

**BUILDING A GLOBAL SOCIAL PARTNERSHIP:
TRADE UNION PARADIGMS FOR THE 21ST CENTURY**

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Preface

Peace is a precondition to the growth of trade union movement

1. Freedom and peace must prevail in the Asian and Pacific region. High hope that the end of the Cold War marked by the collapse of the U.S.S.R. and its block could bring the world peace and stability was destroyed by the ground reality of the world of today. Territorial tensions and skirmishes, ethnic and religious conflicts, and civil wars for self-determination are increasing along with the arms race and nuclear bomb-testing. In the past decade, over 5 million people were killed and died of their aftereffects of wars broken out in many parts of the world and 14 armed conflicts were observed in the Asian region. Peace is an essential prerequisite under which trade unions can grow and operate in its full-fledged capacity.

Environment protection is a trade union issue

2. The quality of living is very much subject to the given conditions of environment, such as climate change, desertification, deforestation, and continuing natural disasters. The environment is an issue of vital importance to the trade union movement. Many unions are working to assert the role of trade unions in environmental preservation and protection for their better life in conjunction with occupational safety and health. In spite of concerns expressed by many international forums and meetings to prevent environmental degradation, effective measures in the coordinated ways between the governments at the global level remain to be desired and if any, are not well in action.

Adverse impact of globalisation

3. The adverse impact of globalisation with characteristics of increasing liberalisation and deregulation which had been discussed in arising concerns for the past decade eventually dwells on to a reality with powerful gravity; increasingly marginalising ordinary people, particularly the working women and men, with inhuman free market force to the brink of economic, social and political calamities. More and more losers turn up in the dehumanising globalisation process of the economy that aggravates disparity between nations and worsening inequity and widening inequality within the nation. The economic policies obsessively lean on the rules of the free market concept with its justification of trickle-down effect. Socially unbalanced and over-simplified economic ideas and assumptions however precipitate the social cost in the process of the globalisation. The current global market economy system is seriously lacking due attention to adverse social implications of neo-liberal economic policy and measures of social protection for workers and people at large, is destined to the failure, unless the checks and balances are properly imposed upon this rampaging process.

Changing leverage of globalisation

4. The leverage of globalisation is shifting from trade of goods and services more and more to the financial and capital market area. Despite potential opportunities for the development of world economy through the globalisation of trade and investment, market-driven development strategies and casino capitalism in the financial market keep on sending the world a warning signal of potential crisis, as seen in the sudden collapse of once-buoyant emerging market economies in East and Southeast Asia and its contagious spill-over effects to other regions.

Victims of Asian economic crisis

5. Government's failure in economic and financial policies and crisis management was to a large extent precipitated by the speculative and foot-loose international financial capital, which is taking full advantage of the advancement of information and communication technology. In this process of the globalisation armed with the concept of market economy fundamentalism and owing to the "digital divide", the workers and the social poor become increasingly less empowered, being exposed wide-openly to the way of labour dehumanisation. Despite earlier strong international conviction rejecting workers being regarded merely as a commodity at the workplaces, workers in many segments of the society all over the world are still deprived of their right to decent living and human dignity and victimised by the greed and relentless exploitation directed by the free market.

Poverty, unemployment and child labour remain unabated, and social safety nets are not institutionalised

6. A large majority of population, such as those in paid-jobs, self-employed and their family members, hardly benefit from the fruits of mainstream economic activities led by the present globalisation process. Poverty remains unabated, particularly in rural areas, and the urban poor population is increasing due to low wages and loss of jobs. Gender issue continues as one of priorities and a challenging agenda at the same time for organised labour movement. Child labour, through the eradication campaigns and action programmes, has become a global issue, not confined only to developing countries, but also found in the developed countries. Government budget in education and health dwindles and its service for the public, particularly for the social poor is seriously undermined in the process of government privatisation policy. Social safety nets, if any, have not been institutionalised properly in most of the countries of the Asian and Pacific region, with only a handful exceptions. Their primary concern is to edge up international competitiveness in laissez faire market economy without paying attention to social empowerment. The commitment made by the governments to respect internationally recognised fundamental rights and standards for the working people is disappointingly unfulfilled in the light of the record of implementation.

Danger of social disintegration due to widening inequity and inequality

7. The danger of social disintegration, unfairness, discrimination and inequality within the nation poses serious challenges on the social and economic stability and advancement of democracy. At the same time, ever widening development gap between the developing and the developed countries is another potential threat to peace and security of the world. Economic development must be accompanied by social development. Human beings should be treated with dignity, and their political, economic and social rights should be strictly observed and practiced under any circumstances so that they can also benefit from the economic growth and national development.

Due considerations to long term corporate strategies and social responsibility

8. More and more businesses are placing the issue of short-term profit maximisation higher than other considerations for long term corporate strategies. There is an increasing tendency that chief executive officers (CEOs) are compelled to focus on making bigger short-term return of the investment in order to appease their shareholders, even at the price paid by their workers who are the major stakeholders of the company. Their easy option to cut the cost is to retrench or lay-off full-time and regular employees or to adopt a business strategy for enhancing labour flexibility by replacing regular full-time workers with more temporary workers, part-timers and casual workers. This is an ongoing situation of casualisation or contractualisation of employment on the ground reality nowadays. Such a change of corporate attitude is dangerous potentially, unless the companies clearly see their social responsibility as a crucial component of the society in which they produce and sell goods and services for the sake of the society. Many globally competitive companies are increasingly losing long-term business strategy such as human resource development, and the vision in the area of building up sound industrial relations. Such corporate practices would certainly be discredited by the society at large.

Trade and investment respecting internationally recognised labour standards and conducive to both social and economic development

9. Trade without fairness and investment without a human face are on the increase. Workers in the Asian and Pacific region are plunged further down from meager chances of getting themselves on the track of decent work and life. Labour protection laws, both national and international, receive scant respect because of governments' too harsh market-friendly policies coupled with exploitative and irresponsible behaviours of big businesses as well as investments in free trade zones (FTZs), among others. In a significant number of cases, they do not respect internationally accepted standards, exercising their power beyond the competence of the governments and the UN agencies, thus just neglecting social justice.

- Globalising economy with a human face
10. This process has to be checked and balanced so as to transform the globalising economy into a new economic system with human dignity. Globalisation benefiting only the fortunate few should shift its paradigm to the right track of humanity. The 21st century must ensure that social justice prevails and every corner of the world prospers.
- Global social partnership for the people
11. This aspiration can be attained through the development of a global social partnership for the people. To this end, the trade union movement must be a good partner in facing up national and global issues for the development of strategies in order to give the 21st century a chance for building a world full of social and economic justice. National trade union movement has to vigorously work out its strategic action plans on how to effectively represent the interests of working people. At the same time, trade unions must equip themselves with an enhanced capacity and capability for developing policy options and alternative proposals to the governments, the employers and the international community inter alia for promoting participatory democracy.
- Time for new paradigms for trade union movement
12. As the new millennium has just begun, it is right time for the ICFTU-APRO to consider and develop the means and ways of realising our goals, envisioned by its governing bodies, working together closely with International Trade Secretariats (ITSs). Hence we present following ten paradigms for consideration. Each paradigm represents a specified area of the priorities upon which spearheaded trade union actions should be concentrated.
- 10 paradigms
13. It is our strong hope that spirited and lively debates on the proposed ten paradigms will effectively contribute to strengthen our actions to realise our goals and objectives for the working women and men in the Asian and Pacific region.
- 10 Paradigms
- Paradigm 1: Peace, security and disarmament
- Paradigm 2: Work environment and nature conservation
- Paradigm 3: Political, economic and social democracy
- Paradigm 4: Future of the trade union movement
- Paradigm 5: Legal framework with international labour standards
- Paradigm 6: Workers' rights to social safety nets

- Paradigm 7: Industrial relations and good governance
- Paradigm 8: Equality
- Paradigm 9: A new global financial architecture with human dignity
- Paradigm 10: Trade union option in a changing economic environ

November 2000

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Paradigm 1: Peace, Security and Disarmament

Peace:
Essential
prerequisite of
trade union
growth

1. War is the most extreme form of violence against humanity, destroying human life and the basis for social development as well. Peace is a precondition to the hope of better future and an essential requirement under which the aspiration of working people can grow and trade unions as their representative organisations operate in its full-fledged capacity. As the ICFTU declared in its Manifesto adopted by the founding conference in 1949, a free and democratic trade union movement under the given peace will be a consolidated basis on which lasting peace can be firmly built up.

End of the cold
war:
Pandora's box split
open

2. When the Cold War was over a decade ago, so enhanced were the expectations of people to bring about peace and prosperity on earth as the dividend of peace which the world had pursued for a long time. However, the reality is that it has split opened a Pandora's box where various forms of tensions, conflicts and skirmishes, be it territorial, racial, ethnic or religious, and terrorism and wars for self-determination and independence have become wide open. This increasing tension and uncertainties subsequently jeopardised peace and stability in the Asian and Pacific region. Now that the end of Cold War ideological confrontation did not usher in peace and security, instead it called in the devil of nationalistic jingoism and ethnic sentiments.

Armed conflicts
continue and arms
trade on the
increase

3. 32 million landmines remain buried intact in 9 countries in Asia. In the past decade, over 5 million people were killed by the wars and died of their after-effects like diseases and starvation worldwide and 14-armed conflicts reportedly stood as a stumbling block to the progress of peace in the Asian and Pacific region. Arms and armament trade is on the increase. Countries continue to spend on arms from the precious national budget, particularly in the case of the developing countries, which would have been better spent for national economic and social development, essentially in the areas of education, health and social protection.

