



**WE  
ARE  
IUF**

**Geneva, 29 August - 1 September 2017**



**Organizing together   Fighting together   Winning together**

## ***Resolutions adopted by the 27<sup>th</sup> Congress***

<b>Resolutions</b>	<b>3</b>
No 1 Making Antimicrobial resistance (AMR) a workplace issue	3
No 2 Opposing Behavior Based Safety	4
No 3 Defending workers' rights in Central Asia	6
No 4 Eliminating child labour in agriculture	7
No 5 Fighting for climate justice for food, farm and hotel workers in the face of climate change	8
No 6 Digitalisation and the platform economy	9
No 7 Equal rights for domestic workers through combating racism and xenophobia	11
No 8 Strengthening the IUF Divisions and company-wide union networks	12
No 9 Fighting financial short-termism and predatory capital	13
No 10 Food safety after Brexit	14
No 11 Supporting Fyffes' plantation workers	15
No 12 Trade union action to stop gender-based violence	16
No 13 Global Housekeeping Campaign	18
No 14 Binding regulation of hazardous substances	19
No 15 Defending and advancing the rights of home-based workers	20
No 16 International cooperation between trade unions – needed more than ever	22
No 17 Finalizing land reform in Zimbabwe	23
No 18 Menstruation – a workplace and trade union issue	24

No 19 Defending and organizing migrant workers	25
No 20 Defending trade union rights in Moldova	26
No 21 Against right-wing populism and its cause, neoliberalism	27
No 22 Strengthening union organization in the global tourism sector	28
No 23 Winning trade union rights in the global seafood industry	30
No 24 Protecting the rights of tobacco farm workers	31
No 25 Working time must be on the agenda	34
No 26 Young workers	35
No 27 Tax justice, fair jobs and safe work	36
No 28 A fair world of work worldwide!	37
<b>Emergency resolutions</b>	38
No 1 Political repression in Hong Kong	38
No 2 Solidarity with striking UK McDonald's workers	38
No 3 Escalating human rights violations in Turkey	38
No 4 Santiago Maldonado missing – He should be returned alive	38
No 5 Solidarity with the Haft Tapeh Sugar workers Union in Iran	39
No 6 Charlottesville	39
No 7 Fast Food USA	39
No 8 Anti-union pressure and persecution in Argentina	39
No 9 Against changes in labour law in Brazil	40
No 10 Violence against LGBTI activist	40
No 11 Terrorism and Tourism	40

## **Resolutions**

### **No 1 Making Antimicrobial resistance (AMR) a workplace issue**

The mass administration of antibiotics to livestock and poultry raised in the conditions of intensive food animal production has resulted in the occurrence of antibiotic resistant strains of many highly dangerous bacteria. The risk of contracting diseases caused by e-coli, salmonella or other pathogens while working in livestock raising, slaughtering and processing is an occupational health hazard. The consequences of contracting or transmitting such diseases that are also drug resistant have multiplied the health risk.

United Nations (UN) agencies have highlighted the serious threat that AMR poses to all the peoples of the world and concluded that a multi sectoral global response is required to prevent millions dying from diseases and infections which might no longer be treated effectively by antibiotics.

- 25 000 people die in Europe every year because of AMR.
- If nothing is done, ten million people will die every year because of antibiotic resistant bacteria by 2050.

The international effort to combat the rise of antibiotic resistant diseases fails to address the risks to the health of workers employed throughout the meat and poultry supply chain.

#### **The 27<sup>th</sup> IUF Congress resolves:**

1. To call on Governments to recognize the transmission of drug resistant pathogens as a work-related disease;
2. To urge Governments to ban mass dosing of livestock with antibiotics. Such drugs should only be used sparingly on sick individual animals under the direct supervision of a veterinarian;
3. To urge affiliated organisations to include AMR in their workplace health and safety training;
4. To demand that employers recognize the seriousness of the hazard and take all necessary steps in consultation with trade union OHS committees and representatives to protect workers who may be exposed to antibiotic resistant diseases;
5. To call on regulators and employers to implement monitoring and treatment systems for workplaces where AMR is a potential hazard;
6. To request the ILO to join the UN inter-agency coordination group established to confront the global health threat posed by AMR.

