Commonwealth Societies to Achieve Political, Economic and Human Development*” and developed proposals to lobby Commonwealth governments, some of which did follow up on the issues raised by the CTUG. The 2008 CTUG meeting was addressed by the Deputy Director of the Commonwealth Foundation Mr. Vijay Krishnarayan, and a substantial part of the meeting was devoted to discussing the interactions of the CTUG and its member organisations with the

Foundation. A highlight of the 2009 meeting was an address by Ms Mmasekgoa Masire-Mwamba, Deputy Secretary General of the Commonwealth.

The CTUG also organised the participation of a woman representative of the Malaysian Trade Union Congress in the Commonwealth Youth Study Programme”, which took place in India from July 27-31 2009.

LIST OF AFFILIATED ORGANISATIONS - DECLARED MEMBERSHIP -

<i>Country</i>	<i>Organisation</i>	<i>November 2006</i>	<i>October 2009</i>
Albania	Confederation of the Trade Unions of Albania (KSSH)	105,000	105,000
	Union of the Independent Trade Unions of Albania (BSPSH)	83,847	83,847
Algeria	Union Générale des Travailleurs Algériens (UGTA)	1,532,968	1,532,968
Angola	Central Geral de Sindicatos Independentes e Livres de Angola (CGSILA)	51,000	51,000
	União Nacional dos Trabalhadores de Angola (UNTA-CS)	159,012	159,012
Antigua and Barbuda	Antigua & Barbuda Public Service Association (ABPSA)	365	365
	Antigua & Barbuda Workers' Union (ABWU)	3,000	3,000
Argentina	Central de los Trabajadores Argentinos (CTA)	1,127,000	600,000
	Confederación General del Trabajo de la República Argentina (CGT)	4,401,023	4,401,023
Aruba	Federacion di Trahadornan di Aruba (FTA)	3,000	2,507
Australia	Australian Council of Trade Unions (ACTU)	1,866,000	1,866,000
Austria	Österreichischer Gewerkschaftsbund (ÖGB)	1,061,912	1,109,211
Azerbaijan	Azerbaycan Hemkarlar Ittifaqlari Konfederasiyasi (AHİK)	735,000	735,000
Bahrain	General Federation of Bahrain Trade Unions (GFBTU)	10,000	10,000
Bangladesh	Bangladesh Free Trade Union Congress (BFTUC)	85,000	85,000
	Bangladesh Jatyatabadi Sramik Dal (BJSD)	180,000	180,000
	Bangladesh Labour Federation (BLF)	102,000	102,000
	Bangladesh Mukto Sramik Federation (BMSF)	40,000	204,000
	Bangladesh Sanjukta Sramik Federation (BSSF)	101,500	155,000
	Jatio Sramik League (JSL)	150,000	150,000
Barbados	Barbados Workers' Union (BWU)	15,000	15,000
Belarus	Belarusian Congress of Democratic Trade Unions (BKDP)	9,000	9,000
Belgium	Centrale générale des Syndicats libéraux de Belgique (CGSLB)	230,000	265,000
	Confédération des Syndicats Chrétiens (CSC-ACV)	1,550,000	1,528,644
	Fédération Générale du Travail de Belgique (FGTB)	1,367,000	1,434,527
Belize	Christian Workers' Union (CWU) ¹	2,500	-
Benin	Confédération des Organisations Syndicales Indépendantes du Bénin (COSI)	37,860	53,470
	Confédération des Syndicats Autonomes du Bénin (CSA)	53,000	53,000
	Confédération Générale des Travailleurs du Bénin (CGTB)	51,525	51,525
	Union Nationale des Syndicats des Travailleurs du Bénin (UNSTB)	36,000	36,000
Bermuda	Bermuda Industrial Union (BIU)	5,000	5,000
	Bermuda Trade Union Congress (BTUC)	4,955	5,000
Bonaire	Federacion Boneriana di Trabao (FEDEBON)	500	500
Bosnia-Herzegovina	Konfederacija Sindikata Bosne i Hercegovine (KSBiH)	428,163	223,000
Botswana	Botswana Federation of Trade Unions (BFTU) ²	-	55,270

