



ORGANIZE, FIGHT AND WIN!

Resolutions adopted by the 26th Congress

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IUF Policy for the tourism sector

Tourism is the most rapidly growing industry in the world. Especially in areas such as Asia, the Middle East and Africa there are good opportunities to find employment and achieve improved living standards by focusing on tourism.

Tourism can be increased in a sustainable manner just by ensuring implementation of the most important ILO conventions and recommendation together with regulatory OECD and UN frameworks.

It is IUF's opinion that tourism must be expanded but with local traditions being respected and in accordance with sustainable development.

The main aim of giving support to the development of tourism is to create reasonable job opportunities in the geographical areas where there are markets and opportunities for development. Projects that combat poverty and create employment at local level must be supported through active collaboration with international organisations such as the ILO and UNWTO.

Tourism must be based on industrial principles if it is to be economically sustainable and able to have a positive effect on local communities. The tide lifts all boats. Larger companies must lead as demanding customers in an effort to create good destinations and clusters that are capable of developing sustainable destinations. State and local authorities must support such efforts by planning the development and establishment of destinations without it causing lasting damage to the environment.

National trade unions must work actively to establish sustainable tourist destinations to ensure that they are organized and that collective agreements are in place in parallel with the expansion. Education and training of local labour must be seen as a premise for expansion just as local producers must be included in the projects.

NGOs and others are involved in sustainable tourism and wish to give both tourists and operators advice on tourist destinations and travel organizers. However, these NGOs often have narrow interests regarding their definition of sustainability and do not take into account the fact that tourism must create employment and be a good employer if the development of destinations is to be successful. IUF should work with NGOs whose definition of sustainable tourism has progressed and place development and working conditions centre stage.

During the Congress period, IUF shall:

- Revise the "policy for the tourism sector" in accordance with these principles
- Strengthen collaboration with important organization such as the ILO and UNWTO in respect of the development of tourism
- Be present and play an active role in fora that work with political developments aimed at tourism
- Seek to collaborate with employers' and public authorities' organizations that are involved in creating sustainable industrialized tourism.
- Actively support national trade unions with training and exchange of best practice in their efforts to organize and plan the development of sustainable tourism.

Political engagement with international institutions

IUF's work within the ILO, UNWTO and other bodies should be intensified. This is where IUF can play an important role and contribute to the overarching political discussions as well as put forward a global perspective.

An example is the efforts the ILO displays in the fight against poverty through the development of sustainable tourist destinations and by promoting the adoption of a code of ethics for the global tourism industry.

This role can only be undertaken by an international trade union secretariat such as the IUF; and the IUF has proved it has the necessary knowledge and that with its own experts it can contribute to the establishment of agreements that safeguard workers in the developing countries.

There are important arenas that the IUF should place more emphasis on. But also the affiliated unions must play a greater part both as participants and in the planning and preparation of activities.

Affiliated unions or a region are offered the opportunity to contribute with expertise in order to achieve effective communication and ensure representation in such fora.

The Nordic trade unions regard it as important that the relevant competences represent IUF in the various international institutions. As a result, also the funding of such representation should be effected in a different way.

The rules regarding participation as an IUF representative have been established by the IUF management, and it is also the management that issues mandates in connection with participation in meetings and conferences.

At our Congress, the adoption of this resolution aims to ensure that all know-how and experience is used to promote the aims that have been defined for international co-operation and that both the IUF Secretariat and individual, affiliated trade unions prioritise this open collaboration.

Social Dumping

Generally seen, global solidarity is about fighting so that in all countries the standard of living is so good that they satisfy all the inhabitants' needs. To win that fight is a precondition of abolishing social dumping.

The very different standards of living in each country, the increasing internationalization of the companies, and the still more free movement of workers, services and goods, all this invites social dumping today.

Social dumping takes place when labour markets with different levels of wages and working conditions have to function together, and when this happens, by transferring the worst wages and working conditions to labour markets which, until then, had better conditions.

Social dumping also takes place when companies with fair wages and working conditions lose in competition with companies prioritizing bad wages and working conditions as a precondition for their competitiveness.

Free competition may mean great advantages, but the competition should not only be free, it should also be fair. It is not fair to improve competitiveness by exploiting the employees.

Social dumping destroys the possibilities of improving wages and working conditions, both where the conditions are bad, and where the trade union movement already had success in obtaining improvements.

Social dumping destroys the possibilities of a fair distribution of the advantages which fair competition may give.

Social dumping is a threat against maintaining/developing the Welfare State. Social dumping also blocks the development of professions and jobs, and necessary recruiting and development of knowledge and skills lose in favour of low wages and degrading working conditions.

By nature, the problem is international, and therefore international cooperation is necessary to curb social dumping.

The Congress calls on IUF and all affiliated unions to enlarge the cooperation against social dumping.

International rules are needed, and trade union efforts are needed.

The employees must be able to improve their wages and working conditions. Strong trade unions, dialogue with the companies and networks between the employees and their representatives across borders are a precondition for solving the problem of social dumping.

A bigger international focus should be put on social dumping, and the IUF must take further part in this. Thus the Congress calls on the IUF to play an even more active role, in cooperation with the regional organisations, also by informing about the problem and putting it on the agenda everywhere.

Commodity and food speculation

Speculation in food commodities and fluctuations in commodity prices has increased dramatically in recent years. The worst effects of this can be seen, in particular, in hunger and poverty in the developing countries.

Rising commodity prices are not least a result of speculation in commodities and foodstuffs. This speculation is increasingly being driven by financial investors such as hedge and index funds or banks, which, in the aftermath of the real estate bubble, are now seeking profitable investments in the commodities field.

Thus, for example, before the wheat harvest in 2011, some 350 million tonnes of wheat were traded on the Chicago Mercantile Exchange, rather more than half of world wheat production in 2011.

Another reason for the increase in prices is the significant rise in global demand, which can be attributed to changing consumption patterns in the developing world.

We call on political authorities to ensure that speculation in basic goods such as food commodities or foodstuffs is not permitted, and to introduce controls and punish infringements.