Disarmament at
snail's pace

4. Efforts for disarmament - reducing the production and stockpiling of weapons are being made, but the results are disappointingly at a snail's pace. Meanwhile, nuclear testing by nuclear weaponry holders, both underground and sub-critical, and even new entries in the nuclear-holders' club were recorded. These countries should sign international treaties on the banning of nuclear tests and the proliferation of nuclear weapons in order to contain the undesired development and ease an apprehensive or hostile environment.

Poverty and
discrimination
endangers peace
and security

5. In the world of today, 1.3 billion continue to suffer from extreme poverty and 860 million remain illiterate as they have never been provided with opportunities to learn. The gap between the rich and poor keeps on widening at an alarming rate. Poverty, discrimination and unfairness sow the seeds for various forms of confrontation including wars.

The UN Security
Council:
Veto can not be
overridden

6. The UN Security Council takes primary responsibility for the maintenance of international peace and security. But, because of the veto power a priori granted to the permanent members, the council is unable to act promptly and effectively to cope with a pressing local situation, if a conflict of interests arises among the five permanent members. These five permanent member countries are coincidentally nuclear weaponry holders that hold hegemony over the world.

Strengthen the
UN Security
Council with a
new democratic
structure

7. In 21st century, the collective security system should work better. For that purpose, democratic structure and process should be institutionalised in the United Nations. Firstly, the five permanent membership of the Council should be changed and enlarged to ten elected standing committee members without taking nuclear weaponry possession or capacity into account. Secondly, the veto could be overridden by a new mechanism within the Council so that UN can intervene in the potential or arisen conflicts and disputes efficiently and effectively on behalf of member states.

Coordinated effort
among UN
agencies and
other inter-
governmental
organisations

8. UN agencies like ILO and UN High Commissioner for Refugees and other inter-governmental organisations such as World Bank and Asian Development Bank (ADB) should step up their efforts to improve the functioning structure of the multilateral framework for peace, security and advocacy of human rights through coordination. Physical violence against women and child soldiers in the armed conflict areas are the worst forms of human rights violation.

ICFTU should lead
the international
opinion for peace,
security and
disarmament

9. The Peace, Security and Disarmament Committee of the ICFTU should not be dormant. It should play an active role in forging consensus to end conflicts and tensions, to develop political dialogue, to raise international awareness for peace, humanitarian aid and assistance for economic and democratic development. In order to do so, ICFTU should actively engage in the process of forming consensus among the UN member countries to control armament industry and to convert the arms industry to peaceful purposes with the ultimate aim of total abolition of massively destructive nuclear and chemical weapons.

Action plan

10. The ICFTU-APRO will, in cooperation with its affiliates, strengthen its activities for promoting peace and disarmament by:

- 1) Conducting education programmes on peace issues for union members which include the tolerance and acceptance of racial, ethnic, religious, political and cultural differences and diversity;
- 2) Sending trade union messages of peace, security and disarmament to the world to gain public support internationally and locally;
- 3) Organising events in a timely manner to raise awareness of the issue which needs urgent attention of union members and public at large;
- 4) Holding forums on peace at ICFTU-APRO and national level;
- 5) Setting up a committee on peace at the ICFTU-APRO;
- 6) Disseminating the tragedies of wars including nuclear-bombs;
- 7) Making effective trade union representation in the peace-related conferences of UN and other inter-governmental organisations.

Paradigm 2: Work Environment and Nature Conservation

Climate changes
and global
warming

1. The emission of greenhouse gases, primarily carbon dioxide (CO₂) but also others such as methane (CH₄) and nitrogen dioxide (NO₂) are producing a thickening blanket of gases which absorbs infra-red radiation from the sun and prevents excess energy escaping from the atmosphere. This is leading to climate changes and global warming having implications on: melting of polar caps, rise in sea levels, degradation of natural vegetation and lifestyles, and most of all, the living of human beings.

Fragile earth and
ecology system(I);
shift in
governance and
change of
dominant players

2. The fragility of earth and ecology system has to be seen further in two contexts. First, it is the shift in governance. The global economic and trading system is now greatly influenced by the decisions and actions of multinational corporations (MNCs) and international financial institutions (IFIs). The MNCs have a hand in two-thirds of the global trade in goods and services. This makes many - the governments - vulnerable and even subservient to the dictates of MNCs. The threat of industrial relocation looms large as many of the MNCs would be tempted to look, even force, for the "greener pastures" i.e., asking the countries for lower environmental and labour standards. This transition of governance and change of dominant players thus will have to be positively correlated with an increased respect for core international labour standards and environmental standards. The creation of necessary awareness about the Multilateral Environmental Agreement (MEA) will have to be coupled with vigorous campaigns for implementation. Otherwise, the danger of serious consequences of industrial and environmental pollution will eventually invite a man-made catastrophe. This would then gravely affect the sustainability of environment and nature on earth, thus peoples' livelihood.

Fragile earth and
ecology
system(II);
population growth

3. Second, it is the rate of population growth. The world population has already reached 6 billion before the year 2000, more than half of whom are living in Asia and the Pacific. Since the population is increasing at an alarming rate, now it may only take just a decade or so to add another one billion to the global population. A large majority of these new additions will be in the developing countries. The planet is simply incapable of continuously offering sustainable livelihood to such increases. Keen and serious attention to the population growth thus will have to be paid. Some 830 million people in the Asian and Pacific region do not have access to safe drinking water while more than 2 billion lack sanitation facilities.

Protection of ozone layer for sustainable development, some initiatives	4. The Vienna Convention on the Protection of Ozone Layer is the world's first climate protocol. A basic framework for an international response to climate change is provided by the UN Framework Convention on Climate Change (FCCC). The Earth Summit of 1992, a milestone, developed and legitimised a broad agenda for environmental, economic and political change. The UN Commission on Sustainable Development (CSD) is yet another forum of raising concerns, evolving programmes and to do the monitoring.
Alarming rate of new highly dangerous chemicals creation	5. Despite these positive actions and developments, the grey area remains in the implementation and even total inaction. The toxic substances mostly being the synthetic chemicals and presenting unbearable risk to human health and environment, for example, are continuously being manufactured. Over the past 15 years, more than 70,000 new chemicals were manufactured. The annual rate of creation of new substances is over 4,000. Efforts for health-safe and environment-friendly substances will have to be exerted to reverse this trend.
Renewed efforts	6. The situation then calls for renewed efforts aimed at two directions, namely: elimination of eco-destructive industries, and development of eco-friendly and nature conserving industries as well jobs. There should be international binding commitments for the reduction of emission of greenhouse gases. The employment effect will be obvious but is not documented. Realising such a need, it will be an important step for the environmental ministers of G8 to set-up a major international study on employment consequences of policies to reduce emissions and to simultaneously suggest the employment promoting measures.
Occupational health and safety hazards to workers	7. Yet, another area relates to the occupational safety and health hazards confronting the workforce, more so in the developing countries. Unhygienic and poor working conditions are found by many as necessary to cost saving and remain competitive but grossly overlooking the human dimension causing miseries. Inadequate attention, no wonder, leads to 850 fatal accidents daily. This number would increase significantly if all cases are reported, as the governments tend to report public the only registered cases.
Fighting against HIV/AIDS	8. Some 35 to 50 million men, women and children around the globe are known to have contracted the HIV/AIDS disease and total deaths from the syndrome are approaching to 19 million. As the world has failed to act effectively to AIDS pandemic as one of the most serious health, social and economic issues, people infected by HIV/AIDS in Asia and the Pacific is reportedly increasing at a skyrocketing rate. This is devastating the families

International Day of Mourning	and communities at large. The workplace is one of the most important and effective points in tackling the disastrous effects of the HIV/AIDS pandemic through awareness campaigns, education programmes and group discussions for the prevention.
	9. The commemoration of International Day of Mourning each year on April 28 for workers killed or injured due to unsustainable forms of production and the introduction of new technologies and machines with little safety information and education offered to the workers also serves as a renewed call for effecting improvements at work sites.
Action plan	10. The focus on the twin-work; work environment and nature conservation, has emerged as a new paradigm for trade unions. Action plan of the ICFTU-APRO and national affiliates will thus comprise of the following:
	1) Implementing education programmes for union members to raise the awareness on the environment emphasizing the fact that it is closely related to the health and welfare issues of the workplace and the community;
	2) Developing education materials and implement education programmes on population and reproduction health, and HIV/AIDS;
	3) Eliminating discrimination of HIV positive workers at the workplace;
	4) Extending the work of the committee of occupational safety and health to the issue of the environment;
	5) Impressing upon the governments the urgent need for the international community to intensify an internationally coordinated programme for curative research, prevention and treatment of the disease;
	6) Observing the International Day of Mourning as the national day to raise the awareness of industrial safety and health issue nation-wide;
	7) Lobbying the government and companies to invest more in research and development(R&D) for clean energy and reduction of the emission of greenhouse gases;
	8) Collaborating with the government for sustainable employment instead of eco-destructive jobs;
	9) Lobbying the government for creation and promotion of environment friendly jobs;
	10) Contributing to the process of formulation of environment protection law and its enforcement in cooperation with "nature-watch" NGOs;
	11) Full-fledged operation of Asian Workers Institute for Occupational Safety, Health and Environment.

Paradigm 3: Political, Economic and Social Democracy

Trade unions struggle for political, economic and social democracy

1. The securing of rights and advances for working people cannot be obtained by traditional trade union activity alone. There must be political action as well. Trade unions need to pay attention to many matters which cannot be addressed purely by traditional means of economic struggle. For example, the need is absolute for better and more accessible education and health systems available to all, and the need to ensure a fair distribution of the economic resources available is essential, where the full development of working people is to be achieved.