¹ Withdrawn from membership in October 2009

² Affiliated in December 2007

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Brazil	Central Autônoma de Trabalhadores (CAT) ³	700,000	-
	Central Única dos Trabalhadores (CUT)	3,500,000	7,464,846
	Confederação Geral dos Trabalhadores (CGT) ⁴	600,000	-
	Confederação Nacional das Profissões Liberais (CNPL)	260,000	260,000
	Força Sindical (FS)	2,100,000	2,100,000
	Social Democracia Sindical (SDS) ⁵	50,200	-
	União Geral dos Trabalhadores (UGT) ⁶	-	1,350,200
Bulgaria	Confederation of Independent Trade Unions in Bulgaria (CITUB / KNSB)	250,010	220,000
	Confederation of Labour PODKREPA	154,000	153,350
Burkina Faso	Confédération Nationale des Travailleurs Burkinabé (CNTB)	10,500	10,500
	Confédération Syndicale Burkinabé (CSB)	14,536	18,986
	Organisation Nationale des Syndicats Libres (ONSL)	42,500	42,500
	Union Syndicale des Travailleurs du Burkina (USTB)	8,700	8,700
Burma	Federation of Trade Unions - Burma (FTUB) ⁷	-	10,000
Burundi	Confédération des Syndicats du Burundi (COSYBU)	12,000	12,000
	Confédération Syndicale du Burundi (CSB)	5,500	5,500
Cameroon	Confédération Syndicale des Travailleurs du Cameroun (CSTC)	200,000	200,000
	Union des Syndicats Libres du Cameroun (USLC)	50,000	50,000
Canada	Canadian Labour Congress / Congrès du Travail du Canada (CLC-CTC)	1,500,000	1,568,000
	Centrale des Syndicats Démocratiques (CSD)	70,000	70,000
	Christian Labour Association of Canada (CLAC)	38,000	50,985
	Confédération des Syndicats Nationaux (CSN)	300,000	300,000
Cape Verde	Confederação Cabo Verdiana dos Sindicatos Livres (CCVSL) ⁸	-	19,786
	União Nacional dos Trabalhadores de Cabo Verde - Central Sindical (UNTC-CS)	15,000	15,000
Central African Republic	Confédération Syndicale des Travailleurs de Centrafrique (CSTC)	11,124	11,124
	Union Syndicale des Travailleurs de Centrafrique (USTC)	15,000	15,000
Chad	Confédération Libre des Travailleurs du Tchad (CLTT)	42,000	42,000
	Union des Syndicats du Tchad (UST)	55,000	55,000
Chile	Central Autónoma de Trabajadores de Chile (CAT)	107,000	107,000
	Central Unitaria de Trabajadores de Chile (CUT)	400,000	400,000
Colombia	Central Unitaria de Trabajadores (CUT)	860,000	860,000
	Confederación de Trabajadores de Colombia (CTC)	400,000	250,000
	Confederación General del Trabajo (CGT)	700,000	700,000
Comoros	Confédération des Travailleuses et Travailleurs des Comores (CTTC) ⁹	-	5,000
Congo	Confédération des Syndicats Libres et Autonomes du Congo (COSYLAC)	18,735	18,735
	Confédération Syndicale Congolaise (CSC)	25,000	25,000
	Confédération Syndicale des Travailleurs du Congo (CSTC)	68,500	68,500

³ Merged into a new organisation UGT

⁴ Merged into a new organisation UGT

⁵ Merged into a new organisation UGT

⁶ Transfer of affiliation following the merger of CAT, CGT and SDS into a new organisation UGT in December 2007