The IUF supports measures which serve to eliminate speculation and urges that this should be a component of international policy, in order to reduce hunger in the world.

Curtailing buyer power in global food chains

Whereas, the **United Nations' International Covenant on Economic, Social and Cultural Rights (ICESCR)**, deems the *Right to Adequate Food* as a fundamental human right, stating in **Article 11, section 1**, that: *"The States Parties to the present Covenant recognize the right of everyone to an adequate standard of living for himself and his family, including adequate food..."* [**emphasis added**] And,

Whereas, the **UN Special Rapporteur on the Right to Food** in 2002 defined the right to adequate food as a "... human right, inherent in all people, to have regular, permanent and unrestricted access, either directly or by means of financial purchases, to quantitatively and qualitatively adequate and sufficient food corresponding to the cultural traditions of people to which the consumer belongs, and which ensures a physical and mental, individual and collective fulfilling and dignified life free of fear." And,

Whereas, this definition entails all normative elements explained in detail in General Comment 12 of the ICESCR, which further states that: *"The right to adequate food is realized when every man, woman and child, alone or in community with others, has the physical and economic access at all times to adequate food or means for its procurement."* And,

Whereas, a December 2010 Report by the UN Special Rapporteur on the Right to Food, titled **Addressing Concentration in Food Supply Chains: The Role of Competition Law in Tackling the Abuse of Buyer Power**¹, largely concluded that:

- Disproportionate buyer power, which arises from excessive buyer concentration in food supply chains (among commodity buyers, food processors and retailers), tends to depress prices and wages that food producers and workers throughout the chain receive. And that,
- This in turn means lower incomes and poor working conditions for workers and producers throughout the chain, limiting their ability to advance their and their families' living standards. And that,
- There is thus a direct link between the ability of competition regimes to address abuses of buyer power in supply chains, and the enjoyment of the right to adequate food. And that,
- Such competition control should also be capable of being enforced even over conduct occurring outside the State, given that the effects of concentrated agribusiness and retail buyer power are global. And that,
- Global food supply chains will contribute significantly to the reduction of rural poverty only to the extent that such abuses are effectively combated through competition law regimes that are designed to be consistent with the obligation of States to protect the right to adequate food. And that,
- Finally, it is therefore necessary for developing countries to put in place human rights-sensitive competition regimes, and they should be assisted to this end.

¹ *Addressing Concentration in Food Supply Chains: The Role of Competition Law in Tackling the Abuse of Buyer Power*; BRIEFING NOTE 03 - DECEMBER 2010; **OLIVIER DE SCHUTTER**, UNITED NATIONS SPECIAL RAPPOURTEUR ON THE RIGHT TO FOOD

Therefore be it resolved that IUF will aggressively support the following recommendations from this 2010 UN Report to address abuses of buyer power in global food supply chains:

1. All States should have in place credible competition and merger regulation authorities, which restrain the creation and abuse of dominant buyer power....
2. Developed countries in particular should avoid creating high barriers to assert jurisdiction, as well as substantive rules of competition law that leave abusive buyer behaviour in developing countries unchecked.
3. Reductions of consumer welfare resulting from abuses of buyer power occur only in the long-term, and as an indirect consequence of the appropriation of producer welfare. It is therefore inappropriate to focus competition regimes on consumer protection alone. Instead, developed countries, especially those where dominant retail and agribusiness buyers are domiciled, should be more active in addressing the creation, maintenance and abuse of such buyer power, with a view not only to protecting the suppliers, particularly in developing countries, from the impacts of abuses of dominant positions, but also to ensuring the longer term stability of supply for consumers.
4. Developing countries where food insecurity is widespread in the rural areas and where violations of the right to adequate food of small-scale farmers are common, may wish to create competition regimes that impose on buyers specific duties, or subject them to specific types of control, in certain supply chains or for certain commodities that are particularly important to the revenues of small-scale farmers, with a view to preventing types of conduct which result in harms to the welfare of all in the supply chain.
5. Developed countries should assist developing States to create and maintain credible competition and merger regulation authorities, and developing countries should seek and cooperate with such initiatives. The institutions built with the assistance of developed countries, however, should not follow a purely consumerist model of competition law typical of similar bodies in developed countries at present, but must seek to protect a minimum level of producer welfare.

Trade union action on food security

Noting that:

- A sustained Trade Action to fight for Food Security is a most appropriate campaign for IUF because IUF organizes in predominantly food sectors.
- These sectors employ the most vulnerable of workers, with low pay and bad working conditions. Food insecurity is mostly felt by workers in these sectors despite workers being at the coal face of food production and manufacturing. It thus becomes important:

The 26th IUF Congress proposes to resolve:

1. that IUF and affiliates lead the campaign on Food Security;
2. to educate members and raise their awareness on issues of Food Security;
3. further to network with organizations who work on Food Security;
4. we should ensure that Food Security is placed or linked to the collective bargaining table and serves as a way of ensuring that we fight for a decent wage.

Corporate tax avoidance

Unite the Union calls upon the IUF and all affiliates to campaign against Corporate tax avoidance and in particular against the practice of ‘tolling’ adopted by many transnationals, to ensure companies pay corporation tax to the country or state where they produce their goods.

Affiliation fees and paid-up membership

Ensuring that affiliation fees are paid to have members in good standing, based on the paid up membership system 100%, 50% and 25%, is observed to be a tricky proposition.

Noting that:

- Such a system is aimed at providing solidarity and support to unions in hardship,
- the IUF organizes in predominantly vulnerable sectors where precarious forms of work are rife,
- there are unions that are facing major challenges in countries under political and trade union repression and economic hardship.