Military intervention in politics: crucial setback of political democracy

2. Political democracy is crucial to trade union development. Where political democracy is suppressed or denied, then so too will be the functioning and rights of the trade union movement and other democratic institutions. In a number of countries in Asia and the Pacific, the military is either directly involved in country governance, or its elements exert an undue heavy-handed influence. This is a serious setback to the development of political democracy and should be rejected by the trade union movement which must itself develop appropriate mechanisms to ensure:
 - Separation of the administrative, judicial and legislative authority of states.
 - Transparency and accountability in regard to government operations as well as effective participation of civil society.

Unfair distribution of wealth: threat to economic democracy

3. A basic issue for trade unions is to ensure that there is a fair distribution of wealth in society. In order to make the society function as a whole, there should be a scope for fair levels of profit to be made. Governments should be able to raise sufficient funds through taxes and charges to deliver services and to develop infrastructure but there should be also another scope for fair levels of wages and other working conditions. Unfortunately, the fair distribution of wealth does not take place as a natural process, and this threatens the development of economic democracy, particularly when the competitiveness is the imperative and social dimension is ignored in the context of free market driven global economy.

Neo-liberal concept of globalisation undermines the democratic institutions

4. Current globalisation process with liberalisation of trade and investment in the present world economy is producing increasing inequalities and widening gap between the rich and the poor. For example, the richest 20% of the people of the world share 86% of the world Gross Domestic Product (GDP) and on the other hand the poorest 20% share only 1%. This is a fundamental threat to the very foundation of democracy which is yet fragile

in many countries in Asia and the Pacific, as the mass including the workers will be pushed more and more to the periphery from the core of the decision-making process.

Excessive deregulation - effect on employment: challenges to trade union development

5. A global factor that has worked against the fair distribution of wealth is the excessive deregulation of economies. This has led to a significant scale of downsizing in both private and public sectors. Issues of increasing informal sector employment, precarious forms of employment which undermine the employment security in the formal sector and contracting of labour are important for both societies as a whole, and for trade unions in particular, to consider. Many countries in Asia and the Pacific did not have a chance to develop grass-root democracy at the plant level, particularly in the context of economic growth-first policy and edging-up of international competitiveness. Trade union development is often regarded as the litmus paper for judging the development level of democracy in a state. Trade unions representing the collective voices of the working people play a very important role for the advancement of democracy. How to organise? How to bargain collectively? These are special factors for the workers to build up a democratic, free and representative trade union organisation in developing countries where social dialogue is not the established practice.

Participatory democracy through social dialogues for the realisation of social justice

6. Social development is a critical area of trade union work. Education, health and welfare benefits for example should be regarded as essential elements of a social wage and should be pursued industrially and politically. Unions must also be flag-bearers in the fight against social injustice. In our region gender discrimination, child labour, forced labour, labour trafficking are all issues requiring enormous work of a corrective nature. Tripartism is a key element of social dialogue and democratic development. We should aim to be represented in all appropriate forums and to ensure that we interact with NGOs as appropriate.

Trade union movement leads the development of democracy

7. There needs to be action taken to expand the scope of trade union activity so that unions are able to play a leading role in the development of political, economic and social democracy. Working people, through their unions, should see themselves as contributing to democratic development for a better and fairer life, both at work and within society as a whole. Accordingly the trade union movement promotes:
 - 1) Respect for political pluralism;
 - 2) Social dialogues, particularly tripartism and bipartism;
 - 3) Gender equality in all aspects of human life;
 - 4) Freedom of association and expression;

- 5) Due recognition of responsible civic organizations;
- 6) Fair distribution of wealth;
- 7) Fair taxation;
- 8) Bridging the gap between rich and poor.

And opposes:

- 1) Military dictatorships;
- 2) Authoritarian and totalitarianism;
- 3) Injustice in politics, economics and society;
- 4) Violation of international covenants, treaties and the like.

Action plan

8. ICFTU-APRO and its affiliates will put their strenuous efforts on the following for the development of democracy in all areas of the society:
 - 1) Labour participation in decision-making process and formulation of laws;
 - 2) Training and development of trade union human resources;
 - 3) Promoting equality in all levels and aspects of trade union activities;
 - 4) Continuously lobbying and negotiate for a decent living wage as well as social safety nets;
 - 5) Lobbying for the reform of the national tax law for fairness and justice;
 - 6) Lobbying for the fair income distribution system such as profit-sharing scheme;
 - 7) Forging close and constructive partnership with the government and the employers on the equal footing for the development of industrial democracy through social dialogue;
 - 8) Forming a strategic alliance with civil society for the development of democracy.

Paradigm 4: Future of the Trade Union Movement

Time to carry out an in-depth assessment on the globalising economy for new strategies for trade unions

1. Trade union movement whose mandate is to protect the workers and to improve their general welfare including wages and working conditions has now reached to a point of time to carry out an in-depth assessment on the current situation locally and globally as well. The price that many union members and officials who wage the fight against injustice and inequality remains far too high. Therefore, trade union movement in an interdependent and rapidly globalising economic environment of the world today needs to further develop strategies to stay confident and increase its relevance by strengthening its adaptability and counterbalancing power to the changes and assuming greater responsibility so as to take the lead role of the society in the 21st century.

Workers become more inclined to societal concerns

2. The changes of today's world economy make more and more workers realise that, apart from various workplace matters, they should also participate more actively in dealing with other societal concerns. Workplace issues are increasingly a logical extension that is difficult to separate from other societal issues or vice versa, because they are complicatedly interrelated and influencing one another. Labour market policy, for example, can not be formulated without taking people's welfare and social security into consideration, particularly in the context of massive and far-reaching consequences of the deregulation and liberalisation process of the economy.

Dehumanisation of labour and increasing flexibility

3. Being alert to the dehumanisation of labour and increasing flexibility in the labour market, trade unions are facing serious tasks to address various forms of challenges on employment patterns, work organisation and subsequent threats to traditional membership base and the trade union value of collectivism.

Capacity and capability of trade unions is being tested

4. Temporaries, part-timers and contract workers are growing. This change might systematically discourage the workers in precarious forms of employment from forming and joining trade unions unless institutionally checked. Trade unions shall be then confronted with the problem of representation status for working people. Subsequently, it can be envisaged that the future trade union movement will also experience an increasing task in mobilising the collective voice of the workers that shall be powerful enough to influence the policy-decision making process in the government and political parties. The capacity and capability of trade unions on how to respond to the challenges of the significant changes in the globalising economy will be likewise tested.

Consolidating members; education and better services	5. Consolidation of existing union members is certainly a very important aspect of union organising activity. Trade unions have built up their base mainly on regular and full time workers. Union education and better services for the members are the key for the trade union to grow the union. In the light of globalisation and recent Asian financial crisis, there arose a strong need, particularly for union education on financial and monetary issues in order to enlighten and upgrade the knowledge and understanding of union members on the current financial and economic development and policies of international financial institutions and the social consequences of massive monetary speculations.
Ever increasing role of trade unions	6. As the interests and concerns of union members in social and political issues are increasing, trade unions also need to play an ever increasing role as the most responsible and representative organisation in the society.
Esteemed union image and quality contribution for the whole working people	7. Trade unions need to further enhance the quality contribution with action and policy alternatives for the promotion and protection of the working people so that the achievements made by the trade union can duly recognised and the good image of trade unions permeates among the public which will gradually establish a firm base for social dialogue.
Declining membership and union density	8. Membership level is one of the most visible manifestations of a union's state of health. Union density is also one indication of the strength and influence of unions. Decreasing membership may call into question on the representativeness of trade unions.
Loss of union income and its adverse effect to trade union activities	9. Reduced membership means the loss of union income available through membership subscriptions, and in turn the level of service that unions can provide will be also squeezed. This tendency is mainly due to privatisation under structural adjustment programmes and legislative barriers for trade union activities, and partly due to weak awareness among workers for the importance of trade union presence for collective protection. Particularly in the wake of financial and economic crisis, a lot of national centers in the region suffered the different degrees of financial constraint in implementing their trade union activities.
Action plan	10. Under such changing circumstances, trade unions in the 21st century are further determined;
Organising	1) To organise workers in all forms of employment, with special efforts exerted to the following categories: <ul style="list-style-type: none"> • Women workers, • Young workers,

	<ul style="list-style-type: none"> • Part-time and temporary/casual workers, • Growing informal sector workers including agrarian workers, • Migrant workers(domestic and international), • Professionals and junior managers, • Unemployed workers.
Safeguarding jobs through full and sustainable employment	2) To seek ways and means for safeguarding jobs for the members through full and sustainable employment by taking pro-active role in human resource development both at the plant and national level to improve workers' employability, participating in the strategy development for job creation and monitoring government employment programmes.
Higher income policy	3) To look beyond wage and working condition issues such as taxation system and other social policies which can negatively affect the real and disposable income of the workers. It is also very essential for trade unions to pursue higher income policy as a principle from national economic perspectives, particularly in the light of economic recovery from the crisis.
Review the structures of trade unions including unification drive and trade union democracy	4) To review the structures of trade unions to deal effectively with the new problems and challenges of the society and the workers in particular. Unification of national trade union movement has to be pursued together with further development of trade union democracy. Women workers and youth should be actively integrated into the trade union structure.
Trade union networking for prompt responses of trade unions	5) To strengthen trade union networking in order to promptly respond to the issues and share the information of urgency and significance through maximum utilisation of information technology such as Internet and e-mail communications.
Trade unions make a difference	6) To bear in mind that it is very essential and crucial for the trade unions to prove the difference they can make between being a member and non-member in the ways of better job security, better negotiated wages, union protection, grievance handling and so forth for their members.
Trade union capability to increase the influences	7) To build up the organisational capability of trade unions in the enhancement of professionalism and the development of trade union strategies for trade union's engagement in the decision-making process of the government and lobbying the politicians, bureaucrats and other parties concerned for the legislations for the attainment of social development through the means and ways of boosting trade union influence.