## **No 2 Opposing Behavior Based Safety**

Whereas, workplace injuries, illnesses and fatalities are the result of hazards in the workplace; and

Whereas, workplace hazards that can cause or contribute to workplace injuries, illnesses or fatalities range from safety hazards, such as unguarded machines and slippery floors, to exposure to toxic chemicals and biological hazards, to poorly designed workstations and tools, and to work organizational factors such as rapid pace of work, lack of or inadequate training, and understaffing; and

Whereas, behavior based safety is based on the premise that it is the workers' behavior and "unsafe acts" that are responsible for injuries, illnesses and fatalities; and

Whereas, behavior based safety focuses on changing the behavior of workers in order to prevent occupational injuries, illnesses and fatalities; and

Whereas, behavior based safety, by focusing on workers' behaviors and not on the hazards in the workplace, results in hazards not being addressed and remaining uncorrected; and

Whereas, hazards that remain uncorrected or are not eliminated will continue to harm workers; and

Whereas, behaviour based safety programs do not focus on employer behaviour, which implement unsocial hours working, and encourage presenteeism with workers; and

Whereas, the hierarchy of controls focuses on minimizing or eliminating exposure to hazards, is widely accepted by safety and health professionals and is used throughout industry to improve workplace safety and health; and

Whereas, behavior based safety programs rely on safety incentive programs, such as "safety bingo," which reward individual employees, entire departments and / or workplaces for lower injury and illness rates by offering sometimes valuable prizes; and

Whereas, it has been documented that safety incentive programs can result in discouraging workers from reporting hazards, injuries or illnesses; and

Whereas, vulnerable and exploited workers live and work in a climate of fear that keeps untold workers from reporting or addressing workplace injustices; and

Whereas, behavior based safety shifts the responsibility for maintaining a safe and healthy workplace from management to workers; and

Whereas, international labour standards on occupational safety and health and national health and safety laws which are compliant with these standards place the responsibility for providing safe and healthy workplaces on the employer through the employer's general duty to provide their employees with a safe place of employment; and

Whereas, Behavior Based Safety programs specifically violate these international standards and the OECD Guidelines and UN Guiding principles on Business and Human Rights which reference these standards.

## **THEREFORE BE IT**

Resolved: that the IUF opposes employer programs and policies that shift responsibility for worker safety and health by focusing on worker behavior instead of workplace hazards; and be it further

Resolved: that the IUF calls on employers to cease and desist from implementing these harmful programs and policies; and be it further

Resolved: that the IUF calls on employers to stop urging workers from returning to work despite health injuries suffered on the job with no intimation of penalties or termination, and be it further

Resolved: that the IUF calls on employers to cease subcontracting work from unionized to non-unionized facilities as a means of obfuscating responsibility for stronger work standards

Resolved: that the IUF supports and encourages employer programs that rely on the accepted principles of the hierarchy of controls to protect workers from workplace hazards in order to prevent injuries, illnesses and fatalities from occurring; and be it further

Resolved: that the IUF promote programs to educate workers on the dangers of behavior based safety programs; and be it further

Resolved: that the IUF circulate and highlight examples where affiliates have won campaigns to resist the introduction of behaviour based safety programs, and returned to hierarchy control over safety; and be it further

Resolved: that employers encourage workers to report injuries and illnesses and employers take steps to identify the underlying hazards and conditions that can cause or contribute injuries and illnesses and fatalities; and remove barriers to reporting injuries and illnesses, such as eliminating safety incentive programs that reward low or non-reporting.

