



International Trade Union Confederation

GENERAL COUNCIL

Vienna, Austria, 29 November – 1 December 2016

Agenda item 2:

**Report of the 15th meeting of the ITUC General Council
(Sao Paulo, Brazil, 10 – 12 October 2015)**

The General Council is requested to approve the report of the 15th General Council meeting (Sao Paulo, Brazil, 10 – 12 October 2015).

INTERNATIONAL TRADE UNION CONFEDERATION

SUMMARY OF DECISIONS OF THE
15TH SESSION OF THE GENERAL COUNCIL

Sao Paulo, Brazil, 10 – 12 October 2015

Agenda Item 1: Opening of the Meeting and Adoption of the Agenda

The ITUC President João Antonio Felicio welcomed the General Council members to São Paulo, Brazil and opened the meeting.

The draft agenda ([Appendix I](#)) and timetable were introduced.

The General Council **ENDORSED** the draft agenda and timetable.

**Agenda Item 2: Report of the 14th meeting of the ITUC General Council
(Brussels, Belgium, 16 – 18 December 2014)**

The Chair proposed the report of the 14th meeting.

The General Council **ENDORSED** the report.

Agenda Item 3: Obituaries

The General Council observed a minute of silence to salute the outstanding contribution to trade unionism of departed colleagues: Togar Marbun, George Muchai Kabete, Antoine Obame Eyeghe, Fred Higgs, Manuel Diogo da Silva Neto, Hans Engelberts, David André Silamo, Peter Conway, Connie Angco, Mohamed Amadu Deen, Jamal Sanbani, and Atef Saad.

Agenda Item 4: Constitutional Bodies

The Deputy General Secretary, Jaap Wienen, introduced the document informing the General Council of the following additional change:

Ms Champa Verma (India – INTUC) was elected Chair of the ITUC-AP Women's Committee and is consequently replacing Ms Florencia Cabatingan (Philippines – TUCP) as titular on the General Council and replacing Ms Vidya Singh (Fiji – FTUC) as 1st substitute on the Executive Bureau.

Ms Mindy Ram (IFJ) replaced Ms Pamela Morinière (IFJ) on the ITUC's Women's Committee.

The General Council **ENDORSED** the changes highlighted in document 15GC/E/4 and consequently **RATIFIED** the new composition of the ITUC Constitutional Bodies.

Agenda Item 5: Affiliation Questions

The document was introduced by ITUC Deputy General Secretary Jaap Wienen.

1. Applications for affiliation proposed for acceptance

The General Council **DECIDED** to accept into ITUC affiliation:

Brazil	NCST
India	CFTUI
Kazakhstan	FPK
Paraguay	CESITP
Paraguay	CUT

2. Applications for affiliation proposed for on-going consideration

The General Council **DECIDED** to keep under on-going consideration the following applications:

AFRICA:

Benin	CSPIB
Central African Republic	SATPC
Congo RDC	SYNATRACO
Côte d'Ivoire	CSH
Côte d'Ivoire	U.NA.TR-CI
Gabon	CSTG
Guinea	COSATREG
Kenya	TUC-KE
Tunisia	CGTT
Uganda	COFTU
Zambia	FFTUZ

AMERICAS:

Barbados	CTUSAB
Jamaica	NWU
Mexico	CAT Guanajuato
Mexico	FNTSU
Peru	CSP
Peru	CTP

ASIA-PACIFIC:

Bangladesh	JSF
Cambodia	NACC
India	Christian Democratic Union CDU
Iran	CIWR
Iran	ICWA
Israel	Koach La'Ovdim – Democratic Trade Union
Jordan	FITU
Sri Lanka	Sri Lanka Plantation Employees Union
Vietnam	VLF

EUROPE:

France	FSU
Latvia	TUAL
Tajikistan	FTuiT
Ukraine	Federation of Trade Unions of Workers of Small and Medium Enterprises of Ukraine

3. Long-term pending affiliation requests

The General Council **NOTED** the long-term pending requests of:

Western Sahara	UGT-SARIO
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The General Council decided to no longer consider the affiliation request of the FICTU, Fiji and to add them to the list of applications for which no further consideration is proposed.