Trade union competence building for tripartite and bipartite consultation mechanism	8) To strengthen the competence of trade unions ready to participate in the tripartite and bipartite consultation mechanism in order to promote trade union policy on economic, social and political issues and to find out the national efforts to effectively tackle the problems of retrenchment/lay-offs, social safety nets, education/training and health, economic recovery, social justice, industrial democracy and so forth in the light of globalisation and the restructuring process of the industries.
Dialogues with international and inter-governmental organisations including IFIs, and strategic alliance with NGOs	9) To engage in the dialogues with international and inter-governmental organisations and form the strategic alliance with non-governmental organisations to address the global issues for which international trade union movement along with national trade union centers deems to make active interventions, particularly in monetary and financial policies of international financial institutions(IFIs).
New trade union priorities and strategies for the new century	10) To represent a wider variety of interests and demands of the people including the working people and their families. In this respect, priorities and strategies need to be reviewed and re-developed to meet the changing composition of the workforce, without undermining their traditional support base and the mandate of trade unions.
Ways to strengthen international solidarity	11) To strengthen the international solidarity by pursuing the common agenda of international trade union movement, promoting exchange programmes for mutual understanding, and respecting the decisions of the national organisations which are based upon their own peculiarities of social structures, history and industrial relations. It is also strongly felt that the ICFTU should be represented in all countries of the world in the 21st century. The founding principles of the ICFTU should be firmly upheld, without any compromise, as the driving force for the free, democratic and independent trade unionism.
Strengthening relationship between ICFTU and ITSs through the better coordination for efficiency and effectiveness	12) To identify peculiar area of the ICFTU for its action and promote the coordination work with the ITSs to best utilise the limited financial and personnel resources which will be a key for the ICFTU for its organisation's efficiency and effectiveness in working with trade unions around the world. For a stronger representation of the workforce industrially, nationally, regionally and globally, ICFTU and ITSs should further strengthen their relationship.

Paradigm 5: Legal Framework with International Labour Standards

Inspiration and guidance for labour legislation	1. Labour standards have been set since the days of industrialisation even before the ILO accorded recognition to the promotion and setting up of labour standards in its constitution in 1919. The fundamental principle of freedom of association, adequate wages, equality and workers' protection were reaffirmed in the Philadelphia Declaration in 1944, and the basic elements of these principles were enshrined in the ILO Conventions and Recommendations. Sovereign states of the post world war period drew inspiration and guidance from the United Nations Universal Declaration of Human Rights for the drafting their respective national constitutions. Similarly, these UN instruments as well as the ILO instruments setting global labour and social standards provide the ideals and principles for the basic tenets for labour legislation in a modern society with a global economy.
Constitution is the fountain of labour law	2. The constitution of a country guaranteeing the fundamental and inalienable rights of every citizen is the fountain from which all other laws including labour laws flow. The bureaucrats and law-makers however do have their own vested interests in making provisos as "in the public interest", "maintenance of essential services" and "in the interest of the national security" and the like, which give rise to protracted litigation and the reflection of undue influence of the executive and the legislative on the judiciary.
Colourable legislations galore	3. Customs, practices and conventions in a society are stronger than law, which do not lend themselves to adaptations, from time to time only to sub-serve the interests, ideological persuasions of shortsighted politicians and planners. It is however observed in the Asian and Pacific region that amendments to labour laws are increasingly being introduced to deny or erode the basic rights of workers, in certain cases as in Korea(1997) trampling on the age-old customs and practices, and thus gravely disturb the industrial relations culture and practices. Examples of such colourable legislations galore as the Employment Contract Act of New Zealand(1992 - 2000) seeking to undermine the role of trade unions, the Presidential decrees and ordinances in Pakistan(1999) denying freedom of association to the Water and Power Development Authority (WAPDA) workers. It is common knowledge that with a few exceptions, the free trade zones or the export processing zones are exempted from the application of labour laws, and there have also been reports about special industrial parks being exempted from protective legislations and being governed by special laws with scant respect to the basic rights of workers.

- Judge-made laws 4. Workers and their representative trade unions, especially in the South Asian region have been preoccupied with protracted and vexed litigation on every aspect of employment and industrial relations. Though in some countries we hear of judicial activism with judiciary acting as a check on the arbitrariness and abuse of powers by the bureaucracy and the executive, there are also complaints about the executive authorities exerting enormous influence and the judiciary often succumbing to the pressure. There are also of course instances of judge made laws and obiter dictas by progressive minded judges who have advanced the cause of workers, with law serving as the vehicle of change.
- Universality and indivisibility of labour standards 5. In a globalising economy, the legal framework should appropriately be laid which will reflect the universality and indivisibility of the basic rights and responsibilities of workers. All the member states in the ILO do involve themselves in setting standards through the elaborate double-discussion methods, and having adopted instruments setting standards on labour and social issues, pledge their commitments to increasingly ratify and implement the principles embedded in these ILO instruments. It is therefore strange and disappointing that in recent years the Labour Ministers of Asian governments have called for certain flexibility in the application of ILO standards on the untenable plea of their economies not having reached a level in which these standards could be applied.
- Global vision and local action in the legal framework 6. The legal framework should increasingly reflect the global vision and local action in the matter of universal application of labour standards. The legislative process should include the opportunities for the social partners to fully participate and contribute to the formulation of laws, which seek to protect and promote their interests. It is in this respect very disturbing that when the national labour commissions and labour policies are announced, as in the case of some countries, the recognised trade union centers are not consulted in the matter of the terms of reference or the selection of the members of the labour commission.
- ILO Declaration on Fundamental Principles and Rights at Work & ICFTU-APRO Charters 7. The labour legislation of a country should be tested in the context of the ILO Declaration on Fundamental Principles and Rights at Work where all member states of the ILO are obliged to the ILO core conventions such as freedom of association and collective bargaining, elimination of forced labour, child labour and discrimination. The labour legislation should be also related to the demands of the trade unions, as contained in the labour and social charters, as for instance the ICFTU-APRO's Social Charter for Democratic Development and the ICFTU-APRO's Charter of Minimum Demands for essential provisions in labour legislation such as "no requirement for union registration",

Action plan

- "compulsory tripartism", and "immunity for industrial disputes" should be well entrenched in the national laws, so are essential clauses in collective bargaining agreements such as "union and agency shops", "check-off", "compulsory consultation for redundancies", and "joint consultative system" being encouraged for the development of industrial democracy.
8. The paradigm action plan thus for securing an appropriate legal framework with international labour standards will be :
- 1) Information on labour-related laws and international standards should be disseminated to the union members through various trade union education and training programmes;
 - 2) Ratification of ILO conventions, particularly core labour standards and their implementation in law and practice;
 - 3) International trade union movement should positively take up, as appropriate, any violation of international covenants, and file such cases with the international agencies, particularly the ILO;
 - 4) Develop such activities through exchange of information and expertise, and thereby promote for successful campaigns;
 - 5) Any unconstitutional action against the trade union organisations by governments and employers should be closely monitored and prompt counteraction should be taken;
 - 6) Any legislative and administrative regulations seeking to favour unduly the interests of the investors by way of offering exemptions from the observance of labour laws and other concessions should be opposed vehemently through industrial and political involvement;
 - 7) Full involvement in ICFTU-APRO Trade Union Rights Week Campaigns(7-13 December every year);
 - 8) Influence and pressure should be exerted on the ILO so that the supervisory mechanism and the complaint procedures of cases in the ILO's Committee on Freedom of Association can expedite the decisions of cases filed with the ILO Committees; Further, the provisions in the ILO Constitution in regard to Direct Contact Missions, Fact-Finding Missions should be increasingly used in a more responsive manner;

- 9) Policies and programmes pursued by the governments at the behest of international financial institutions clearly breaching the labour standards in law and international covenants should be referred to the court of law through writ jurisdiction and other legal remedies as available.

Paradigm 6: Workers' Rights to Social Safety Nets

Asian financial crisis : outcome of unbridled globalisation

1. Globalisation and its effects, which were much debated for the last decade of the second millennium, had a clearer verdict as the Asian financial and economic crisis left in its aftermath devastating ill effects. The decisions of the companies were made in the boardrooms that may be far away from the factories or workshops. The paradox of companies' chief executive officer getting big fat bonuses and stock options amounting to millions of dollars was a common news. Yet, when the storm of the mighty financial crisis swept across much of Asia, beginning with Thailand in 1997, workers were compelled to and still bear the greatest brunt of the economic hardship.

Rising unemployment, increasing job insecurity and child labour

2. Deregulation and flexibility in the labour market produces a lot of victims, especially female and young workers who would experience the highest possibility of losing their jobs. They experience what can best be described as the "toothpaste syndrome" - last employed, but first to be retrenched. All too often, young workers are retrenched without proper compensation nor the adequate provision to help them re-employed. As parents lose their jobs, the ill effects spill over to the workers' immediate family. Children across many parts of Asia began to drop out of school as their parents were unable to send them to school. This causes the increase of child labour.