### ***No 3 Defending workers' rights in Central Asia***

27<sup>th</sup> IUF Congress expresses deep concern over escalation of repressions against democratic trade unions and human rights organizations in Central Asia. Despite the fact that all the ILO fundamental Conventions have been ratified by all the five states of the region, the actual application and implementation of the Conventions is quite impossible in Uzbekistan, Turkmenistan, and Tajikistan, and only partly feasible in Kyrgyzstan and Kazakhstan, where we witness a clear shift towards the dismantling of their social standards systems accompanied by persistent, ever mounting pressure against workers as a way to prevent their collective actions. These trends in Central Asia, in their turn, influence the situation in the neighboring Eastern European countries, depressing the overall level of social standards and undermining the protection of workers' labour rights.

The inability of workers to exercise their right to form independent trade unions results in massive use of child labour and forced labor, in discrimination and abuse of migrant workers, in women being deprived of their rights. This situation is dramatically exacerbated by the involvement of State-controlled trade unions which are used by the State as a tool to exercise control and repressions against workers in the workplace. They are the key actors behind the attack on independent trade unions in Kazakhstan, repressions against labour rights defenders in Uzbekistan and Turkmenistan, and the organization of child and forced labour supply to the cotton fields in Uzbekistan.

The IUF will continue to oppose affiliation of State-controlled unions to the international trade union movement. We will cooperate with, and, where possible, provide support to democratic unions, workers' and human rights activists through the established International Monitoring Mission on Labour Rights in Central Asia. We demand and will continue our fight for immediate and unconditional release of the imprisoned worker activists, full rehabilitation of all the workers who have been sentenced to prison and otherwise punished for their courage to stand up against repressions in their fight for human dignity, workers' rights and better living conditions.

## ***No 4 Eliminating child labour in agriculture***

This 27<sup>th</sup> IUF Congress:

**Notes** with concern that agriculture accounts for 60% of all child labour, with an estimated 98 million children working in the industry, most of them on small farms but some on large farms and plantations. Many of the products to which their labour contributes are found on the shelves of commercial retailers, and in the supply chains of transnational companies;

**Further notes** that many of these children are working in hazardous conditions;

Reiterates that the key to eliminating child labour lies in “general socio-economic development and the achievement of fair distribution of profit and wealth in society” which should “be a primary objective of trade unions everywhere” (IUF 23<sup>rd</sup> Congress);

**Notes** that throughout the world agricultural workers are routinely denied their rights to be members of and represented by a union, which would enable them to organize their way out of the poverty which produces child labour;

**Condemns** the growing number of private sector and “multi-stakeholder” child labour schemes which fail to address the systematic denial of rights, particularly the right to freedom of association, and resulting endemic poverty which are the root cause of child labour and allow companies to evade their responsibility to meaningfully address these issues in their own operations and in agriculture as a whole;

**Reaffirms** that the IUF goal is the elimination of all forms of child labour;

**Congress therefore:**

**Instructs** the IUF Secretariat to challenge and expose those private sector and other so-called multi-stakeholder initiatives which serve as public relations and ‘Corporate Social Responsibility’ exercises but fail to address the systemic causes of child labour and do not contribute to progress towards its elimination;

**Calls** on affiliates to intensify efforts to eliminate child labour in agriculture through negotiating and obtaining clear commitments from employers in IUF sectors to eliminate child labour in their own operations and not to source from operations in which child labour is present This may include use of the OECD Guidelines for Multinational Enterprises which require TNCs to “contribute to the effective abolition of child labour, and take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency”;

**Instructs** the IUF Secretariat in cases where TNCs recognize the IUF to make use of access to and negotiations with senior corporate leadership to work towards the elimination of child labour in agriculture, including joint mechanisms for monitoring compliance.

**Congress therefore instructs** the IUF secretariat to focus during the forthcoming period on cacao industry and to coordinate a global campaign together with its affiliates that targets the cocoa transformers and global chocolate producers forcing them to have decent work throughout their supply chains including the elimination of child labour.