⁷ Affiliated in October 2009

⁸ Affiliated in October 2009

⁹ Affiliated in December 2007

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Congo, Democratic Rep. of	Confédération Démocratique du Travail (CDT)	51,000	51,000
	Confédération Syndicale du Congo (CSC)	100,000	100,000
	Union Nationale des Travailleurs du Congo (UNTC)	51,000	51,000
Cook Islands	Cook Islands Workers Association Inc. (CIWA)	1,200	1,200
Costa Rica	Central del Movimiento de Trabajadores Costarricenses (CMTC)	108,000	108,000
	Confederación de Trabajadores Rerum Novarum (CTRN)	30,000	30,000
Côte d'Ivoire	Confédération des syndicats libres de Côte d'Ivoire (DIGNITE)	100,000	120,000
	Union Générale des Travailleurs de Côte d'Ivoire (UGTCI)	208,129	208,129
Croatia	Independent Trade Unions of Croatia - Nezavisni Hrvatski Sindikati (NHS)	-	87,313
	Union of Autonomous Trade Unions of Croatia (UATUC)	211,205	164,732
Curaçao	Central General di Trahadonan di Corsow (CGTC)	5,380	5,380
	Sentral di Sindikatonan di Korsou (SSK)	4,000	4,000
Cyprus	Cyprus Turkish Trade Unions Federation (TÜRK-SEN)	3,005	3,505
	Cyprus Workers' Confederation (SEK)	67,000	64,945
	Democratic Labour Federation of Cyprus (DEOK)	8,221	9,250
Czech Republic	Czech-Moravian Confederation of Trade Unions (CMKOS)	511,000	444,570
Denmark	Akademikernes Centralorganisation (AC)	170,907	147,116
	Funktionærernes og Tjenestemaendenes Fællesrad (FTF)	350,000	350,000
	Landsorganisationen i Danmark (LO)	1,100,710	1,251,367
Djibouti	Union Djiboutienne du Travail (UDT)	13,000	13,000
Dominica	Dominica Amalgamated Workers' Union (DAWU)	2,500	2,500
	Dominica Trade Union (DTU)	820	820
	Waterfront & Allied Workers' Union (WAWU)	1,000	1,000
Dominican Republic	Confederación Autónoma Sindical Clasista (CASC)	172,000	172,000
	Confederación Nacional de Trabajadores Dominicanos (CNTD)	143,000	143,000
	Confederación Nacional de Unidad Sindical (CNUS) ¹⁰	-	105,000
Ecuador	Central Ecuatoriana de Organizaciones Clasistas (CEDOC)	62,500	62,500
	Confederación Ecuatoriana de Organizaciones Sindicales Libres (CEOSL)	110,000	110,000
El Salvador	Central Autónoma de Trabajadores Salvadoreños (CATS)	30,000	30,000
	Central de Trabajadores Democráticos de El Salvador (CTD)	50,000	50,000
Eritrea	National Confederation of Eritrean Workers (NCEW)	26,000	26,000
Estonia	Confederation of Estonian Trade Unions (EAKL)	43,000	43,000
Ethiopia	Confederation of Ethiopian Trade Unions (CETU)	203,560	203,560
Fiji	Fiji Trades Union Congress (FTUC)	33,000	33,000
Finland	Confederation of Unions for Professional and Managerial Staff in Finland (AKAVA)	311,867	374,754
	Finnish Confederation of Professionals (STTK)	423,000	424,000
	Suomen Ammattiliittojen Keskusjärjestö (SAK)	900,000	800,000
France	Confédération Française Démocratique du Travail (CFDT)	806,829	803,635
	Confédération Française des Travailleurs Chrétiens (CFTC)	140,000	140,000
	Confédération Générale du Travail (CGT)	711,000	660,000
	Confédération Générale du Travail - Force Ouvrière (CGT-FO)	800,000	800,000
French Polynesia	Union Interprofessionnelle de la Réunion (UIR-CFDT)	16,000	16,000
	A Tia I Mua (TIA)	2,300	2,300