The General Council decided to organise new missions in 2016 to both parts of Western Sahara (Tindouf and Laâyoune).

The General Council decided to grant the Iraq – Kurdistan KGWSU the status of Associated Organisation.

4. Applications for which no further consideration is proposed

The General Council **DECIDED** to give no further consideration to:

Angola	Força Sindical
Central African Republic	FOC
Congo	SYMCO
Costa Rica	CCTDNS RN
Fiji	FICTU
Indonesia	KSPN-NTUCI
Morocco	UNTM
Norway	Solidaritet

5. Other affiliation issues

Bangladesh	JSL and BLF
Cambodia	CCTU

The General Council decided to monitor the activities and positions of both the JSL and BLF and to consider a mission to Bangladesh. The General Council decided to monitor the activities and positions of the CCTU on minimum wage and labour legislation in the coming 12 months and with the secretariat to report to the next General Council meeting.

6. Associated Organisations (AO)

The General Council **DECIDED**

- a. to grant the status of Associated Organisation to

Kazakhstan	CFTUK
Iraq – Kurdistan	KGWSU
Iraq	GFWUI
Uzbekistan	FTUz

The General Council decided to monitor on a yearly basis the progress made by the FTUz Uzbekistan on labour related issues in Uzbekistan and asked the secretariat to provide review and progress reports to the next General Council meeting.

- b. to grant full membership of

India	CFTUI
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- c. extend the status of Associated Organisation to

Bolivia	CRISOL
Croatia	HUS
East Timor	TLTUC
Guinea	UDTG
Iraq	GFITU (former GFIW)
Kyrgyzstan	FPKg
Lesotho	LECODU
Macedonia	KSS
Papua New Guinea	PNGTUC
Slovakia	NKOS
Togo	UGSL

The General Council noted the change of name of the independent fraction of the GFIW Iraq into GFITU and considered the GFITU as the legitimate successor of the GFIW as associated organisation to the ITUC.

Agenda Item 6: Building Workers' Power – Introduction by General Secretary

The General Secretary reported on:

- The Frontlines and Priorities: Highlights 2015 and 2016 ITUC Work Plans

The Frontlines

- Climate Justice and Industrial Transformation
- Taming Corporate Power in Supply Chains
- Eliminating Slavery

Ongoing Priorities

- Countries at Risk
- Global Coherence and Development
- Global Governance of Migration
- Count Us In!
- Domestic Workers
- Organising

The General Council welcomed the report and **ENDORSED** the three Frontlines, the ongoing ITUC Priorities, and requested specific focus on attacks on labour rights in Europe. They called on all affiliates to actively engage in their implementation and the request to donors to consider supporting the implementation of the Frontlines and Priorities through direct funding and through the alignment of bilateral programmes.

- Freedom: Frontlines Brief on Global Risks

The General Council adopted the report entitled “Freedom” which identifies the alarming global trend towards the closing of democratic space and the consequences of this, including conflict and displacement of people, corruption, impunity and violent crime and inequality and attacks on workers' rights ([Appendix II](#)).

The General Council adopted the resolution on the attacks on democracy in Brazil ([Appendix III](#)).

The ITUC General Secretary condemned the terrorist atrocity in Turkey and conveyed a message of solidarity and condolences to our Turkish affiliates. More than 100 people were killed and some 250 injured when a union-organised peace rally was targeted by terrorists. The ITUC has demanded a full and independent inquiry into who was responsible for the attack. Ms Fatma Çetintaş (Turkey – KESK) made an emotional speech.

The General Council marked the award of the Nobel Peace Prize to the Tunisian “Quartet”, and was briefed by Houcine Abassi, General Secretary of the UGTT, one of the Quartet members.

Agenda Item 7: Economic Briefing

Peter Bakvis presented a report on the global economic situation.

Agenda Item 8: International Labour Organisation

Luc Cortebeeck presented an oral report.

In a time where more than 200 million workers are without employment, precariousness is becoming widespread, social protection systems and wages are impacted by austerity policies, collective bargaining is being attacked; the only international tool workers have, is the ILO supervisory system.