## ***No 5 Fighting for climate justice for food, farm and hotel workers in the face of climate change***

This Congress expresses grave concern that continuously rising global temperatures, combined with the intensification of weather and climate extremes, have a significant impact on the livelihoods of working people across all IUF sectors and in all countries.

Extreme weather such as drought and flooding, cyclones and hurricanes, combined with warmer temperatures and rising sea levels have several effects, including:

- seasonal employment in food, agriculture, tourism & hospitality industries becoming more unpredictable and precarious, leading to more unstable incomes and insecurity;
- rising sea levels threatening tourism in island nations and coastal areas, as well as loss of arable land for agriculture, forcing climate migration;
- climate migrants are increasingly employed in inland agricultural work, informal employment, and in low-waged work in food processing, fisheries and tourism;
- water scarcity, loss of arable land, loss of biodiversity, loss of fish stocks, declining and unstable seasons threaten food security and the right to food and nutrition;
- failure to adapt the work environment to a changing climate is undermining occupational health and safety rights and increasing risk of injury, illness and disease.

This Congress recognizes the important role that progressive tax regimes, incentives to reduce carbon footprints, 'just transitions' and 'green jobs' can play in addressing some aspects of climate change, while noting that much of climate action promoted by governments, intergovernmental bodies and international agencies fails to address the specific impact of climate change on food, farm and hotel workers. More importantly, the failure to incorporate a rights-based approach and social justice into official climate action means that workers and their communities face a far greater burden in coping with the consequence of these changes.

This Congress also expresses concern that with the rise of right-wing governments, there is a concerted attack on climate science and a reversal of much of the progress made in climate change policy at national and international level over the past decade;

### **The 27<sup>th</sup> Congress therefore resolves to:**

- increase education and awareness among our members of a rights-based approach to climate change that incorporates economic and social justice;
- intervene politically at all levels of government, wherever possible, to ensure climate change policy incorporates the rights and interests of food, farm and hotel workers;
- support the reduction of carbon emissions in industries in the IUF sectors and 'just transitions' that in reality shift the burden of change from workers and ensure the longer-term sustainability of employment and livelihoods;
- include progressive climate action and sustainable employment in collective bargaining;
- promote climate action that mitigates climate migration and protects the rights of climate migrants;
- promote climate action and climate justice that defends the right to food and nutrition and supports a diverse, sustainable agriculture that ensures rural livelihoods and the right to food.



## ***No 6 Digitalisation and the platform economy***

### **Towards just and fair digital work**

Digitalisation of the economy and society is an important challenge for the trade union movement. New technology brings the fourth industrial revolution, which is changing agriculture, food production and tourism – among other sectors of concern to the IUF – through automation, robots and digital platforms.

A great deal of hype has built up around digitalisation. On the one hand, it is acclaimed for delivering universal benefits for all, bringing a circular economy with less waste, better use of underused assets, better information, communication and transparency, a new world of sharing and collaboration, and a promise of a more fair, equal, just and sustainable world based on a democratic internet and greater participation.

The more sceptical camp predicts a trend towards a future with dramatically high job losses, blurring of barriers between private and working life, increasing supervision and control, polarisation of jobs, outsourcing of jobs, widening wealth inequalities, housing issues, the shadow economy, and workers competing against each other, leading to a race to the bottom in wages and working conditions.

IUF's member organisations are clearly in favour of using new technologies in a way that serves citizens, and workers through better living conditions and more equal societies. The digital revolution should not be permitted to happen overnight, but must be developed thoughtfully, through fair and just transition which takes into account workers' interests and rights through collective bargaining and workers advocacy. The involvement of trade union movements is crucial if we want to avoid digitalisation causing further social inequalities and more unequal distribution of wealth.

### **The growing platform economy are a major concern for all IUF sectors**

Digitalisation and the emergence of new technology and online business are already having a huge impact on the hotel and restaurant industry. Megatrends include the rise of hotel booking websites, as well as the sharp rise of platforms for the short-term rental of private accommodation. Digitalisation and automation are resulting in an increase in automated check ins, self-order kiosks in restaurants, and increasingly fully automated warehousing and production. These are creating various new challenges to workers and society.