Poverty unabated

3. Half the world's population (3 billion people) living in developing countries earn less than US\$2 a day and about 1.2 billion of people live on less than US\$1. Due to privatisation of public health care system, people witness the soaring health care bills which keep them away from any accessibility to decent medical treatment. Workers grapple with declining social security and government subsidies amidst a declining standard of living.

International Covenants and ILO Conventions

4. The UN Universal Declaration of Human Rights calls on that everyone has the right to protection against unemployment and just and favourable remuneration ensuring for himself/herself and family in existence worthy of human dignity and supplemented, if necessary, by other means of social protection. The right to social safety nets is also embedded in the International Covenant On Economic, Social and Cultural Rights(1966). Detailed provisions of the social security benefits are also stipulated in the ILO Convention No. 102.

Why social safety nets?

5. There is a need to emphasis and incorporate social safety nets into the institutionalised system. Social safety nets need to be addressed in the context of workers' rights to save the most

unfortunate in the economic activities from falling to the bottom of the destitution. This is why the ICFTU-APRO has invested significant time and resources attempting to highlight the issue of social safety nets and in encouraging affiliates to negotiate their introduction with their respective Governments. The ICFTU-APRO definition of social safety nets is as follows:

Social safety nets can be broadly defined as those instruments aimed at providing extended legal social protection, guarantee, and social security to the most needing sections of society. Particularly the working class and the social poor as their human and social rights not only for their humane and social objectives in public policies and private involved participation, but as a system of international covenants, collective social contract and income redistribution.

To achieve this, the ICFTU-APRO presents the initial call for action by all our affiliates, as it will be an important factor in incorporating the issue of social safety nets into the issue of workers' rights. The seeking of additional social security schemes, as part of collective bargaining agreements and in labour legislation, are matters requiring urgent action by the trade union movement.

Action plan

6. Recommendations on the types of essential social safety nets features can be found in the ICFTU-APRO document "Social Safety Nets in Asia and the Pacific - for a Better Tomorrow - Statement and Recommendations". The key elements of social safety nets is a legalised protection system encompassing social safety nets mechanism as highlighted below:

- 1) Old age/retirement benefits;
- 2) Unemployment insurance benefits;
- 3) Retrenchment compensations;
- 4) Medical care and employment injury compensations;
- 5) Maternity benefits and other benefits specific to women;
- 6) General social development;
 - Education
 - Vocational and skills training and retraining
 - General health
 - Housing
 - Social assistance for specific groups
 - Community development
 - Natural disaster

Action strategy

7. The above is however a general recommendation which might not take into consideration some of the local needs that vary from country to country. It is not exhaustive and may be added on according to local needs. It is important that countries, through both the public and private sectors, build a sound structure of safety nets while the population age is young which is the situation in the majority of Asian and the Pacific countries. The strengthening of tripartite arrangements to examine how these can firstly be introduced, and secondly improved over time, is crucial.

Paradigm 7. Industrial Relations and Good Governance

Globalisation:
distressingly
contrary to the
expectations of
the trade unions

1. The trade union movement has an understanding that the process of globalisation and free trade regime will be based on fair practices and regulations, greater transparency and sound industrial relations. The ensuing competition should not be based on exploitation but directed towards the betterment of the workers' life and the production of quality goods and services. It will also help the technology transfer and greater foreign direct investment(FDI) in developing countries, thus, enhancing income, employment, and living and working conditions across the countries and regions. However, the situation on the ground is distressingly contrary to the expectations.

Current mal-
practices:
poor governance
is destructive to
industrial
relations.

2. The competition is there but in the direction of lowering wages, downsizing, retrenchments and layoffs. The multinational corporations(MNCs), having their hand in two-thirds of the world trade, are becoming more powerful by resorting to mergers and acquisitions. Many countries in the world are now vulnerable to their dictates. No wonder, union-free export processing zones, labour market flexibility, etc., are increasingly becoming a norm of the economic activities but with adverse impact on workers and their conditions of work as well as security of jobs. The situation is being exacerbated by the pursuit of structural adjustment programmes often at the behest of international financial institutions(IFIs). This has privatisation and sale of state-owned enterprises as an important component.

Trade unionism as
an important
partner

3. Today, the contract labour, irregular and casual work, individual contracts and employers' emphasis on non-CBA work contracts are some of the characteristics of work pattern. They carry serious concerns for the trade unions. The employers and governments are making concerted efforts to undermine the role of trade unions. In their pursuit of the neo-liberalism and individualism, quite often the employers and governments are forgetting that such environments are not conducive to sustainable development. The functioning trade unionism acts as an important partner in development and also a watchdog on the very process of political and corporate governance. Still, many have not learned from the recent Asian economic meltdown and the ensuing serious consequences. They are mainly attributable to a policy regime and production environment devoid of participation, transparency, accountability and regulations.

Going back to
basics:
normalisation of
industrial relations
(I) - CBAs

4. The industrial relations will have to be evolved on the basis of partnership, shared responsibilities, equity and mutual respect for each other. This is certainly needed to enhance common understanding and mutual cooperation between workers and employers. Trade unions will have to push for the conclusion of CBAs at each workplace in such a way to secure and strengthen workers' and union rights as indicated in the APRO Charter of Minimum Demands. Union and agency shops, check-off system, compulsory and meaningful consultation for redundancies and joint consultative system should be encouraged.

Going back to
basics:
normalisation of
industrial relations
(II) - legal rights

5. Labour laws of many countries require trade unions to register with the Ministry of Labour, and governments have taken full advantage of these laws as a mechanism to effectively put the trade union movement under their control and to attract more FDIs and MNCs. This practice has to be abolished at the earliest possible time. Industrial dispute action should be recognised and respected as legitimate union activities. A memorandum of understanding between employers and workers, with the government included as a fair legal standard setter, should be concluded and promoted on an equal footing based on the ILO Conventions. The basis of sound industrial relations is the observance to the internationally recognised labour standards, information sharing, meaningful consultations with the unions, partnership and equity.

ILO role and
structure should
be strengthened.

6. Even, some governments that have ratified the core ILO Conventions related to legal rights of union activities often deny trade union rights, thereby undermining the development of sound industrial relations. At this critical time, the ILO should assume a greater role in fostering sound industrial relations towards better participation, productivity, and equity, especially in the wake of globalisation and the consequences in the unfair labour practices. The ILO has to further strengthen its supervisory machinery whose procedures rectify the violations on internationally recognised standards in a more responsive and effective manner. ILO's technical, financial and education assistance to the constituents can play a crucial role in establishing sound industrial relations.

Setting up of
Asian Pacific
Industrial
Relations
Research Institute

7. The trade unions also find absence of an Asian Pacific Institution solely catering to research, education and training on issues related to industrial relations and fostering efficient bipartism and tripartism nationally and regionally. The establishment of an Asian Pacific Industrial Relations Research Institute of a tripartite nature should be promoted.

Trade unions in the lead

8. Trade unions, therefore, should assume a leading role in the 21st century in enhancing a greater understanding of employees, employers, governments and international institutions on the vital importance of fostering and maintaining industrial relations in good faith for sustainable development with a human face.

Action plan

9. ICFTU-APRO, in cooperation with the affiliates, will promote its activities for sound industrial relations based on good governance as follows:

- 1) Due recognition without delay of trade unions by the employers and followed by immediate collective bargaining;
- 2) Adoption of code of good practices by the employers;
- 3) Institutionalising labour-management consultation mechanism at the enterprise level on matters other than collective bargaining agreements;
- 4) Legal recognition of tripartite mechanism at sectoral, local and national level;
- 5) Promoting the ratification of ILO Core Labour Conventions including ILO Convention No 144;
- 6) Independent and effective labour disputes settlement mechanism such as conciliation, mediation and arbitration;
- 7) Legal penalty on the offences of unfair labour practices;
- 8) Participation in IFIs' country reviews;
- 9) Research and information dissemination on implementation of internationally recognised legal rights and country-specific labour laws in the region;
- 10) Support for the labour law revision and amendment to legal provisions with union suppressing elements; and
- 11) Lobbying employers and governments towards the setting up of an Asian Pacific Industrial Relations Research Institute of a tripartite nature.

Paradigm 8 : Equality

Women's participation in the labour market on the increase

1. Women now comprise 45 percent of the global workforce engaging in various forms of economic activities both in the formal and the informal sectors, and the number of women entering the labour market has increased over the past two decades. Economic activities by women take up a great deal of the total output in any given society. Around 45 percent of women aged between 15 and 64 have jobs or are job seekers today.

Rapid rise of women union members

2. Such a trend, coupled with active and aggressive organising efforts of trade unions, has resulted in the rapid rise of the women union members that currently account for almost 40 percent of the total ICFTU membership.

Gender issues: central to labour market policies and programmes

3. Taking account of the changes in the labour market characterised by more women's participation, the 7th ICFTU World Women's Conference (May 1999, Rio de Janeiro, Brazil) emphasized that, more than ever, gender issues must become central to labour market policies and programmes.

Disparity between quantity and quality of women's participation in the labour market

4. Accordingly, the labour laws of many countries now reflect in them elements and principles of gender equality in the workplace. However, there still exists a huge gap between law and practice. While women's participation in the labour market has increased worldwide, their working conditions, including wages and types of occupations, have not improved commensurately. Neither has due recognition given to their contribution to all realms of life. Invariably, the unemployment rate is higher for women than for men in all countries. Women earn less than two-thirds of men's wages worldwide although the principle of equal pay for work of equal value is legally ensured in many countries. Pay differential between women and men is shown greater in non-unionised workers. Gender-based discrimination in terms of jobs is an ever-present characteristic of the labour market in all societies.