He briefed the General Council on the right to strike, unemployment, social protection, wages, collective bargaining, the Committee of Application of Standards, the Committee of Experts, the Commission of Inquiry, the Committee on Freedom of Association and the Standards Review Mechanism.

The General Council **MANDATED** the ITUC to prepare the election of the Director General of the ILO, the mandate of DG Guy Ryder coming to an end in 2017.

Agenda Item 9: Committee on Workers' Capital

Ton Heerts, FNV Netherlands President and newly elected Chair of the CWC presented an oral report and introduced the other newly elected members of the Committee: Liz Shuler, Vice-Chair, Secretary-Treasurer of the AFL-CIO, Paddy Crumlin, Vice-Chair, President of the ITF, and Sharan Burrow, General Secretary of the ITUC.

He said that the common principles of what a pension scheme should deliver are decent, adequate and predictable pensions. Workers depend for their retirement on tax-financed, pay-as-you go schemes. This needs to be sustained and promoted worldwide.

The General Council **ENDORSED** the report.

Agenda Item 10: Global Unions Partnership – Strategic Campaigns

Christy Hoffman, UNI Deputy General Secretary, reported on their campaign for international security firm Prosegur to respect workers' rights. UNI has produced a short, sharp, hard-hitting film about the poor employment practices of Prosegur in South America. Over the last year, three trade union leaders - Prosegur workers in Chile, Peru and Colombia, have been violently attacked.

David Edwards, Education International Deputy General Secretary, reported on their campaign for quality public education. The 7th Education International (EI) World Congress in Ottawa, Canada, reaffirmed that education is a fundamental human right and a public good.

Agenda Item 11: Post 2015: Trade Union Priorities for UN Sustainable Development Goals

Alison Tate presented the report.

The General Council **ENDORSED** the report and **ADOPTED** the resolution on the International Development Agenda following the UN's adoption of post-2015 Sustainable Development Goals, including a commitment for the ITUC to support the "Global Deal" initiative launched by the government of Sweden ([Appendix IV](#)).

Agenda Item 12: Constitutional Amendments Mandated by 3rd ITUC World Congress

Tim Noonan presented the report.

The General Council, further to the mandate from the 3rd ITUC World Congress that it should consider amendments to the Constitution concerning procedures for the election of the ITUC General Secretary, as well as the gender composition of Congress delegations and of the General Council, decided:

- To endorse the following proposed amendments to the Constitution and Standing Orders as a basis for further work;
- To invite members of the General Council to submit any further proposals for amendments to the Secretariat by the end of February 2016;
- To mandate the Executive Bureau, in its virtual meeting in April 2016, to consider and make recommendations on these issues; and,
- In the event that further discussion is required, to mandate the Executive Bureau at its face-to-face meeting immediately prior to the 16th General Council meeting to give the issues further consideration and provide a report to the General Council as a basis for any further decisions.

The General Council also decided that any amendments proposed for adoption at the 16th World Congress should be adopted early in the Congress agenda, with immediate effect.

In the following text, new language for inclusion is indicated in italics, and language to be deleted is struck-through.

Procedure for election of ITUC General Secretary

Constitution:

Article XIII: Credentials and Nominations

XIII(a) Member organisations must submit the names of their representatives to the General Secretary not later than three months prior to the Congress. *In this submission, they shall nominate a Delegation Leader who shall have the authority to exercise the vote of that organisation “as a unit” under Articles XVIII(c) and XXVIII(a) of the Constitution and Articles IX (b) and (c) of the Congress Standing Orders. The Congress Credentials Committee shall consider any request made during the Congress from a member organisation to change the nominated Delegation Leader.*

Article XXVIII(a) The General Secretary shall be elected by the Congress from nominations received from member organisations and shall be eligible for re-election at each Congress. Where there is more than one candidate, a secret vote shall take place, in which each delegation shall vote as a unit, *with its voting power equal to the number of members of that organisation credentialed as its paying membership to Congress* and according to the procedure set out in *Article IX (Voting)* in the Congress Standing Orders.