The 26th IUF Congress proposes to resolve:

1. IUF should assist to put in place measures that would be able to ensure that the Unions build their capacity, strength to become fully fledged.
2. Exemptions should apply to be reviewed on a regular basis.
3. We need also to ensure that a dependency syndrome does not entrench itself and unions become lax to grow membership.
4. Unions need to commit to pay their membership and that this is underpinned by implementable programmes to grow their unions.
5. Unions need to explore ways to merge where there are many small unions in order to strengthen union density and power and build their financial sustainability this will also assist in ensuring that they have the financial means to comply with IUF rule of membership in good standing

Burma

WELCOMES with cautious optimism the progress made in the democratic reform process in Burma following the handover of power from the military junta to a quasi-civilian government last year;

FURTHER WELCOMES the release of the democratic movement leader Aung San Suu Kyi from house arrest, the release of an estimated 600 political prisoners and participation of the formerly banned National League for Democracy (NLD) led by Aung San Suu Kyi in the by-elections in April this year;

PRAISES the courageous struggle independent trade unions and labour activists in opposing the repression of human rights under the military junta and fighting for these democratic reforms, in particular the Federation of Trade Unions of Burma (FTUB);

FURTHER PRAISES the courageous efforts by the Agriculture and Farmers Federation of Myanmar (AFFM), which after its illegal founding in 2007 organized across the country with 4,000 members and has applied for registration under the new Law on Labour Organization;

NOTES WITH CONCERN that as recently as July 2011 the Government wrote to the Secretary General of the Association of South-East Asian Nations (ASEAN) denouncing the FTUB as a “terrorist group” that should be excluded from any involvement in the trade union bodies within ASEAN;

EXPRESSES CONCERN that serious obstacles to the democratic reform process remain and the risk of military intervention remains high;

- More than 1,400 political prisoners remain in detention;
- The current political arrangement is neither free nor fair as a quarter of parliamentary seats are reserved for the military while the military proxy (Unions Solidarity and Development Party, USDP) holds about 80% of the remainder;
- The new Law on Labour Organizations passed by parliament allows trade unions to register for the first time in decades, but the Labour Department is refusing registration on the basis that no regulations have been introduced to support the law;
- Though there is some relaxation of media control many restrictions on freedoms of press, assembly, association and movement remain.
- The war waged by the military on ethnic minorities continues in some areas despite the government’s announcements regarding peace agreements,
- There remain “serious and ongoing human rights concerns,” including “continuing allegations of torture and ill-treatment during interrogation.” (UN Special Rapporteur on Burma, August 2011)

NOTES that the goals of the pro-democracy movement led by Aung San Suu Kyi are for the release of all political prisoners, the restoration of internal peace, the promotion of the rule of law and free media, and the amendment of the constitution.

PLEDGES continued IUF support for the struggle for democracy in Burma and solidarity with the independent trade union movement including FTUB, AFFM and other nascent trade union organizations.

Organising workers on Central American plantations

Congress notes that, at the IUF/UITA Latin American Regional Conference held in November 2011, it was agreed in principle that the plantation workers' confederation, COLSIBA, would become the IUF's banana and pineapple workers' arm in the region.

Congress further notes that workers on Central American tropical fruit plantations suffer exploitation and hardship at the hands of both transnational and national producers and that trade unionists variously face harassment, discrimination, blacklisting, physical violence and, in the worst instances, death.

Congress therefore agrees that fully incorporating COLSIBA into the IUF Latin American region and organising workers on Central American plantations will be a priority and that all available resources will be utilised for the purpose.

Fisheries

This Congress welcomes the introduction of a global programme organising workers in the fisheries sector.

This Congress agrees that overcoming the issues in this industry affecting fish stocks, industrial workers and small scale fishers is critical as part of the food security programme.

This Congress welcomes the joint work agreed between ITF and IUF globally. Congress applauds the ITF Fisheries Conference for mandating continued and improved investment in the Programme and further supports the aims and objectives set out in the IUF Congress Report Organise! Fight! Win!

This Congress agrees to make developing a fisheries network within IUF a priority and ask that all unions commit the resources required to participate in any network activities.

This Congress supports the request to hold regional conferences late 2012 and a global conference early 2013 as part of the joint Programme work agenda.

The 26th IUF Congress therefore resolves to:

- Support the aim and objectives of the Programme
- Mandate IUF and its affiliates to fully participate in domestic, regional and global conferences; workshops and campaigns developed as part of the global strategy
- Participate and work with other unions wherever possible to meet the aims of the Programme

Equality in TNCs

Unite the Union very much welcomes the commitment that the IUF has shown to equalities including the requirement for all delegations to be a minimum of 40% women. However, there is still a long way to go and it remains a concern that within many TNCs, the majority of the production workers in many countries are women yet there are very few women shop stewards or negotiators. We therefore call upon the IUF to work with affiliates within specific targeted TNCs such as Nestlé for example, to identify important bargaining issues for women workers and to build women workers' networks with a view to encouraging more women to become active and representative within their own unions.

Persecution of Agricultural workers

Agricultural workers across the world continue to face persecution on a daily basis, often working in difficult circumstances with extremely poor terms and conditions. This IUF congress reaffirms its commitment to organise agricultural workers everywhere and continue to work and fight with them to raise standards in the industry around the world.

Unite the Union wishes to draw attention to the Campaign to save the Agricultural Wages Board in the UK. The Board was introduced in 1948 by a Labour government to protect vulnerable rural workers and has set minimum standard of pay and working conditions for more than 60 years. Large horticultural companies have campaigned with the National Union of Farmers for its abolition in order to reduce the terms and conditions of employment for agricultural workers in the UK.

We call upon the IUF Congress to support this Unite campaign and also to work with all affiliates to organise more agricultural workers and support their campaigns to improve pay, terms and conditions everywhere. The 26th Congress is asked to support this motion.

Aquaculture

Considering:

That after the Green Revolution and the Livestock Revolution, with their consequent social, environmental and labour problems, it was the turn of the Blue Revolution (as industrial fishing was called when it began to expand in the 1970s).

That the Blue Revolution also brought with it social, environmental and labour consequences. The depredatory fishing methods such as use of drift nets, long lines and trawling, together with over-fishing is exhausting fish stocks. According to several studies, commercial fish species will disappear by 2048 and the report "Jobs lost at sea", published in February 2012 by the New Economics Foundation points out that the over-exploitation of fish stocks in the European Union is causing the loss of 100,000 jobs and EUR 3,200 million.