Globalisation and informalisation: more detrimental to women

5. Also, globalisation has brought not only external but also internal changes in the structure and nature of the labour market. It has, in some ways, expanded opportunities for women's participation in the labour market. The opportunities brought by rapid globalisation are, however, often characterised by less formalised employment, lack of security, lack of benefits, low income and few career opportunities, which are more detrimental to women than to men. The informal sector is becoming a larger source of employment for women than for men.

- The increase in inequalities has become the order of the day in the age of globalisation
- Young women are further marginalised
- Discrimination against young women workers
- Women are on the front lines of globalisation
- Less inequalities and poverty where trade union rights and workers' rights are secured
6. In this age of globalisation and constant restructuring where the increase in inequalities at an unprecedented pace and magnitude has become the order of the day, women's jobs are equated with less meaningful part-time, low-paid, atypical, home-based, informal, subcontracted, temporary, casual, EPZs, migrant domestic work, entertainment jobs and prostitution. These activities by women, however, are often neither appreciated nor accounted because they occur outside the market, formal sector, thus having little price and dignity associated with them.
 7. Young people, especially young women workers, are further marginalised from the labour market and as a result, experience higher unemployment than their male counterparts. Young women workers often find them unwanted by employers due to negative attitudes held by employers and the society toward inexperienced young women workers, lack of skills arising from limited job experience, and their vulnerability to a changing economic environment. Such reasons explain why young women take up a sizeable group of the 75 percent of women accounting for population living in poverty worldwide.
 8. Discrimination against young women workers is not only morally discouraging but also a waste of human resources and a great barrier to achieving their self-worth and self-dignity.
 9. Having fully understood the implications of the growing women's participation in the labour market in globalisation, one cannot stress more the importance of embracing and organising women workers into trade unions for the survival and growth of the trade union movement. The ICFTU General Secretary rightly said at the opening session of the 17th ICFTU World Congress (April 3, 2000, Durban, South Africa), "Women are on the front lines of globalisation from EPZs to atypical employment and the informal sector. In the 21st century women have to be in trade unionism's front line, its leadership!"
 10. History proves that where trade union rights and workers rights are secured, we see less inequalities and poverty. One of the highest priorities of trade unions is, therefore, organising workers both in the formal and the informal sectors, irrespective of gender, age, occupations, and so on, for the advancement and well-being of workers, the workplace and the society. Trade unions, as one of the oldest and the most established voice of civil society and as recognised partners in the promotion of gender equality, must take the leading role in spreading and promoting equality between women and men workers. One of the aims of the ICFTU, as stated in its Constitution, is gender parity in all activities and in decision-making bodies at all levels.

Women participation contributes to the spreading of democracy

Trade unions as adequate representative collective voices of women workers

ICFTU-APRO and its way forward equality

Action plan

11. Besides, such democratic institutions as trade unions must ensure full and democratic participation by women in all activities, which will contribute to the widening and spreading of democracy, one of the fundamental goals of trade unions. In order to bring more women workers into trade unions and induce full participation and contribution by women for the betterment of not only women workers themselves but also trade unions, unions must provide women workers with an avenue for acquiring a sense of belonging, not a sense of marginalisation and nobody-ness. Trade unions must never forget that lukewarm acceptance is much more bewildering and discouraging than outright rejection. After all, how it is done is as important as what is done! Full participation by women is a certified check for broad-based and far-reaching democracy and equality.
12. Unless trade unions can adapt themselves to the changing environment and become an adequate representative collective voice of the needs and demands of women workers, trade unions are taking a chance of turning into a "fossilized shell institution". Therefore, if women are to come to unions, unions must be credible to women and adequate to women's concerns and demands. This means that women and their issues must be visible in all aspects of union life both as members and leaders.
13. Since its inception, the ICFTU-APRO has actively encouraged women participation in all trade union activities and gender awareness training and education for women and men, promoted the setting up of women's structures at all levels, and helped and cooperated with its affiliates to integrate equality issues into union policies, programmes and activities.
14. In view of the growing number of women members to achieve equality and development through democratic participation in all realms, ICFTU-APRO with its affiliates will focus on the following:
 - 1) To ensure improved employment opportunities and more secure jobs for women;
 - 2) To ensure the realisation of the principle of equal wages for work of equal value by faithful application;
 - 3) To ensure equal opportunity of access for women to training and skills upgrading, a wider range of occupation, and promotion;
 - 4) To prohibit discrimination under the pretext of maternity and improve maternity protection;
 - 5) To promote measures to enable workers to balance work and family responsibilities;
 - 6) To prevent sexual harassment and violence against women and provide relief measures to victims;

- 7) To organise women in both formal and informal sectors for them to achieve equality, and promote the ICFTU three-year organising campaign "End Discrimination: Equality for Women Now!" to be launched in 2001;
- 8) To ensure that all trade unions establish action plans to promote women's participation in their decision-making bodies, and adopt a labor policy according to which both men and women can work equally and endeavor to realise them. To this end, the following shall be carried out:
 - Allocate resources specifically for women's activities,
 - Change rules to secure proper women's representation,
 - Conduct regular surveys and assess women's needs,
 - Undertake awareness campaigns on the issue of gender and trade unions,
 - Re-examine the employment and working conditions of women from a gender perspective,
 - Promote the integration of gender perspective into collective bargaining,
 - Launch campaigns for the introduction of measures to ensure women to balance work and family responsibilities.
- 9) To identify specific factors leading women to poverty and make maximum efforts to address and redress these;
- 10) To take steps to ensure the democratic and rightful participation by women in all trade union activities at the national, regional and international levels, with a special emphasis on the following:
 - All ICFTU-APRO affiliates shall monitor and assess the promotion of gender policy in their respective countries,
 - ICFTU-APRO shall monitor and evaluate the implementation of the ICFTU-APRO gender policy at its affiliates,
 - ICFTU-APRO shall set up effective mechanisms for the proper implementation of gender policies.
- 11) To campaign for the ratification and implementation of ILO Conventions concerning women such as 100, 111, 156, 175, 177 and 183, and Beijing Platform for Action and Beijing +5 Review Statement;
- 12) To coordinate and cooperate with the affiliates, the ICFTU and ITSs to further promote gender equality.

Paradigm 9 : A New Global Financial Architecture with Human Dignity

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| Call for change in present financial arrangements | 1. The Asian financial and economic crisis triggered off the concerted call from various quarters to re-look at the existing global financial arrangements. The high cost exacted on the people especially the working people of the countries directly affected by the crisis could not be brushed off easily even by the most ardent advocates of the present global financial system dominated by the Bretton Woods Institutions, namely, the World Bank and International Monetary Fund (IMF). At the regional level, efforts have been made to strengthen the regional financial structure which includes establishment of the Asian Currency Crisis Support of the Asian Development Bank(ADB). |
| Social cost of crisis | 2. The sudden increase in the huge number of unemployed in the crisis-hit countries was unprecedented. It was reported by the ILO that about 20 million workers were retrenched in the countries concerned. The worst affected countries were Thailand where the crisis was triggered off in July 1997, South Korea, Indonesia, Malaysia and the Philippines. The social cost of such retrenchment is not only confined to the retrenched workers themselves but also to the adverse impacts on their families. Children have to be withdrawn from schools and some have even to start working to sustain themselves as well as to contribute to the family's survival. Women have to resort to undesirable jobs in some cases. The sudden stoppage of schooling for the affected present generation will mean that the educational attainment level of the future generation will be adversely affected, if the crisis drags on and no measures taken. |
| Adverse impacts of austere IFI measures | 3. There was no question that the austere measures imposed by the IMF such as the balanced/surplus budget requirement, increase in interest rates, closures of financial institution such as banks, withdrawal of subsidies for essential items and price increases further worsened the situation. The closure of banks and the skyrocketing interest rates badly affected the liquidity situation of enterprises, particularly small and medium enterprises resulting in bankruptcies and closures of these enterprises thus increasing retrenchments. Although these measures such as the taking away of subsidies for essential items have been relaxed or withdrawn, the damage had already been done. |
| Lightning movement of funds globally | 4. The liquidity problem could well be illustrated by the lightning movement of funds globally. Each day US\$1.5 trillion worth of currencies were traded in the world. 98% of the financial transactions were in short term investments in securities and stocks as speculative currency trading while only 2% were in |

trade and foreign direct investment. 80% of all foreign exchange transactions went in and out of a country within 7 days with only 0.5% of them remaining in one place for a year. For the five crisis-hit countries of Thailand, South Korea, Indonesia, Malaysia and the Philippines the outflow of capital after the crisis hit in 1997 was US\$105 billion compared to an inflow of US\$93 billion in 1996.

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| Excessive volume of currency trading | 5. In 1996 the volume of global trading of foreign exchange exceeded US\$280 trillion which was almost 10 times the world GDP of US\$29 trillion and more than 40 times of the world exports of goods and services of US\$6.5 trillion. |
| Devised new financial architecture | 6. A new financial architecture thus should be devised so that another crisis like the one that Asian countries had gone through with its devastating impact would not occur again. Such a new system should also address the issue of unbridled capital flow especially short term speculative capital movement. |
| Action plan | 7. While providing affiliates with pertinent information on financial matters and education programmes, the ICFTU-APRO proposes: |
| Asian Partnership Fund | 1) An Asian Partnership Fund (APF) as a complementary set-up to the IMF should be formed to address the issues of currency stabilisation and liquidity as well as provisions of funds for social safety nets in the region. |
| Inclusion of workers and other human rights | 2) Any new financial architecture should include workers' and other human rights. The core concept of the ILO Declaration of the Fundamental Principles and Rights at Work and its Follow-up should be the guiding instrument in any revamp of the present financial arrangement to make it into one that has human dignity. |
| Labour structure within IFIs and formation of trade union advisory council to the IFIs | 3) The IFIs should also establish a Labour Committee within their structures. Such a structure will be a platform where labour matters can be high on their agenda within the IFI structure itself. Trade unions should be represented in such Labour Committees and they should also be an integral part of their consultation and planning process. A Trade Union Advisory Council should be formed to reflect trade union views in the policy formulation of the IFIs. |
| Good Governance | 4) A new global financial architecture has to ensure that good governance with transparency, information disclosure, accountability and participation is practised, both by the international financial institutions (IFIs) themselves and the members of these institutions. |

Decentralisation of IFIs

- 5) There should be greater decentralisation of the structure and activities of the IFIs. This will lead to faster decision-making and timely implementation of programmes especially in times of crisis. Besides it will also mean that IFIs will be more in touch with ground realities that will then be reflected in their policy recommendations to the countries concerned.