¹⁰ Affiliated in December 2007

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Gabon	Confédération Gabonaise des Syndicats Libres (CGSL)	19,000	19,000
	Confédération Syndicale Gabonaise (COSYGA)	14,610	22,800
Gambia	Gambia Workers' Confederation (GWC)	52,000	52,000
Georgia	Georgian Trade Union Confederation (GTUC)	200,000	235,824
Germany	Deutscher Gewerkschaftsbund (DGB)	6,500,000	6,000,000
Ghana	Ghana Federation of Labour (GFL)	10,545	48,200
	Trades Union Congress Ghana (TUC)	275,000	275,000
Great Britain	Trades Union Congress (TUC)	6,463,197	6,202,260
Greece	Greek General Confederation of Labour (GSEE)	300,000	300,000
Grenada	Grenada Trades' Union Council (GTUC)	8,000	8,000
Guatemala	Central General de Trabajadores de Guatemala (CGTG)	60,000	60,000
	Confederación de Unidad Sindical de Guatemala (CUSG)	30,000	30,000
	Unión Sindical de Trabajadores de Guatemala (UNSITRAGUA) ¹¹	-	17,500
Guinea	Confédération Nationale de Travailleurs de Guinée (CNTG)	100,500	100,500
	Organisation Nationale des Syndicats Libres de Guinée (ONSLG)	43,000	43,000
	Union Syndicale des Travailleurs de Guinée (USTG)	41,000	41,000
Guinea-Bissau	Union Nationale des Travailleurs de Guinée Bissau (UNTGB)	50,000	50,000
Guyana	Guyana Trades Union Congress (GTUC) ¹²	15,000	-
Haiti	Confédération des Travailleurs Haïtiens (CTH)	6,000	65,000
Honduras	Central General de Trabajadores (CGT)	250,000	250,000
	Confederación de Trabajadores de Honduras (CTH)	55,000	55,000
	Confederación Unitaria de Trabajadores de Honduras (CUTH)	295,000	295,000
Hong Kong SAR, China	Hong Kong and Kowloon Trades Union Council (HKTUC)	5,000	5,000
	Hong Kong Confederation of Trade Unions (HKCTU)	170,000	170,000
	Joint Organization of Unions - Hong Kong (JOU)	3,000	3,000
Hungary	Autonomous Trade Union Confederation (ATUC)	137,000	120,000
	Democratic League of Independent Trade Unions (LIGA)	101,000	103,000
	National Confederation of Hungarian Trade Unions (MSZOSZ)	400,000	400,000
	National Federation of Workers' Councils (MOSZ)	53,416	45,186
Iceland	Althydusamband Islands (Icelandic Confederation of Labour) (ASI)	88,307	109,318
	Bandalag Starfsmanna Ríkis og Baeja (BSRB)	18,600	20,877
India	Hind Mazdoor Sabha (HMS)	5,745,732	5,745,732
	Indian National Trade Union Congress (INTUC)	6,820,170	8,200,000
	Self-Employed Women's Association (SEWA)	688,743	1,123,542
Indonesia	Indonesian Trade Union Congress (ITUC/KSPI) ¹³	506,236	506,236
	Konfederasi Serikat Buruh Sejahtera Indonesia (KSBSI) ¹⁴	426,000	511,000
Ireland	Irish Congress of Trade Unions (ICTU) ¹⁵	-	833,486
Israel	General Federation of Labour in Israel (HISTADRUT)	450,000	450,000
Italy	Confederazione Generale Italiana del Lavoro (CGIL)	5,542,677	5,542,677
	Confederazione Italiana Sindacati Lavoratori (CISL)	4,287,551	4,507,349
	Unione Italiana del Lavoro (UIL)	1,800,000	2,116,299

¹¹ Affiliated in December 2007

¹² Withdrawn from membership in October 2009

¹³ In February 2007, the Indonesian Trade Union Congress - Kongres Serikat Pekerja Indonesia (KSPI) changed its name to Confederation of Indonesian Trade Union - Konfederasi Serikat Pekerja Indonesia (KSPI)

¹⁴ Previously named Serikat Buruh Sejahtera Indonesia (SBSI)