That in the process as they are of exhausting capitalist exploitation of fish stocks, large companies, with breath-taking logic, are now putting their money on aquaculture, a kind of Blue Revolution II.

That according to FAO, aquaculture already provides 46 per cent of fish for food in the world. Companies involved in this activity earn millions of dollars. Such is the case of the Spanish **Pescanova**, which last year obtained a third of its profits from aquaculture

The 26th IUF Congress declares:

1. That the majority of aquaculture products (salmon, shrimp and trout) are destined for the well-to-do classes of the industrialized countries, making it a fallacy that it will solve hunger in the world;
2. That aquaculture, in its industrial form, pollutes the waters of the rivers and seas where it is practised and destroys coastal mangrove forests;
3. That the intensive use of antibiotics and other medicines used in commercial aquaculture presents a serious risk to animal and human health;.
4. That the introduction of exotic species into rivers and seas is a threat to local fish species;
5. That the large companies which practise inland aquaculture compete for land with agriculture;
6. That increasing use is being made of transgenic soya and canola as fish food, with known and serious consequences (demand for soya in South-East Asia is expected to double in the next 10 years for this reason);
7. That the majority of workers in aquaculture are invisible. Aquaculture in Brazil produces 1,240 tonnes of fish, but we are not aware of a single trade union in this sector. It also generates over 17 per cent of fish production in Mexico, without any mention of the existence of a trade union. In Peru, by 2015, aquaculture will reach over 100,000 tonnes, but there are no trade unions;
8. That conditions of work in the sector are inhuman, with low wages and high rates of disease and accidents. For example, at harvest time the Pescanova plant, which processes shrimp in Nicaragua works 24 hours a day, with two

12-hour shifts (people work up to 10 hours continuously without rest or food) with restricted visits to toilets and inadequate healthcare.

The 26th IUF Congress resolves to:

1. adopt the necessary measures to analyse the consequences of industrial aquaculture for workers (both in the sector and those related to it, such as farm workers), the environment and food sovereignty.
2. undertake a study of companies (especially transnational companies) which engage in aquaculture.
3. consider the need to launch a campaign to organize in the sector

Working conditions in poultry processing plants in Brazil

Brazil has positioned itself as the leading exporter of chicken in the world and the second producer after the United States. In 2011, the country slaughtered some 3,200 million chickens, producing some 12.9 million tonnes of meat.

The constant increase in global consumption of chicken and the profit generated by the sector explains why every year new plants are opened and there is growing concentration in the sector. The 2011 merger of two large corporations, **SADIA** and **PERDIGAO**, resulted in the creation of a new company called **Brasil Foods (BRF)**, which then controlled 25 per cent of the global poultry market. In other words, it sells 1 of every 4 chickens in the world. Furthermore, it became the third largest global group in the meat sector and the largest industrialized food company on the planet.

Although Brazil has been a democracy since 1984, urban and rural production units continue to be authoritarian places. According to **Dr Robert Ruiz** (an expert in industrial medicine), "There they do not allow questions: the company has all the answers to its own questions, and that's it. For example, productivity targets are set unilaterally. And they are inhuman targets, which are never at any time discussed with the workers or the trade unions. They apply absolutely. This authoritarian way of carrying on, without concern for the consequences, is killing people in the sugar-alcohol sector, where workers die of exhaustion in the cane fields. Or in the processing plants, where workers are mutilated for life due to injuries caused by repetitive efforts".

The Brazilian poultry sector has become "ghettos of suffering for thousands of workers". Recent studies show that:

1. Boning a chicken leg and thigh involves 12 cuts in 15 seconds, plus a further six movements, making a total of 18 movements in total to bone a leg and thigh. This workload is three times as high as the recommended limit.
2. In the meatpacking industry, workers are three times more likely to develop mental illnesses than those in other sectors.
3. It is extremely common to find that workers in processing plants make between 80 and 120 movements in a single minute. Medical studies show that up to 35 movements per minute is a safe level for worker's health. We are therefore talking of three times as many movements in a minute as the limit considered to be safe.

In the light of this situation, the 26th IUF World Congress resolves:

1. To support and give greater impetus and visibility to the Global Campaign against Intense Work in Poultry Plants in Brazil.
2. To put pressure on the competent government authorities and companies to approve the Regulatory Standard in the Meat Processing Sector.
3. To create an international observatory to monitor the effective and efficient introduction of the Regulatory Standard.
4. To ensure that, in the event of non-compliance with the Regulatory Standard, all necessary measures are taken to prevent poultry exports from Brazil.

Colombia

Considering:

1. That in the social sphere it is noteworthy that, while Colombia is the fourth fastest growing economy in Latin America, it is also the third country for social inequality in the region and one of the ten worst in the world.
2. That social inequality is the fruit of the accumulation of productive wealth by a tiny minority and the priority that the economic model has attached to investment by transnational companies to exploit natural resources, essentially in the mining, energy and agro-industrial spheres.
3. That the level of concentration of land in the hands of a small group of landowners is alarming, and, according to the judicial proceedings now in progress in the country, these were in a good many cases lands seized by armed force, causing the displacement of four million rural inhabitants and the genocide of a very large number of peasants, indigenous people and social leaders.
4. That the subject of human rights in Colombia remains at the forefront, especially concerning the murder and disappearance of social and trade union leaders, as recorded by **Amnesty International** and **Human Rights Watch**.
5. That the policy of the previous Government of President Álvaro Uribe and that of the current President, Juan Manuel Santos, in economic and development matters, is the same with respect to prioritizing support for monopolies of domestic capital and foreign investment through transnational companies.
6. That the present Government, like the previous, has excluded comprehensive agrarian reform from its agenda, without which equitable development and social justice is not possible.
7. That in the labour sphere, 75 per cent of employment is precarious and subject to intermediation through Associated Labour Cooperatives (CTA), temporary agencies, simplified limited companies, through which the State is gradually causing the disappearance of the trade union movement and collective bargaining, despite the fact that the Colombian State recognised and adopted ILO Conventions Nos. 87 and 98, with which it does not comply in practice.
8. That all the foregoing considerations are linked to the general violence which has been experienced by the country since long past, without at present any true and authentic political will by the Colombian State and its governments to find a political and negotiated way out of the armed conflict.