The short-term rental economy in particular is characterised by undeclared work, an increase in informal employment contracts and bogus self-employment, which are putting pressure on existing labour standards. Widespread evasion of business taxes, and lack of contribution to social security systems means, among other things, that the short-term rental economy has an unfair advantage over the formal hotel industry, maintaining lower prices at the public expense.

Another issue of the platform economy is that significant amounts of urban housing are now dedicated to short-term rentals via digital platforms, reducing available housing for long-term tenants. This has led to rising prices, making housing increasingly unaffordable for low and middle income workers, forcing them to look for a place to live outside the city centre, and consequently making commuting time to work longer.

The platform economy is also rapidly expanding in domestic work. This is undermining ILO Convention 189 on Decent Work for domestic workers which lays down basic rights and protection for one of the most vulnerable groups of workers.

**27<sup>th</sup> IUF congress recommends the IUF and its affiliates to respond to the challenges**

While new opportunities, in terms of better information and communication, more productivity, economic growth and smart services, are promising, there is also a dark side to digitalisation that must be challenged. **IUF and its member organisations** need to make sure digitalisation is not coupled with the undercutting of wages, standards, and the dismantling of the welfare systems.

Due to the diversity of situations around the globe, different strategies are needed, starting with awareness raising inside the IUF community, followed by activities to empower all workers, regardless of age, skill type and geographical location to cope with the rapid technological change.

**IUF and its affiliates** must focus their work on digitalisation and future of work. They should put structures in place to monitor the compliance with labour standards and engage in discussions with employers, public authorities and decision-makers about the digital process and to shape it in a way that ensures just and fair digital work.

**IUF and its affiliates** need to act in order to safeguard jobs, protect working conditions, ensure work life balance and living wages by fighting for more collective agreements that take digitalisations into account, and better training, upskilling of workers and lifelong learning that prepares workers for the digital transformation.

**IUF and its affiliates** should raise more awareness about the social and welfare consequences of digitalisation and strive for further research on the topic.

## ***No 7 Equal rights for domestic workers through combating racism and xenophobia***

This 27<sup>th</sup> IUF Congress:

**Reaffirms** the commitment made at the IUF 26<sup>th</sup> Congress with the adoption of the resolution on Decent Work and Dignity for Domestic Workers;

**Welcomes** that since the adoption of the ILO Convention 189 in 2011, 24 countries have ratified it and over 50 countries have enacted legal reform to enable domestic workers to have rights;

**Notes** that majorities of domestic workers still lack basic human and workers' rights protection such as minimum wage, weekly rest, maternity leave and others owing to the fact that many domestic workers are from marginalized communities – migrants, refugees and ethnic minorities who suffer multi layers of discrimination and violence at work;

**Further notes** that the number of migrant domestic workers has been increasing rapidly in the past decade as a result of increased demand for domestic and elderly care, however they are more exposed to vulnerabilities and violations of human and labour rights, due to disadvantages that stem from their migration status, and absence of protection and assistance mechanisms in both destination and source countries;

**Appreciates** the growth of the International Domestic Workers Federation (IDWF), a special group of the IUF, includes 62 affiliates in 50 countries, representing over half a million domestic workers, local and migrants;

**Resolves** to continue supporting the organizing and campaigning activities of the IDWF whenever possible.

### **Calls on affiliates:**

- To support domestic workers to organize and build strong trade union organizations;
- To do all they can within their own country/region to ensure that their governments ratify and implement ILO Convention 189 so that the rights, dignity and respect of domestic workers can be fully realized;
- To raise awareness about the rights of domestic workers, especially migrant domestic workers, and launch campaigns against discrimination of migrant workers and to combat racism and xenophobia.