¹⁵ Affiliated in December 2007

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Japan	Japanese Trade Union Confederation (JTUC- Rengo)	6,567,000	6,587,695
Jordan	General Federation of Jordanian Trade Unions (GFJTU)	120,000	120,000
Kenya	Central Organisation of Trade Unions (COTU(K))	234,000	234,000
Kiribati	Kiribati Trades Union Congress (KTUC)	2,600	2,600
Korea, South	Federation of Korean Trade Unions (FKTU)	520,000	870,000
	Korean Confederation of Trade Unions (KCTU)	500,100	812,500
Kosovo	Bashkimi I Sindikatave të Pavarura të Kosovëj (BSPK)	106,607	138,351
Kuwait	Kuwait Trade Union Federation (KTUF)	34,274	34,274
Latvia, Republic of	Free Trade Union Confederation of Latvia (LBAS)	139,850	130,120
Liberia	Congress of National Trade Unions of Liberia (CONATUL) ¹⁶	25,000	-
	Liberia Federation of Labour Unions (LFLU) ¹⁷	17,000	-
	Liberia Labour Congress (LLC) ¹⁸	-	42,000
Liechtenstein	Liechtensteinischer ArbeitnehmerInnenverband (LANV) ¹⁹	-	1,153
Lithuania, Republic of	Lithuanian Labour Federation (LDF)	20,000	20,000
	Lithuanian Trade Union "SOLIDARUMAS" (LPS "Solidarumas")	7,100	8,000
	Lithuanian Trade Union Confederation (LPSK)	100,000	75,000
Luxembourg	Confédération Générale du Travail du Luxembourg (CGTL)	63,622	67,379
	Lëtzebuerger Chrëschtliche Gewerkschafts- Bond (LCGB)	33,000	35,000
Macedonia, The Former Yugoslav Republic of	Union of Independent and Autonomous Trade Unions of Macedonia (UNASM)	5,300	5,300
Madagascar	Firaisan'ny Sendikan'ny mpiasan'i Madagasikara (FI.SE.MA.) / Confédération Générale des Syndicats des Travailleurs de Madagascar	25,362	25,362
	Fivondronamben'ny Mpiasa Malagasy (FMM) / Confédération des Travailleurs Malgaches	15,000	15,000
	Sendika Krisitianina Malgasy (SEKRIMA) /Confédération Chrétienne des Syndicats Malgaches	20,000	16,477
	Union des Syndicats Autonomes du Madagascar (USAM)	3,900	4,529
Malawi	Malawi Congress of Trade Unions (MCTU)	180,000	137,350
Malaysia	Malaysian Trades Union Congress (MTUC)	405,000	500,000
Mali	Confédération Syndicale des Travailleurs du Mali (CSTM)	15,010	15,010
	Union Nationale des Travailleurs du Mali (UNTM)	130,000	130,000
Malta	Confederation of Malta Trade Unions (CMTU)	30,351	30,351
	General Workers' Union (GWU)	30,000	30,000
Mauritania	Confédération Générale des Travailleurs de Mauritanie (CGTM)	25,000	25,000
	Confédération Libre des Travailleurs de Mauritanie (CLTM)	56,000	56,000
	Union des Travailleurs de Mauritanie (UTM)	28,789	28,789
Mauritius	Mauritius Labour Congress (MLC)	30,000	30,000
	Mauritius Trade Union Congress (MTUC)	25,000	20,600
	National Trade Unions Confederation (NTUC)	59,000	40,000

¹⁶ Merged into a new organisation LLC

¹⁷ Merged into a new organisation LLC

¹⁸ Transfer of affiliation following the merger of CONATUL and LFLU into a new organisation LLC in October 2009