The 26th IUF Congress resolves:

- To support the Single Confederation of Workers (CUT) in its struggle against precarious work, promotion and defence of decent work.
- To support with the utmost solidarity the efforts of SINTRAINAGRO and UNAC to form trade unions in the flower-growing and African palm sectors.
- To denounce and contribute to the prohibition of permits for the large-scale extraction of minerals which, as already seen, not only leads to the unbridled exploitation of human labour, but also devastation of the environment and displacement of the local population, as is happening in many areas of Colombia.

The growing presence of Spanish hotel chains in Latin America

In the various countries where Spanish hotel chains operate, a systematic violation of the principle of decent work inspired by the ILO and the ILO Tripartite Declaration on Transnational Companies can be observed.

This anti-trade union policy becomes apparent when these companies sign so-called “contracts of convenience”, as occurs in **Mexico** and the **Dominican Republic**.

The policy of outsourcing and fixed-term contracts, neo-liberal practices euphemistically labelled “flexibilization”, implemented in the entire sector, causes the well-known effects on workers, their rights, economies and the environment.

Furthermore, outsourcing allows a company to avoid its obligation to provide training to all its staff, thus putting at risk the health of customers by exposing them to consumption of food handled in a system of work which does not ensure adequate quality and safety.

Another concern stems from the negative consequences of the “all-inclusive” model, a Fordist tourist exploitation system which only benefits the large chains, since it can only be used in hotels with more than 150 rooms. The system has become a real problem for workers, small and medium-sized hoteliers and all those who provide services to tourists (restaurants, taxis, artisans, etc.). From the point of view of hotel workers, it is a model which degrades the profession and reduces the number of workers by introducing buffet and self-service models. The limited investment by companies in staff training allows staff to be exploited, both in terms of wages and the obligation to work long hours.

Although it is not only a consequence of the activities of the Spanish companies, the consequences of the extractive tourism model which is practised in the majority of cases is alarming from the ecological point of view. Among others, the most important impacts are:

- Soil loss.
- Loss of coastal beaches.
- Degradation of the landscape.
- Over-exploitation and/or pollution of rivers, lagoons, aquifers, etc.
- Excessive increase in energy consumption
- The contribution to climate change (for example, transport of food and other inputs from distant places).

This form of exploiting tourism brings with it a life cycle which, in the long-term, becomes exhausted, causing predictable negative consequences.

The 26th IUF World Congress resolves:

1. To draw up and implement an organizational work plan which targets strengthening, growth and increased efficiency of the work of trade unions in the region.
2. To coordinate actions, capacities and programme lines of trade unions in Spain and Latin America representing the tourism and hotels sector.

3. To carry out coordinated work with these organizations, in pursuit of social and trade union objectives, to make the sector a decisive tool in the prevention of exclusion and poverty.
4. To promote an action plan jointly with the International Labour Organization (**ILO**), with a view to implementing a decent work agenda in hotels and tourism.

Nanotechnology

We live in a world in which the scientific counts for more than the social. In this world ruled by corporate profit, nanotechnology products are launched on the market before society has a chance to analyse their effects.

Civil society and social movements must engage in a broad debate on nanotechnology and its economic, environmental, social and health implications. We must not make the mistake of allowing discussion of nanotechnology to be left in the hands of “experts”.

The 26th IUF Congress resolves:

1. To urge our affiliated organizations to discuss with the rest of society and governments the possible consequences of nanotechnology.
2. To demand that governments and the international organizations concerned apply the precautionary principle, prohibiting the sale of foods, drinks and fodder, and all agricultural inputs which incorporate nanotechnology, until it is shown that they are safe and an international regulatory system specifically designed to analyse these products is approved.
3. To require the World Trade Organization (**WTO**) to suspend the grant of patents related to nanotechnology in the food industry and agriculture, until the countries concerned and social movements can evaluate their impact.
4. To require the World Health Organization (**WHO**) and the United Nations Food and Agriculture Organization (**FAO**) to update the Codex Alimentarius, taking into account the use of nanotechnology in food and agriculture.
5. To demand that the WHO initiate short and long-term studies on the potential effects of nanotechnology, especially nanoparticles, on the health of the engineers and workers who produces them, users and consumers.
6. To request the International Labour Organization (**ILO**) to undertake urgently a study into the possible impacts of nanotechnology on conditions of work and employment in agriculture and the food industry. On completion of the study, it should convene a tripartite conference on the subject as quickly as possible.

Child labour in agriculture

The IUF 26th World Congress

Notes with concern that agriculture remains the biggest user (60%) of child labour, with 132 million girls and boys aged 5 to 14 working, often doing work that is hazardous to their health and/or interferes with their education;

Expresses further concern that while much of this child labour is on family farms, 1 in 5 of these children are employed and that many products produced by children are used in supply chains of TNCs and supermarkets;

Welcomes targets set by the ILO and agreed by many national governments to eliminate worst forms of child labour by 2016;

Notes that there will be a conference hosted by the Government of Brazil in 2013 to review progress in achieving this target;

Welcomes the decision of the Global March against child labour (GM) to dedicate its 2012 conference to child labour in agriculture;

The IUF 26th World Congress therefore resolves:

To call on the IUF and affiliates to increase activities to ensure that TNCs in IUF sectors commit to and work on elimination of child labour in their supply chains;

To call on the IUF to lobby the ILO and other relevant UN agencies to increase commitment to and action on elimination of child labour in agriculture, in particular to ensure that child labour in agriculture is specifically addressed in the Brazil 2013 conference;