Changes in national financial system

- 6) A new financial architecture should also include similar changes to the national financial system.

Continuous efforts for humane financial system

- 7) The international trade union movement will continue to have dialogues with the IFIs to lobby for changes at international and national level. Affiliates at the national level should do likewise to ensure changes to the financial system in their respective countries. Such concerted efforts will lead to positive changes to develop a new financial architecture with human dignity.

Paradigm 10 : Trade Union Option in a Changing Economic Environ

Increasing globalisation with liberalisation	1. Globalisation is expanding in the face of increasing liberalisation. The pace of liberalisation especially in the field of economics including trade in goods and services as well as capital flow increases rapidly after the signing of the Marrakesh Agreement in April 1994 establishing the World Trade Organisation(WTO). The WTO, despite the failure at Seattle, November 1999, to come to any agreement by the 135 members of the organisation will continue to work for further liberalisation of trade leading to the further opening up of its members' economies. Such opening brings with it changes and these changes are not necessarily of benefit to the working people.	Increase in gap between rich and poor	5. Though increasing liberalisation brings with it increases in global wealth, knowledge, and other benefits the negative impacts also are just as glaring and cannot be ignored. There are disconcerting increases in inequalities, inequities and deprivations. The richest 20% of the world shares 86% of the world Gross Domestic Products (GDP) while the world's poorest 20% shares 1% of the world GDP. Another startling comparison is the shares of internet users. The richest 20% shares 93.9% of internet users while the poorest 20% shares 0.2%. For those countries directly affected by the recent Asian financial and economic crisis saw a drastic change in the increase of poverty. Indonesia which was praised for having reduced poverty to only 11% just before the crisis hit saw a dramatic increase of poverty to about 40% in just a matter of months
Regional economic relationships	2. Arrangements made under regional economic groupings such as the Asia-Pacific Economic Cooperation(APEC), the Association of South East Asian Nations(ASEAN) and South Asian Association for Regional Cooperation(SAARC) further fuel the process of globalisation. The reduction of tariffs such as those under APEC and the ASEAN Free Trade Area(AFTA) will further increase the rate of globalisation in the region. The Asian financial and economic crisis that started in July 1997 and particularly the restructuring of the financial services and institutions especially those carried out under the demands of the bailout terms of the International Monetary Fund will further bring changes to the countries concerned. These will pose significant challenges to workers and trade unions	Job and income insecurity	6. The present economic and corporate restructuring not only resulted in large number of workers being thrown out of jobs but also an increase in precarious jobs where either there is no contracts of employment or less secure contracts. Women are usually pushed into these precarious jobs. Employers are resorting to more and more flexible work arrangements while at the same time the provisions of social safety nets is being reduced. Such actions have negative impact on job and income security of workers.
Information technology and globalisation	3. Innovative discoveries in information technology also have tremendous impact on increasing globalisation. It is mainly developed countries which have an advantage in the new world of information technology as they have the resources and technical know-how to enable them to explore further into this new arena. Information technology also means changes in the business and factory operation which are giving strong impacts upon workers and serious implications for trade unions. A digital divide - a gap between those who have high accessibility to information technology and those who have not - is creating deep cleavage in the society in both developed and developing countries.	"No" to existing economic strategy without social dimension	7. The above statistical facts illustrate the increasing inequalities and inequities that are prevailing in the world today. Is this the way of development? The answer is a definitive "No".
		Workers' rights and global trade and investment	8. A mechanism should be built in the free market system to rectify such trend. Human and workers' rights should be properly protected and addressed within the WTO system so that workers both in developed and developing countries can be equally benefitted from the expansion of world trade.
		Trade unions and struggle for social justice and equity	9. Trade unions have always been in the forefront in the struggle for social equity and justice. Trade unions want to build a new economic road map where there are no such inequalities and inequities and where workers justly benefit from the fruits of their contributions in wealth creations.
Increasing strength of MNCs	4. Companies especially multinational corporations (MNCs) are increasing in size and strength with mergers and acquisitions which usually result in massive retrenchments of workers. The top 10 companies in pesticides controlled 85% of a US\$31 billion global market and the top 10 telecommunications companies controlled 86% of a global market of US\$262 billion.	Decent jobs	10. Workers should be given decent jobs as defined by the International Labour Organisation (ILO). The ILO defined decent jobs as productive work in which rights are protected, which generates an adequate income, with adequate social protection. It also means sufficient work, in the sense that all should have full access to income-earning opportunities. Migrant workers should also not be deprived of the benefits of having decent jobs.

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| Challenges of migration for employment | 11. Massive migration of labour is expected in the 21st century with increasing liberalisation. Thus new mechanism in the labour should be put in place to meet the challenges of this increasing labour migration across borders. Trade unions should also make adjustments in their structures to cater for this growing trend. |
| Trade union participation in regional economic groupings | 12. Regional economic groupings should also have the participation of trade unions and workers' rights should be included in such an integrating process. Thus continued efforts should be made to work towards the establishment of a Labour Forum within the Asia-Pacific Economic Cooperation(APEC) in order to reflect the voice of workers and to pursue the participation of trade unions in the process of economic integration. |
| Global Social Partnership Economy | 13. Efforts by trade unions to put in place a new economic regime defined as a "Global Social Partnership" economy should be enhanced. ICFTU-APRO will have to work out a policy strategy to ensure that the present dehumanising market economy regime is transformed to such a people-friendly economic system. |
| Action plan | 14. The following are proposed action programmes that should be carried out by ICFTU-APRO together with its affiliates to work for building a "Global Social Partnership": <ol style="list-style-type: none"> 1) To conduct awareness campaigns for ICFTU-APRO's initiatives on its options and alternatives; 2) To conduct education programmes and workshops at different levels; 3) To request affiliates to lobby their respective governments and employers; 4) To lobby ILO and other UN agencies, and inter-governmental organisations like OECD and WTO; 5) To lobby IFIs and regional economic groupings such as APEC to carry out their activities in social dimension; 6) To lobby for the setting up of labour forums in the process of IFIs and other regional economic groupings such as APEC; 7) Impacts of digital divide upon working conditions and living standards should be studied. |

Conclusion : "The 21st Century" – Trade Unions in the Lead

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| Trade union struggle continues to face different phase of challenges | 1. The trade union movement has been striving to achieve social justice throughout the 20th century. Notwithstanding, the trade union struggle continues to face different phase of challenges as the globalisation of the economy is adding more complexity and sharpness to the problems - denial of human and workers rights, disparity of the rich and the poor, discrimination, fading collectivism and social cohesiveness, environmental destruction, threats to democracy, unstable peace and snail pace of disarmament. |
| 10 trade union paradigms for social and economic justice | 2. The philosophical and practical concept and initiatives of the ten(10) trade union paradigms are developed in our committed efforts to realise social and economic justice. This can only be achieved through the strong unity of the workers. Our mission should be manned in full to accomplish our goals through action plans we set in the ten trade union paradigms. |
| A united trade union organisation nationally, regionally and globally with a firm base | 3. There is no royal road to our movement. We must reaffirm that consistent efforts should be made to establish a united trade union organisation nationally, regionally and globally with a firm base of the trade unionism and constructive industrial relations. Priorities are intensive and extensive campaigns to increase union membership including women inter alias, to foster young trade union cadres through education and training programmes, to promote solidarity and unity among trade union organisations, to establish a firm and stable financial base of the trade union for self-reliance, and to promote union professionalism. |
| ICFTU-APRO and its affiliates at the forefront of the struggle | 4. The ICFTU-APRO and its affiliates have always been at the forefront of the struggle for social justice. The role of the trade union is more crucial than ever before. In order to meet paramount challenges ahead of us, we will continue our struggle to achieve our goals by formulating policies of our own, putting them into action in cooperation with the affiliates and friendly organisations. We will further review our policies and adjust them to the new tasks given in the light of the ten trade union paradigms. |
| 21st century for Asia and the Pacific and the empowerment of the working people through the promotion of | 5. The 21st Century will be a century of Asia and the Pacific. Despite short-term twist and turns, our region has great potentiality for the economic growth in view of population, diligent work ethic, natural resources, high saving rate for investment and educational level. And in such a dynamic process, the trade union should play a vital role in promoting firm social partnership throughout the region in pursuit of social, cultural and political empowerment |

social partnership of the working people.

Action with global perspective:
ICFTU-APRO to pioneer a global social partnership

6. Think globally, and act locally- global perspective and local action should go hand in hand. Representing 30 million union members in the Asian and Pacific region, the ICFTU-APRO will unremittingly pioneer its works pronounced in the trade union paradigms by building a "global social partnership" in the 21st century.