Congress Standing Orders:

Article IX (Voting)

(c) In the event that voting takes place for the election of General Secretary under Article XXVIII(a) of the Constitution, the following ~~procedure~~ shall apply: where there are two candidates for the position, the election shall be decided by an absolute majority; where there are more than two candidates for the position, a candidate receiving an absolute majority shall be declared the winner. In the event that a ballot does not produce an absolute majority, the candidate receiving the lowest number of votes in that ballot and each subsequent ballot shall be eliminated, until one candidate receives an absolute majority. *Each member organisation’s delegation shall cast its vote as a unit, with its voting power equal to the number of members credentialed as its paying membership to Congress.* The basis for calculating the absolute majority shall be *the total of the paying membership of the member organisations credentialed to Congress.* ~~votes eligible to be cast by the delegations at Congress according to the formula established under Article XXVIII(a)~~

(d) *The procedure for conducting a vote for the election of General Secretary shall be as follows:*

- (i) *At the time that the voting is to take place, the Delegation Leader from each member organisation shall be provided with an envelope on which the name of the member organisation is included.*
- (ii) *That envelope shall contain one ballot containing the number of credentialed members of that organisation to Congress, the names of the candidates and a stamp and signature of the Chair of the Credentials Committee. The Delegation Leader shall mark on that ballot the name of the candidate for which the member organisation wishes to vote, and then cast the ballot.*
- (iii) *The Chairs of the Congress Credentials and Standing Orders Committees, assisted by members of those committees and by the ITUC Secretariat, shall oversee the issuing of ballots and the voting procedures in order to ensure compliance with the Constitution and Congress Standing Orders and any other procedures which may have been decided by the Congress plenary in line with the provisions of the Constitution.*
- (iv) *The General Council shall recommend to the Congress a Notary Public or other person with equivalent legal authority and responsibility. On approval of that person by the Congress, he*

or she shall conduct the counting of the ballots and provide a notarised report of the count to the Credentials Committee.

- (v) *The counting of the ballots shall be conducted in the presence of the Chairs of the Credentials and Standing Orders Committees, or of a member of their respective Committee should they so nominate, in such a way as to ensure the integrity and the secrecy of the counting. The ballot papers, once counted, would then be kept under the supervision of the Notary, until such time as the report of the Credentials Committee confirming the outcome of the ballot is adopted in the plenary session.*

Gender balance:

- i) Gender balance in the overall total of Congress delegates:

Include a new sub-article under Article XI of the Constitution: *“In the event that the overall composition of Congress delegations is less than 50% women, the Credentials Committee shall accept all the nominations from organisations which nominate more than 50% women in their delegation”.*

Amend Article XXXII(b) with an addition, as follows:

All member organisations shall notify the General Secretary by 15 October each year of their paying membership, which shall be used as a basis for the calculation of affiliation fees throughout the following year. *This notification shall include the percentage gender composition of their membership.*

- ii) Gender composition of the General Council:

It was further decided that the General Secretary should put forward proposals for action on this issue, including ensuring that , for the composition of the General Council after the next Congress, each region makes sure that a minimum of 40% of its nominees for the General Council are women.

Agenda Item 13: Reports

The General Secretary informed the General Council that the following reports were tabled for information and endorsement.

(a) Gender Equality

Report of the 9th meeting of the ITUC Women’s Committee (Brussels, 6- 7 May 2015)

Gladys Branche, Chair of the Women’s Committee, presented the report.

The General Council **ENDORSED** the report.

Arend van Wijngaarden, CNV Netherlands Vice-President, presented a report on the Violence against women at the workplace. With the increasing number of women in the labour force, and more women than men in informal and precarious work, the number of female victims seems to be growing.

The first copy of this report was officially presented to the ITUC General Secretary in Brussels on 29 September 2015.

The General Council **NOTED** the report and thanked the CNV for their contribution.

(b) Report of the 7th meeting of the ITUC Human and Trade Union Rights Committee (Sao Paulo, Brazil, 9 October 2015)

Rudy De Leeuw, Chair of the Human and Trade Union Rights Committee presented the report.

Points of discussion were the most recent version of the survey of violations of trade union rights and the Global Rights Index, the main regional trends, conclusions of the last Committee on the Application of Standards at the ILC as well as strategies and priorities for follow-up, the countries at risk watch list and targeted countries, and the thematic campaign on forced labour.