To call on the IUF and affiliates to support and participate in the GM conference (July, 2012 Washington);

Support for Hong Kong

The 26th IUF World Congress held in Geneva on May 14-18, 2012:

Notes the critical role that the Hong Kong Confederation of Trade Unions (HKCTU) as an independent trade union centre has played in promoting trade union rights and the centrality of HKCTU to the democracy movement in Hong Kong;

Recalls with immense pride that the IUF had the honour to play an important role in assisting HKCTU's emergence in 1990 after nearly a decade of work to establish a voice in Hong Kong that is authentically the workers' own and a genuinely independent organization controlled by workers to advance labour's cause;

Further Notes that at that time there was no minimum wage law, no legally protected right to collective bargaining, no maximum hours of work per day and harassment and discrimination against trade union members were common;

Recalls that in 1997 the HKCTU (with the support of the democratic forces) successfully established statutory rights of collective bargaining just five days before the transfer of sovereignty to China, obliging employers for the first time to negotiate with trade unions, but this legislation was immediately abolished by the new Provisional Legislative Council in response to instructions from the central government in Beijing;

Recognizes that despite this setback HKCTU continues to struggle for the right to collective bargaining as a fundamental trade union right, within the broader fight for democracy, and more recently has made gains in fighting for collective bargaining rights in specific companies in the IUF sectors;

Further Recognizes that a legal minimum wage was introduced in 2010 in response to HKCTU's long-running campaign and that, with the minimum wage fixed below the amount that HKCTU determined is a fair minimum, the campaign continues;

Acknowledges that the HKCTU has been and continues to be a voice for human and trade union rights in Mainland China;

Calls Upon affiliates to continue working closely with HKCTU and supporting HKCTU.

Safeguarding trade union rights, Applying ILO Core Labour Standards

The IUF, together with its affiliated organizations, will urge that the ILO core labour standards, set out in the Declaration of Fundamental Principles and Rights at Work 1998, should be the subject of binding agreements in all companies with which the IUF has national or international relations, through IUF agreements on behalf of the respective affiliated organizations.

This does not mean seeking formal recognition of these Principles, but that they should be applied in practice, thus strengthening the bargaining capacity of our brothers and sisters worldwide. Thus, it should not only be a question of affirming adherence to the core labour standards, but of binding undertakings with the IUF and its affiliated trade unions on the practical application of rights under these core labour standards for each individual worker in the company concerned.

Furthermore, in public sector procurement (e.g., food, etc., for schools, local authorities, armed services, hospitals...) the IUF affiliated organizations will ensure that compliance with the ILO core labour standards is required as a precondition for participation in tendering.

Thus, with the support of national trade unions, it will be possible at international level to obtain greater commitment of transnational companies to the core labour standards and their application, thus enhancing the power of workers worldwide to organize.

This can also help to combat precarious employment through effective representation of trade union interests.

Organizing in transnational companies

The IUF 26th Congress

Notes:

- The significant progress made in organizing across major transnational companies (TNCs) in the past 5 years, winning union recognition and collective bargaining rights at national/local level, securing permanent jobs and trade union rights for precarious workers, growing membership, and strengthening global union recognition of the IUF by TNCs;
- That organizing campaigns made an important contribution to global recognition of the IUF by specific TNCs and played a pivotal role shifting the attitude and policies of the global management of these companies with regard to genuine union recognition and respect for trade union rights.

Appreciates the commitment and sacrifice of affiliates in waging campaigns under extremely difficult conditions, and the regular, effective coordination and communication with the IUF that was needed to win these successful outcomes.

Welcomes the successes in the past congress period of agreements and successful global negotiations through a more structured global relationship that have led to enhanced union recognition and working conditions.

Further notes:

- That, as the world's economy becomes increasingly integrated and as major corporations continue to grow and to follow their activities in both national and global contexts, the need for some form of integrated online international union network where affiliates can store and share their TNC experiences and developments grows too;
- Organizing will always be the trade union movement's main task. This is the whole basis of our strength. It is important that all member unions within the organization make this a high priority in their work;
- Companies become increasingly more international and place their activities where they get the best profit. They do this independent of national borders;
- By contrast, the trade union movement primarily works nationally which presents a clear risk that employees in individual countries are played off against each other, resulting in a strong downward pressure on wages and working conditions;
- Only international union organization will prevent this downward spiral.

Recognizes:

- The importance of the global consultation mechanisms and regular meetings between IUF and specific TNCs that have enabled affiliates to resolve major disputes, stop rights violations, reverse outsourcing and casualization, and win union recognition at national and local levels;
- That it is Congress' task to look strategically at priorities and to debate whether there are other methods and priorities capable of promoting trade union objectives in the coming years and that it is therefore important that the priorities set by the IUF Congress will also become priorities for affiliates;

- A major task for the congress period is to advise national unions, encourage sharing of knowledge and best practices, including supporting and further developing membership organizing projects;
- That this will require collective strategies aimed at TNCs that affiliates involved in the decision-making process are under an obligation to follow.

Reaffirms that organizing across TNCs operating in IUF sectors will continue to be a priority over the next 5 years.

Calls on affiliates:

- To communicate and coordinate closely with the IUF Secretariats, sharing information and developments and building common strategies in the face of major changes in a TNC's operations (e.g., closure and relocation of production; mergers and acquisitions; divestments and sell-offs; changes in corporate strategy);
- To be proactive in organizing in major TNCs in the IUF sectors and, through coordination with the IUF, to strengthen our members' global bargaining power in relation to these TNCs;

Calls upon the IUF secretariat working closely with affiliates:

- To establish further cross-border shop stewards' and union networks/alliances to facilitate/enhance information exchange, campaigns and fighting back in specific transnational companies such as Unilever and Kraft;
- To secure binding union rights and recognition agreements in all companies with which the IUF has national or international relations; before starting negotiations for any international agreement with any public or private institution, particularly with employers, the IUF should, with sufficient notice, consult as far as is practicable with affiliates concerned; affiliates concerned should also be consulted prior to the signing of any such agreements.
- To continue to work to ensure that such engagement and agreement are achieved. This can be done through:
 - international framework agreements,
 - establishing other forms of engagement with transnational company managements, employee representatives, and their trade unions;
- To build an online infrastructure in its website where the periodical bulletins of affiliates are stored and shared with member unions;
- To develop enhanced database capacity to map, track and assist building union membership in these companies.