### ***No 8 Strengthening the IUF Divisions and company-wide union networks***

This Congress welcomes the establishment of the IUF Dairy Division, IUF Meat Division, the IUF Brewery Division and the proposed IUF Food Processing Division and IUF Fresh Produce Division, since the 26th Congress and recognizes the importance of these Divisions in focusing the work of the IUF on the specific corporate landscape and industrial context of each industrial sector, including the impact of ownership changes, mergers and acquisitions, new technologies and changing markets and competitive pressures.

This Congress agrees on the need for affiliates to play a direct role in leading these Divisions, ensuring concrete follow up on the decisions of conferences/meetings and determining what action is needed to tackle the specific challenges faced by workers in these industries.

This Congress recognizes the importance of bringing together IUF affiliates representing workers employed in the same transnational company through IUF company-wide union networks and alliances. These company-wide union networks not only build strength through shared information on corporate changes, company policies and management strategies, collective agreements and working conditions, but also allows affiliates to exert pressure on the company when human rights are violated, thereby being an important form of international solidarity. These company-wide union networks are therefore vital in securing and maintaining global recognition of the IUF by transnational companies.

#### **The 27th Congress therefore resolves to:**

- continue to strengthen the role of the IUF Divisions through activities defined and led by affiliates and facilitated by the International Secretariat;
- encourage the establishment of new IUF Divisions based on an agreed need by affiliates and the commitment of affiliates to take responsibility to develop the policies and activities of the Division;
- continue strengthening existing company-wide union networks within each Division and to establish new company-wide networks in major transnational companies operating in the industries represented by these Divisions;
- use the work of these Divisions to support, maintain, and expand global recognition of the IUF;
- encourage affiliates to share information through the use of the IUF agreement database.

## ***No 9 Fighting financial short-termism and predatory capital***

This Congress expresses concern that an increasing number of companies in the IUF sectors are being acquired, controlled or targeted by predatory investors with short-term financial interests, resulting in aggressive cost-cutting, closures, and jobs destruction to extract greater value for shareholders in the short-term at the expense of longer-term investment, growth and employment.

This Congress notes that the failed hostile takeover bid of Unilever by Kraft Heinz, owned by 3G Capital, in February 2017, represents the growing threat of predatory investors to companies that have a longer-term view of sustainable business growth linked to real investment and employment. Even though the bid failed, Unilever carried out restructuring and cost-cutting to reward shareholders that negatively affected the jobs and job security of IUF members. This represents the wider threat of predatory investors, where companies defend themselves from hostile takeover by behaving more like predatory investors.

This Congress further notes that transnational companies like Mondelez – created out of the Kraft acquisition of Cadbury – are driven by short-term financial interests that create artificial value by acquiring brands, cutting costs, increase short-term payouts to investors, and in the process destroy both the quality of the product and the jobs involved in creating that product. Increasingly more food and beverage companies and hotel chains are becoming financial vehicles, geared towards short-term financial returns, undermining the value of the products our members make and the services they provide.

This Congress recognizes that pension funds are often investors in these companies and there is a fundamental contradiction between managing pension funds to be a viable source of regular income (delayed earnings) in the long-term, while investments are made in companies and funds engaged in destructive short-termism. We must also recognise that some investors are those which manage public sector funds, which should take on the responsibility to prevent predatory capital. As such members must play a more active role in exerting influence in the investments made by pension funds to ensure a greater emphasis on sustainable, long-term productive investments and to actively oppose short-term, predatory investors.

### **The 27th Congress therefore resolves to:**

- challenge the definition of fiduciary duty, to expand and include references to wider stakeholders, such as employees, pensioners, pension funds, and local communities in order to widen the scope of consultation;
- support political intervention for stricter national regulation to limit hostile takeovers by predatory investors and financial short-termism and re-regulate financial capital in ways that reward long-term real investment in sustainable production and services and employment, and put particular pressure on public sector funds;
- intervene to utilize the leverage of pension funds to promote long-term investment in companies operating in the IUF sectors that produce real, sustainable growth and jobs and to resist short-termism and hostile takeovers by predatory investors;
- strengthen company-wide organizing and campaigns to build collective bargaining power to combine with political support for greater government regulation to restrict short-term speculative capital and defend jobs that support our members and their communities;
- strengthen coordination of research, information and analysis of predatory investors and international companies driven by short-termism in the IUF sectors.