¹⁹ Affiliated in December 2008

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Mexico	Confederación de Trabajadores de México (CTM)	1,500,000	1,500,000
	Confederación Obrera Revolucionaria (COR) ²⁰	120,000	-
	Confederación Revolucionaria de Obreros y Campesinos (CROC)	400,000	500,000
	Consejo Nacional de los Trabajadores (CNT)	6,000	6,000
	Unión Nacional de Trabajadores (UNT)	500,000	500,000
Moldova	Consiliul Confederației Sindicatelor din Republica Moldova (CSRM) ²¹	356,266	-
Mongolia	Confederation of Mongolian Trade Unions (CMTU)	450,000	450,000
Montenegro, Republic of	Confederation of Trade Unions of Montenegro (SSSCG)	61,320	61,320
Morocco	Confédération Démocratique du Travail (CDT)	61,500	61,500
	Union Générale des Travailleurs du Maroc (UGTM)	53,000	750,550
	Union Marocaine du Travail (UMT)	320,000	320,000
Mozambique	Organização dos Trabalhadores de Moçambique (OTM)	97,305	97,305
Namibia	National Union of Namibian Workers (NUNW) ²²	-	80,000
	Trade Union Congress of Namibia (TUCNA)	-	42,100
Nepal	Democratic Confederation of Nepalese Trade Unions (DECONT) ²³	75,000	-
	General Federation of Nepalese Trade Unions (GEFONT)	304,601	329,781
	Nepal Trade Union Congress (NTUC) ²⁴	140,000	-
	Nepal Trade Union Congress-Independent (NTUC-I) ²⁵	-	350,000
Netherlands	Christelijk Nationaal Vakverbond (CNV)	338,113	334,000
	Federatie Nederlandse Vakbeweging (FNV)	1,200,000	1,362,000
New Caledonia	Union des Syndicats des Ouvriers et Employés de Nouvelle Calédonie (USOENC)	4,781	4,781
New Zealand	New Zealand Council of Trade Unions (NZCTU)	200,000	350,000
Nicaragua	Central de Trabajadores de Nicaragua (CTN)	25,410	25,410
	Central Sandinista de Trabajadores (CST)	40,000	40,000
	Confederación de Unificación Sindical (CUS)	30,000	30,000
	Frente Nacional de los Trabajadores (FNT) ²⁶	-	139,300
Niger	Confédération Démocratique des Travailleurs du Niger (CDTN)	-	35,000
	Confédération Nigérienne du Travail (CNT)	45,000	45,000
	Union des Syndicats des Travailleurs du Niger (USTN)	38,000	38,000
Nigeria	Nigeria Labour Congress (NLC)	2,000,000	2,000,000
	Trade Union Congress of Nigeria (TUC)	500,000	500,000
Norway	Confederation of Unions for Professionals (Unio)	262,000	280,979
	Confederation of Vocational Unions (YS)	204,457	209,344
	Landsorganisasjonen i Norge (LO)	831,464	865,392
Pakistan	All Pakistan Trade Union Congress (APTUC)	64,000	110,000
	Pakistan Workers' Federation (PWF)	880,000	880,000
Palestine	Palestine General Federation of Trade Unions (PGFTU)	318,052	318,052

²⁰ Withdrawn from membership in October 2009

²¹ Merged into CNSM, a non affiliated organisation in December 2007

²² Affiliated in December 2008

²³ Merged into a new organisation NTUC-I

²⁴ Merged into a new organisation NTUC-I

²⁵ Transfer of affiliation following the merger of DECONT and NTUC into a new organisation NTUC-I in October 2009