Calls on IUFs Executive Committee

- To decide, before the next congress, clearer guidelines as to how this resolution would be best put into practice and, particularly in regard to international framework agreements, answer the following questions:
 - Who can start the process?
 - Who negotiates?
 - Who should be involved?
 - Who makes the final approval?

- Which strategy is to be followed if the company does not want to negotiate?

Pending the outcome of that discussion that to achieve coherence and coordination and confirm that international agreements meet IUF policy, agreements with companies must be approved by the IUF Administrative Committee. In urgent cases the General Secretary may take necessary decisions and will render those decisions accountable to the Administrative and Executive Committees.

Precarious employment

The IUF 26th Congress

Noting that precarious employment undermines human rights and poses a significant threat to trade union rights, union bargaining power and employment standards in all countries and across all IUF sectors, and that workers in precarious employment face compromised health and safety and are exposed to long and unsociable working hours;

Further noting the trade union struggle against legislation in Turkey allowing for highly discriminatory short-term labour contracts which are imposed upon workers who have lost their employment in the privatization process, as well as the trade union struggle against Labour Brokering legislation in South Africa;

Further noting that women in precarious jobs are vulnerable to abuse and sexual harassment, often with no recourse, as speaking out may jeopardize chances of continued employment;

Noting with concern the developments in Europe following the implementation of the Agency Workers' Directive where many employers have used loopholes to avoid fulfilling their obligations and have entrenched agency workers in permanent low pay and insecure employment;

Further noting that outsourcing is rife in the hospitality sector;

Recalling the commitments made in the 25th IUF Congress resolution (2007) on defending employment standards and trade union rights in the face of outsourcing and casualization;

Recognizing the significant work that the IUF has carried out over recent years to highlight the issue of precarious employment;

Recognizing the successful outcome of several campaigns against precarious employment, including those in major transnational companies, which have led to contract and temporary workers winning permanent jobs and union membership;

Welcoming the growth in IUF membership and increased collective bargaining power that has resulted from these successful campaigns;

The 26th IUF Congress

Resolves to increase support for similar campaigns in all IUF sectors and to give priority to the challenge of precarious employment in the next 5 years;

Resolves to support trade unions in their fight at national level against legislation which promotes contract and agency labour and all forms of discriminatory employment relationships;

Calls on affiliates to use all available resources to ensure that precarious workers are organized and have the benefits of union membership as well as the benefits of collective agreements negotiated by unions.

Calls on affiliates to exchange information and share best practices, including through networks of unions within TNCs and social media, with a view to promoting global collaboration in the fight against precarious employment, and to pursue an international regulatory framework (e.g., through the ILO) to provide

guidelines and minimum standards, whilst continuing campaigns for the ultimate eradication all forms of precarious employment;

Further calls on affiliates to set out a clear programme of action to demonstrate how this will be achieved in their country, including using political pressure to achieve genuine employment protections for all.

On decent work & dignity for Domestic Workers

The IUF 26th Congress

Welcomes the adoption of the Convention Concerning Decent Work for Domestic Workers (No.189) and Recommendation (No.201) by the 100th annual Conference of the International Labour Organization (ILO) on 16 June 2011;

Notes that tens of millions of domestic workers around the world have finally been recognized as workers and are guaranteed the same basic rights as other categories of workers;

Further Notes that in addition to the fundamental rights set out in the ILO's core conventions, (freedom of Association, collective bargaining, elimination of child labour and forced labour), domestic workers will also benefit from the right to a written contract, working time regulation, health and safety provisions, social security coverage including maternity protection, protection of migrant domestic workers and monitoring mechanisms for labour agencies. The need to prevent abusive practices against domestic workers in diplomatic households is addressed in Recommendation 201.

Appreciates the role of the International Domestic Workers' Network (IDWN), an organization supported by IUF and WIEGO (Women in Informal Employment: Globalizing and Organizing), in organizing, coordinating and mobilizing domestic workers across the globe to win recognition of their rights as workers and the crucial and historic role that IDWN played in campaigning for the adoption of the new International Labour Convention;

Resolves to support the organizing and campaigning activities of IDWN wherever possible;

Calls on affiliates

- to do all they can within their own country/region to ensure that their Government ratify and implement ILO Convention 189 so that the rights, dignity and respect of domestic workers can be fully realized.
- to actively raise awareness about the rights of domestic workers as enshrined in Convention 189 supplemented by Recommendation 201.
- to strengthen and support domestic workers' unions.

African palm/palm oil

This 26th IUF World Congress

Noting that the cultivation of African palm/palm oil has been expanding rapidly in a growing number of developing countries causing serious problems for people and the local environment, creating complicated and frequent social conflicts and systematic violations of human rights. In particular, family farmers are being displaced, in some cases by paramilitaries. In **Bajo Aguán**, Honduras, in the last two years 46 activists and peasant leaders have been murdered.

Further noting that even in regions of the world where palm oil has traditionally been grown it is usually associated with bad working conditions in particular low wages, poor OHS and extremely exploitative conditions for migrant workers.

Agribusiness companies, attracted by low labor demand, are moving to palm oil growing, generating higher levels of unemployment, e.g., in Guatemala and Colombia.

Also noting that while the expansion is mainly for biofuels, palm oil is also extensively used in soaps and in processed food.

Concerned that in response to growing criticisms, the palm oil producers and users set up the Roundtable on Sustainable Palm Oil. RSPO. This organisation serves to “greenwash” the palm oil industry.

Resolves to:

1. launch an international campaign to expose and stop the widespread cultivation of African palm;
2. convene a world conference of Workers in this sector;
3. denounce the RSPO and other certifications systems that seek to make palm oil cultivation respectable and sustainable.