## ***No 10 Food safety after Brexit***

This 27<sup>th</sup> IUF Congress:

**Notes** that after the Brexit vote in favour of leaving the EU, the UK faces an uncertain future with regard to food safety. The UK's Conservative government has long had a strong drive to deregulate and create a 'business-friendly' environment. The vote to leave the EU has given the right-wing government an opportunity to deregulate on an unprecedented scale, by coming out of the framework of EU law and revoking EU-based legislation, including on a wide range of food-related areas. This is despite the current preference of food sector companies for continuity through the transition period to full Brexit.

**Further notes** that the EU General Food Law Regulation establishes that the main aim of food law is to ensure a high degree of protection of human health and consumer interest. It sets out principles such as independent scientific advice and traceability. The EU regulatory framework relating to food includes the areas of consumer protection, worker health and safety, food hygiene, labelling rules, pesticides, and is underpinned by the precautionary principle – 'absence of evidence is not evidence of absence', such as for example, only authorising pesticides for use when the harm to health has been established – rather than the more permissive risk-based approach.

**Further notes** that UK food and agriculture workers will be adversely impacted in a number of ways by any watering down of EU-based regulation regarding food safety. If the current framework of legislation is dismantled, the health and safety of UK workers will be affected directly as their workplaces become less safe and their employment more risky. In addition, the inevitable deterioration of food safety, and increased frequency of scandals involving sickness and potential loss of life, will harm consumer and market confidence and therefore the viability of the companies they work for.

**Further notes** that the effect of these impacts from a deregulated UK food sector would not be contained within the UK's shores. Its food and agriculture exports are part of long global supply chains. A crisis in food safety originating in the UK has the capacity to cause major global disruption and for workers, the rapid spread of disease and ill-health. In the same way, a crisis in part of the UK food sector that affects consumer and market confidence in a global supply chain has the capacity to affect the jobs and livelihoods of workers world-wide.

**Further notes** the public outrage that has already occurred with the potential for chlorinated chicken and 'washed' eggs being exported from the USA to Britain. The incoherence from the UK government on whether these particular food items will be acceptable within the food safety standards is disturbing, and does not fill the British public with confidence when other food items are added to the list.

**Demands** that the UK government retains EU-based regulation affecting food safety after Brexit, and that this retained framework forms a baseline on which to build stronger food safety laws adhering to the highest standards of international law.

**Demands** that the UK government does not rush into trade deals post Brexit with countries with much lower food safety, and animal welfare standards (such as the USA and China), with the effect of undermining current standards.

**Calls on** IUF affiliates to support the work of Unite, the wider UK labour movement, and civic society organisations, in resisting the break-up of the UK's current regulatory framework on food law and employment rights, amongst others, and the drive by the UK government to make the UK a low-regulation haven for worst practice employers.

### ***No 11 Supporting Fyffes' plantation workers***

This 27<sup>th</sup> IUF Congress:

**Notes** the intransigence of Fyffes in its refusal to comply with even the most basic standards required of an employer.

**Further notes** that despite being suspended from the Ethical Trading Initiative, Fyffes continues to exploit workers in Central America, particularly women workers, and will not engage in constructive negotiations at local or international level.

Congress therefore:

**Calls** on the IUF Secretariat and affiliates to use every means at their disposal to campaign for a just settlement in all Fyffes' workplaces.