²⁶ Affiliated in December 2008

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Panama	Confederación de Trabajadores de la República de Panamá (CTRP)	40,000	40,000
	Confederación General de Trabajadores de Panamá (CGTP)	53,250	53,250
	Convergencia Sindical (CS)	75,000	75,000
Paraguay	Central Nacional de Trabajadores (CNT)	120,840	120,840
	Central Unitaria de Trabajadores Auténtica (CUT-A)	40,000	40,000
	Confederación Paraguaya de Trabajadores (CPT) ²⁷	7,672	-
Peru	Central Autónoma de Trabajadores del Perú (CATP)	12,705	12,705
	Central Unitaria de Trabajadores del Perú (CUT)	25,000	25,000
Philippines	Federation of Free Workers (FFW)	27,078	27,078
	Trade Union Congress of the Philippines (TUCP)	475,000	475,000
Poland	Niezalezny Samorządny Związek Zawodowy "Solidarnosc" (NSZZ Solidarnosc)	722,000	722,000
	Ogólnopolskie Porozumienie Związków Zawodowych (OPZZ)	318,000	318,000
Portugal	União Geral de Trabalhadores (UGT-P)	260,000	260,000
Puerto Rico	Central Puertorriqueña de Trabajadores (CPT)	53,000	53,000
Romania	Blocul National Sindical (BNS)	150,000	150,000
	Confederatia Nationala Sindicala "Cartel Alfa" (CNS Cartel Alfa)	1,050,000	1,050,000
	Confederatia Sindicatelor Democratice din Romania (CSDR)	101,000	101,000
	Confederatia Nationala a Sindicatelor Libere din Romania - Fratia (CNSLR-FRATIA)	500,000	520,000
Russian Federation	All-Russian Confederation of Labour (VKT)	1,300,000	1,300,000
	Confederation of Labour of Russia (KTR)	1,250,000	1,250,000
	Federation of Independent Trade Unions of Russia (FNPR)	27,800,000	27,800,000
Rwanda	Centrale des Syndicats des Travailleurs du Rwanda (CESTRAR)	72,000	72,000
	Congrès du Travail et de la Fraternité au Rwanda (COTRAF)	4,700	15,000
Saint Lucia	National Workers Union - St. Lucia (NWU)	3,000	3,000
	St. Lucia Seamen, Waterfront & General Workers' Trade Union (SWGWTU)	1,000	1,000
Samoa	Samoa Trade Union Congress (STUC)	1,502	1,502
San Marino	Confederazione Democratica Lavoratori Sammarinesi (CDLS)	5,620	5,905
	Confederazione Sammarinese del Lavoro (CSDL)	4,500	5,000
Sao Tome and Principe	Organização Nacional dos Trabalhadores de São Tomé E Príncipe - Central Sindical (ONTSTP-CS)	3,336	3,336
	União Geral de Trabalhadores de São Tomé e Príncipe (UGT-STP)	7,684	7,684
Senegal	Confédération des Syndicats Autonomes du Sénégal (CSA)	40,000	40,000
	Confédération Nationale des Travailleurs du Sénégal - Forces du Changement (CNTS-FC)	13,910	13,910
	Confédération Nationale des Travailleurs du Sénégal (CNTS)	60,000	64,000
	Union Démocratique des Travailleurs du Sénégal (UDTS)	20,000	20,000
	Union Nationale des Syndicats Autonomes du Sénégal (UNSAS)	53,000	53,000
Serbia	Confederation of Autonomous Trade Unions of Serbia (CATUS)	465,000	465,000
	Ujedinjeni Granski Sindikati "Nezavisnost" (UGS - NEZAVISNOST)	158,000	158,000
Seychelles	Seychelles Federation of Workers' Unions (SFWU)	5,000	5,000
Sierra Leone	Central Confederation of Trade Unions (CCOTU)	8,340	8,340
	Sierra Leone Labour Congress (SLLC)	25,000	25,000
Singapore	National Trades Union Congress (NTUC)	225,000	228,432
Slovakia	Confederation of Trade Unions of the Slovak Republic (KOZSR)	386,400	337,600