Land grabs

Noting that buying and leasing of overseas land (usually known as land grabs) by both governments and companies for production of biofuels, for mineral extraction and to ensure food for their own populations is increasing rapidly on all continents frequently causing displacement of local communities and undermining food security;

Noting also that the expansion of surface mining which land grabbing promotes accelerates the destruction of biodiversity and the degradation, pollution and exhaustion of soil and water resources, thus undermining livelihoods and food rights, at the same time as it destroys landscapes and so impacts tourism;

Further noting that while this is a global phenomenon, most land is being acquired in Africa while in Latin America land grabbing is compounding the problem of concentration of land ownership;.

Concerned that there is no transparency on the lease and sale agreements

This 26th IUF Congress therefore resolves to:

- Give more visibility and publicity to this issue;
- Deepen strategic alliances and coordination with other civil society organizations to advocate for land rights;
- Support the processes of equitable land distribution, land reform and support for family farming.

Emergency Resolution on Hyatt Hotels

Noting Hyatt hotel's actions in Chicago and Seattle in April 2012, when workers were fired and individually intimidated after challenging Hyatt's working conditions, and

Whereas, Hyatt systematically undermines good jobs by replacing longtime employees with minimum wage temporary workers and imposing dangerous workloads on those who remain, and

Whereas, Hyatt's business model relies upon the abuse and exploitation of women housekeepers and immigrants, and

Therefore be it resolved, that IUF supports Hyatt workers in their struggle for dignity and justice.

Be it further resolved, that IUF supports the global boycott of Hyatt and the sanctions issued by Hyatt workers.

Emergency Resolution on Nestlé Indonesia

The IUF Congress records its disappointment and anger that 53 members of the IUF-affiliated union at the Nestlé factory in Panjang, Indonesia, have still not been reinstated to their positions following their arbitrary dismissal on October 5/6, 2011 after a strike at the factory.

Congress expresses its full support for the IUF Nespressure 'We are the 53!' campaign, and commits to the fullest possible engagement on the part of member organizations.

Emergency Resolution on Talley's/AFFCO

Congress **condemns** the aggressive attack on workers and their union by the New Zealand meat company AFFCO and the lockout to force workers to sign up to employer terms.

Notes that the Talley Group has a history of abuses of workers' rights.

Fully supports the fight by the NZ Meat Workers Union and its 1500 locked out and striking members to win an agreement that fully respects the rights of workers to remain represented by their union and bargain collectively

Pledges solidarity and support to the NZMWU in their fight to win a return to work based on justice and fairness.

Emergency Resolution on SABMiller, Panama

In the afternoon of May 4, company representatives called workers who are members of our affiliate, SITRAFCOREBGASCELIS, to inform them that they were dismissed by a "mutual agreement", to be signed on the spot and without the advice of their union leaders, and allowed no worker to leave the premises for several hours.

Destroying the union and the collective agreement in Panama is the same thing SABMiller did with SINALTRABAVARIA in Colombia.

The 26th IUF Congress resolves to organize an international campaign denouncing SABMiller until the company ends its anti-union policy.

Emergency Resolution on repression of union activity in Iran

Congress condemns the recent sentencing to six years' imprisonment of Iranian trade unionist Reza Shahabi and the arrest of Zabihollah Bagheri and calls for their immediate and unconditional release;

Notes that these illegal actions by the Iranian authorities continue a long-standing pattern of repression of trade unionists, including repression against the IUF-affiliated Haft Tapeh Sugar Workers Union;

Calls for the release of all union activists imprisoned by the government of Iran and the reinstatement of all those dismissed from their jobs for their union activity;

Pledges full support for the struggle for independent trade unions in Iran.

Emergency Resolution on Fiji

Congress condemns the military government's repression of worker and trade union rights under "public emergency" laws,

Further condemns the charges against NUHCTIE leaders Daniel Urai and Nitin Goundar under public emergency laws and the requirement of unions to obtain permits to hold membership meetings,

Expresses outrage at the physical assault on the FSGWU leaders Felix Anthony and Mohammed Khalel by the military and the militarization of sugar mills where our members work,

Calls on the government to rescind the emergency laws and immediately hold democratic elections,

Expresses support for the global campaign to defend workers' rights in Fiji.

Emergency Resolution on Tobacco farm workers

Noting that a meeting took place on April 18 between tobacco companies and FLOC involving discussions on guaranteeing tobacco farm workers the right to freedom of association and collective bargaining.

Noting that after almost 5 years of refusal, on May 3, 2012, Reynolds American committed to meet with FLOC.

Congress resolves to support FLOC in its efforts to conclude an agreement guaranteeing practical mechanisms for implementing these rights for workers in US tobacco fields.

Congress calls on all tobacco purchasers and manufacturers to similarly commit to meet with FLOC and to guarantee these rights throughout their supply chains.

Emergency Resolution on Unilever Russia

The IUF 26th World Congress

Notes the information from Omsk, Russia, where agency workers at a Unilever ice-cream factory organized within the IUF-affiliated Novoprof Union went on strike, demanding a wage increase and transfer back to direct permanent employment;

Underlines that the use of agency labour poses a serious threat to workers' rights;

And therefore **resolves** to support the demands of Unilever workers in Omsk and their struggle for justice and regular employment; and

Urges Unilever to enter constructive negotiations with the union and restore the system of direct permanent employment at the factory.

Emergency Resolution on Kamal Abbas, Egypt

In February this year, Kamal Abbas, the general coordinator of the Egyptian Centre for Trade Union and Workers Services (CTUWS) was sentenced to six months in prison for "insulting a public officer". He had interrupted the speech by a Mubarak-era trade union official at the ILO conference in June 2011. Abbas objected to the claim that the old Egyptian Trade Union Federation truly represented workers. On 17 June Abbas returns to court for the final verdict.

The IUF 26th Congress **demands** that the Egyptian authorities withdraw the charges, annul the sentence, and cease all harassment of independent union activity.