Appendix

Resolution of the 17th ICFTU-APRO Regional Conference, Singapore, 8-10 November 2000

Preamble

Conference recognizes the 50th year of operation of the ICFTU-APRO and wishes the organisation well in its continuing work of cooperating with affiliates to improve living standards and working conditions across the region and in the strengthening of trade union organisation at national and regional level.

Conference reaffirms its support and commitment to the decisions of the 17th World Congress of the ICFTU held in Durban, South Africa in April 2000. Congress carried resolutions in relation to priorities for the ICFTU in the 21st century; a strategy to defend trade union rights; employment, sustainable development and social justice; equality for women; organising international solidarity; campaigning for an end to child labor; youth; enhancing the international labor organisation; international action for peace; trade union development co-operation; international labor standards and trade; launching the millennium review - the future of the international trade union movement; trade unions, non-government organizations and tripartism; and fighting HIV/AIDS.

Democracy

Democratic systems of government - and democratic institutions - are essential for ensuring that development occurs in a way that is fairly spread across societies; so that there is genuine, and across the board, reduction in poverty and discrimination. In the period following the Cebu Conference of the ICFTU-APRO (Dec. 1996) there have been both positive and negative developments across the region.

On the positive side Conference welcomes the democratization process which has occurred in Indonesia. Conference requests the General Secretary to maintain efforts to work with the reform minded unions there to form a new national union center with the aim that this will become a valued member of the ICFTU family. Conference also pays tribute to the people of East Timor who, in the face of enormous difficulties and hardship, have recently established an independent nation. The General Secretary is requested to endeavor to ensure that trade union development is also very much a part of the urgent nation building work that is currently occurring in East Timor.

On the negative side the military junta in Burma continues to use force, torture and imprisonment to deny democratic, trade union and other human rights in that country. Conference welcomes the recent decisions of the ILO which place further pressure on the junta and states again its commitment to practical support for the Burmese democracy movement and the Federation of Trade Unions, Burma (FTUB). Anti-labor, anti-democratic forces in Fiji have again overthrown a democratically elected government, this time the Labor led People's Coalition Government of which veteran trade unionist Mahendra Chaudhury was Prime Minister. Conference calls for the immediate reinstatement of the elected Government and for the return of constitutional democracy under the 1997 non-

racial constitution. Conference also calls again for the restoration of democracy in Pakistan noting that 12 months have now passed since the democratically elected government was toppled by military takeover there.

Economic and Social Policy

Conference notes the extensive policy development and education work undertaken by the ICFTU-APRO in response to the Asian financial crisis. Although a number of Governments are now maintaining that the crisis has ended, serious difficulties still exist in many countries. In terms of human dislocation and social upheaval the costs remain significant.

New challenges urgently confront the trade union movement resulting from globalisation, including the promotion of free market policies, the increased divisions between rich and poor, both within and across nations, and in divisions relating to the access of information technology.

The union movement must be increasingly active and effective at Government level, and at the International Financial Institution (IFI) level, to ensure that workers' rights issues, and social issues, are properly incorporated into all aspects of political decision making and considerations relating to structural adjustment. In this regard the General Secretary is requested to continue to pursue the establishment of Trade Union Advisory Committees within the IFI and regional economic groupings. Also in this regard both the ICFTU-APRO and the affiliates are requested to work towards the development of more effective tripartism and bipartism cultures and structures. Similarly trade union involvement in national development policies, as well as company policies, needs to be further developed and strengthened. The General Secretary is requested to continue work aimed at the strengthening of dialogue and relationships between the ICFTU-APRO and Government/Employer Organizations at national and regional level.

Conference acknowledges the recent establishment of the regional Occupational Health and Safety and Environment Institute and urges that concerted efforts should continue towards the establishment of an Asia/Pacific Industrial Relations Research Institute, a long-time objective of the ICFTU-APRO.

Conference notes the efforts that have been made by the ICFTU-APRO and the affiliates to further the spread of social safety nets in the Asia/Pacific region. Conference urges, through legislation and collective bargaining, the continuation of this work to ensure that retirement, old age and unemployment benefits, minimum - but fair - wages, free and compulsory education, basic health cover and affordable public housing become universally available.

Trade Union Development

Conference notes that rights relating to trade union development, including basic organizing and collective bargaining rights, continue to be denied, or curtailed, in many of the Asia/Pacific countries. Conference requests the General Secretary and the affiliates to continue to promote the issue of the Core Labor Standards across the region including as

specific tasks the mapping of atypical, informal sector and migrant workers and the development of strategies to organise the same.

Union structures need to be reviewed and updated particularly to meet the increasing occurrence of changing work patterns. Job security, education and re-training and the combining of work and family responsibilities are all issues arising.

Conference requests the General Secretary and the affiliates to continue with the task of building international solidarity within the region and beyond. This includes a strengthening of capacity to campaign around issues and ideas and also includes an endorsement, in accordance with ICFTU principles, of the maintenance of contact, and strengthening of dialogue, between the ICFTU-APRO and the non-affiliated union organisations of the region. This is particularly relevant in the context of 2001 being declared by the United Nations as the year of social dialogue.

Paradigms

The thematic paper of the Conference was 'Building A Global Social Partnership: Trade Union Paradigms for the 21st Century'. Conference affirms that the ten paradigms as endorsed, will become guidelines for the strategic objectives of the ICFTU-APRO. Conference requests the General Secretary to ensure that the paradigms are incorporated into ICFTU-APRO education and promotion work and that ICFTU-APRO documents and policies are re-examined and updated accordingly.

Continuing Work

Conference also noted that many of the issues, and much of the work, of the ICFTU-APRO was of a continuing nature; including:

Child Labor and trafficking where the ICFTU-APRO and the affiliates are requested to continue to work and campaign against, including the urging of Governments to ratify ILO Convention No. 182, the elimination of the worst forms of child labor.

HIV/AIDS where the huge cost to workers and society generally in the region is acknowledged. The ICFTU-APRO and affiliates are urged to campaign for strengthening of occupational health and safety programs and for increased education and protection work.

Peace, security and disarmament where it is noted that a number of trouble spots, adversely affecting democratic and trade union development, continue to be present in the region. In this regard Conferences condemns the current violence in the Middle East and urges both parties to seek a peaceful solution. On the positive side Conference welcomes recent attempts to open and sustain dialogue between the North and South Korea.

The Millennium Debate the importance of which is recognised by the Conference as is the need to ensure that the views and aspirations of the ICFTU-APRO and the affiliates are properly recognised.

Women where it is recognised and acknowledged that continuing work is needed to ensure the representation of women at all levels of union organization, as is specific skills training, and the introduction of measures aimed at advancing equality of working conditions and pay between men and women.

Youth where the decision by Conference to establish a regional committee for youth is welcomed. Where this has not been done affiliates are also urged to establish youth committees and structures. The aim being to seek the implementation of policies focusing on recruitment of young workers and on education and training which will enable the progressing to positions of union leadership.

Conference reaffirms its commitment to the above matters and urges the ICFTU-APRO and the affiliates to increase efforts for their advancement.

Conference

International Labour Organisation

Encourages all Governments in the region to join the ILO and to participate fully in its activities.

Urges in particular the South Pacific Governments of Samoa and Vanuatu to conclude their deliberations in this regard and join the ILO.

Bangladesh

Notes with deep concern the continued detention of trade union leader A.M. Nazim Uddin, Assistant General Secretary of the Bangladesh Jatiatabadi Sramik Dal (BJSD) since his arrest on 17 October 2000 for his alleged involvement in an industrial dispute in the Export Processing Zone (EPZ) in Chittagong, where the working men and women are not allowed, by law, to be organized into trade unions;

Regrets that in spite of the assurances given to the trade union delegations by the concerned Authorities for the immediate release of Brother A.M. Nazim Uddin, hardly any meaningful and effective follow up steps have been taken;

Urges on the Prime Minister of Bangladesh and all concerned authorities to desist from harassing trade union leaders and to legislate and practice harmonious industrial relations including within the EPZ, which is most essential in an increasingly globalizing economy.

Fiji

Expresses deep concern at the events in Fiji since May 19, 2000 which have resulted in the overthrow of the democratically elected Government and the holding of Government members as hostage by armed civilian and military rebels.

Further expresses its profound sympathy to individuals and families who were victims of violence, arson and looting during the crisis.

Notes that the democratic government in Fiji was elected under a constitution which was formulated through a consensus building process lasting over seven years and that the 1997 constitution had the support of all political parties and indigenous institutions.

Further notes that the 1997 constitution had special provisions to protect and promote indigenous rights including provisions for affirmative action.

Welcomes the efforts being made by a coalition of NGOs including the Fiji Trades Union Congress and the Fiji Employers Federation to restore democracy in Fiji within the framework of the 1997 Constitution.

Resolves to

- call on the military appointed interim administration to take urgent measures to establish a government of national unity within the framework of the 1997 constitution;
- urge the APRO Executive to continue to monitor developments in Fiji and provide assistance to the FTUC in order that it can work to protect and promote trade union rights;
- reject the constitution review process outside the 1997 constitution;
- endorse the SPOCTU declaration not to recognize the interim administration.

Papua New Guinea

Notes that the PNG Trades Union Congress (PNGTUC) is to coordinate a national stop work on 13 November 2000 with the aim of mobilizing trade union and public support against the pro-privatization program of the PNG Government.

Welcomes

the involvement in the campaign by women's groups, churches, NGO and other community organizations.

Pledges

support to the PNGTUC in this campaign and urges the Government to enter into discussions and negotiations with the PNGTUC prior to any decisions regarding privatization being made.