There was a strong call from the HTUR committee for an expression of global trade union solidarity with refugees anywhere and in Europe and from Syria in particular.

The General Council **ENDORSED** the report of the Committee.

- Agenda Item 14: The Regions**
- (a) Africa
 - (b) Americas
 - (c) Asia and the Pacific
 - (d) Arab Sub-Region
 - (e) PERC

The General Council **ENDORSED** the reports.

- Agenda Item 15: Financial Questions**
- (a) Reports of the 17th (Brussels, 16 April 2015 – virtual meeting) and 18th (São Paulo, Brazil, 10 October 2015) meeting of the ITUC Executive Bureau

The General Council **ENDORSED** the reports.

- (b) **ITUC Financial Reports for 2014**
 - (i) Financial Report for 2014
 - (ii) Internal Auditors' Report for 2014

The General Council **APPROVED** the reports.

- (c) **ITUC Regional Organisations - Financial Reports for 2013**
 - (i) ITUC-AF:
 - (a) Financial Report for 2013
 - (b) Internal Auditors' Report for 2013

The General Council **ENDORSED** the ITUC-AF Financial Report for 2013 and Internal Auditors' Report for 2013.

- (d) **ITUC Regional Organisations - Financial Reports for 2014**
 - (i) ITUC-AF:
 - (a) Financial Report for 2014
 - (b) Internal Auditors' Report for 2014

The General Council **ENDORSED** the ITUC-AF Financial Report for 2014 and Internal Auditors' Report for 2014.

- (ii) ITUC-AP:
 - (a) Financial Report for 2014
 - (b) Internal Auditors' Report for 2014

The General Council **ENDORSED** the ITUC-AP Financial Report for 2014 and Internal Auditors' Report for 2014.

- (iii) TUCA:
 - (a) Financial Report for 2014
 - (b) Internal Auditors' Report for 2014

The General Council **ENDORSED** the TUCA Financial Report for 2014 and Internal Auditors' Report for 2014.

(e) ITUC Budget and Programmes for 2016

The General Council **APPROVED** the budget and programmes proposed for 2016.

The General Council **APPROVED** the affiliation fee increase of 1% over the level of 2015.

(f) Solidarity Fund: Budget and Programmes for 2016

The General Council **ENDORSED** the Budget and Programmes for 2016 of the Solidarity Fund.

Agenda Item 16: Date and Place of next Meetings including General Council 2016 and Congress 2018

Date and Place of the 16th ITUC General Council

The President informed the General Council that the next meeting of the General Council would take place from Tuesday 29 November till Thursday 1 December 2016 included in Brussels.

The General Council **NOTED** the date and venue.

Date and Place of 4th ITUC World Congress

In its discussion of this item, the General Council requested the secretariat to conduct an assessment of the technical, logistical and financial aspects of proposals from the UK (TUC-GB) and Denmark (LO) to host the 2018 ITUC World Congress, and of any other proposals received from member organisations by the end of January 2016, and to present a proposal concerning the hosting of Congress to the Executive Bureau at its meeting in April 2016. The secretariat will advise all affiliates of this process and of the possibility to put forward proposals, which include the necessary preliminary information, to host Congress.

Agenda Item 17: Any Other Business

The General Council mandated Noriyuki Suzuki to present the Dorje Khatri award to our affiliates in the Philippines (TUCP, FFW, SENTRO, KMU) for having shown extraordinary commitment to the twin objectives of climate action and workers' rights.

José Mujica, former President of Uruguay, delivered a keynote speech to the General Council meeting.

The General Council adopted the resolution on the Trans-Pacific Partnership trade agreement ([Appendix V](#)).

The General Council adopted the resolution on the right to strike in Spain ([Appendix VI](#)).

Tributes were paid to Nobuaki Koga, President JTUC-Rengo, Manuel Bonmati Portillo, International Relations UGT-Spain and Lucien Royer, International Department CLC Canada.

The Chair concluded the meeting at 15.30 on 12 October 2015.

GS/km- 20 October 2015