²⁷ Withdrawn from membership in October 2009

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South Africa	Confederation of South African Workers' Unions(CONSAWU)	200,000	290,000
	Congress of South African Trade Unions (COSATU)	1,800,000	1,800,000
	Federation of Unions of South Africa (FEDUSA)	360,000	360,000
	National Council of Trade Unions (NACTU)	310,000	310,000
Spain	Confederación Sindical de Comisiones Obreras (CC.OO.)	831,900	1,200,000
	Euskal Sindikatua ELA	110,000	115,000
	Unión General de Trabajadores (UGT)	810,000	810,000
	Unión Sindical Obrera (USO)	110,000	110,000
Sri Lanka	Ceylon Workers' Congress (CWC)	190,000	190,000
	National Trade Union Federation (NTUF) ²⁸	-	400,000
	National Workers' Congress (NWC)	82,972	82,972
	Sri Lanka Nidahas Sevaka Sangamaya (SLNSS) ²⁹	-	68,000
St. Vincent and the Grenadines	Commercial, Technical and Allied Workers' Union (CTAWU) ³⁰	1,926	-
Surinam	Algemeen Verbond van Vakverenigingen in Suriname "De Moederbond" (AVVS) ³¹	-	5,400
	Organisatie van Samenwerkende Autonome Vakbonden (OSAV)	5,000	5,000
	Progressieve Vakcentrale (C-47)	7,000	7,000
Swaziland	Swaziland Federation of Labour (SFL)	10,900	10,900
	Swaziland Federation of Trade Unions (SFTU)	25,000	65,000
Sweden	Landsorganisationen i Sverige (LO)	1,586,927	1,384,879
	Sveriges Akademikers Centralorganisation (SACO)	420,000	579,874
	Tjänstemännens Centralorganisation (TCO)	1,039,870	975,933
Switzerland	Schweizerischer Gewerkschaftsbund / Union syndicale suisse (SGB)	315,000	374,001
Taiwan	Chinese Federation of Labour (CFL)	500,000	250,000
Tanzania	Trade Unions' Congress of Tanzania (TUCTA)	350,000	350,000
	Zanzibar Trade Union Congress (ZATUC)	15,000	15,000
Thailand	Labour Congress of Thailand (LCT)	25,000	25,000
	National Congress Private Industrial of Employees (NCPE)	150,000	150,000
	State Enterprises Workers' Relations Confederation (SERC) ³²	-	50,000
	Thai Trade Union Congress (TTUC)	8,000	25,000
Togo	Confédération Nationale des Travailleurs du Togo (CNTT)	35,000	35,000
	Confédération Syndicale des Travailleurs du Togo (CSTT)	55,250	79,172
	Union Nationale des Syndicats Indépendants du Togo (UNSI)	8,061	8,061
Tonga	Friendly Islands Teachers' Association Tonga Nurses' Association (FITA/TNA)	500	500
Trinidad and Tobago	All Trinidad General Workers' Trade Union (ATGWTU)	2,500	550
	National Trade Union Centre of Trinidad and Tobago (NATUC)	45,000	45,000
Tunisia	Union Générale Tunisienne du Travail (UGTT)	539,000	517,000
Turkey	Türkiye Hak İşçi Sendikaları Konfederasyonu (HAK-IS)	330,000	330,000
	Türkiye İşçi Sendikaları Konfederasyonu (TÜRK- IS)	600,000	820,000
	Devrimci İşçi Sendikaları Konfederasyonu (DISK)	30,000	30,000
	Kamu Emekçileri Sendikaları Konfederasyonu (KESK)	200,000	200,000

²⁸ Affiliated in December 2007

²⁹ Affiliated in December 2008

³⁰ Withdrawn from membership in October 2009

³¹ Affiliated in December 2007

³² Affiliated in December 2008

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Uganda	National Organisation of Trade Unions (NOTU)	89,500	146,000
Ukraine	All-Ukrainian Union of Workers' Solidarity (VOST)	150,000	150,000
	Confederation of Free Trade Unions of Ukraine (KVPU)	242,000	268,000
	Federation of Trade Unions of Ukraine (FPU)	11,192,950	9,755,500
USA	American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)	8,839,000	8,400,000
Vanuatu	Vanuatu Council of Trade Unions (VCTU)	1,853	1,853
Vatican	Associazione Dipendenti Laici Vaticani (ADLV)	320	320
Venezuela	Alianza Sindical Independiente (ASI)	120,000	120,000
	Confederación de Sindicatos Autónomos de Venezuela (CODESA)	54,450	54,450
	Confederación de Trabajadores de Venezuela (CTV)	250,000	250,000
	Confederación General de Trabajadores de Venezuela (CGT)	51,000	51,000
Yemen	General Federation of Worker's Trade Unions of Yemen (GFWTUY)	350,000	350,000
Zambia	Zambia Congress of Trade Unions (ZCTU)	350,000	350,000
Zimbabwe	Zimbabwe Congress of Trade Unions (ZCTU)	170,000	250,894
		168,199,402	175,710,343



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