## ***No 12 Trade union action to stop gender-based violence***

### **CONSIDERING**

That the Declaration of Philadelphia (1944) states that all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity;

That women constitute a vulnerable group, in which it is observed that some 35% of women in the world have suffered physical violence and, even though the available data on psychological violence is limited, such evidence as exists shows that it is highly prevalent;

Considering that labour is central to the realization of life projects that guarantee human development;

And concluding that violence is a flagrant violation of human rights, and is incompatible with decent work, this question must be addressed, as a matter of urgency, from a gender perspective;

Gender violence and harassment in the workplace tend to reflect the violence perpetrated more widely in society, and to prevent it and combat it, it is necessary to understand the situations in which workers find themselves and how this can increase the risk of such conduct;

Potentially, it can affect anyone, but it has a disproportionate impact on specific groups. Power relations can be unbalanced, for reasons of gender, race and ethnic origin, social background, education and poverty, and may lead to violence and harassment;

Women are disproportionately represented in low-paid jobs, and especially low-grade jobs, and are too often the subject of discrimination, sexual harassment and other forms of workplace violence;

Governments have a major responsibility to promote a general climate of zero-tolerance of violence;

Social dialogue at all levels is important in establishing appropriate systems. Collective bargaining could make a crucial contribution to combating violence, as could the application and supervision of collective agreements.

In the light of the foregoing, the 27<sup>th</sup> IUF Congress,

### **RESOLVES**

To intensify actions to create the necessary visibility to show the true dimension of gender violence;

All regional IUF offices are urged to collect data which allows us to identify and map the different types of violence, regional differences, the most vulnerable groups, and the activities exposed to the greatest risks.

To continue with the work done in the ILO Expert Meeting, with a view to its inclusion on the agenda of the International Labour Conference 2018, and achieve a Convention on violence, with a special focus on gender violence, which establishes an international legal framework;

To continue the IUF work on concluding further agreements with multinational companies to prevent and combat sexual harassment at the workplace.



To urge the various organizations affiliated to the IUF:

- to emphasize this problem as a matter of priority, producing action plans that truly combat this scourge;
- to actively implement the agreements that the IUF has concluded with transnational companies to prevent and combat sexual harassment;
- to continue to develop agreements.

### **No 13 Global Housekeeping Campaign**

This Congress expresses its appreciation of the progress made in the Global Housekeeping Campaign (GHC) in raising awareness of non-unionized hotel workers, union members, relevant government authorities and the public of the serious, long-term effects of the work arrangements and practices common to hotel housekeeping on the health of room attendants/housekeepers and the violation of their human rights.

This Congress recognizes the importance of GHC in organizing in all kinds of hotels – local, small hotels and international hotel chains – around the right to a safe workplace, the elimination of sexual harassment and measures to protect of room attendants/housekeepers from sexual harassment, and securing direct, permanent employment.

This Congress notes that by exposing unsafe workplaces and work practices – including room quotas – and linking this to the precarious employment (outsourcing and casualization) of room attendants/housekeepers, GHC was an important internal campaign for many unions to begin organizing housekeeping staff or to rebuild union membership in housekeeping. It is further noted that independent studies and research into the health risks faced by room attendants/housekeepers, the legal and regulatory environment in which room attendants/housekeepers are exploited, and surveys of working conditions were a vital resource in strengthening organizing, bargaining and political & public intervention as part of the GHC initiative.

#### **The 27th Congress therefore resolves to:**

- support affiliates in winning improvements in the health and safety of room attendants/housekeepers, including the reduction or removal of room quotas, comprehensive measures to eliminate sexual harassment and access to direct, permanent employment;
- provide continued support for affiliates in collective bargaining on GHC issues and policy intervention to secure regulatory changes for greater protection of room attendants/housekeepers;
- continue to expand GHC to more affiliates in more countries as both an internal campaign linked to organizing and a public campaign to exert pressure on employers and industry associations;
- strengthen links between GHC and organizing throughout international hotel chains;
- target specific international hotel chains with which IUF has global recognition to secure a commitment to a safe workplace and comprehensive measures to eliminate sexual harassment;
- continue the GHC week of action each year as an important activity that mobilizes solidarity and raises public awareness;
- request that the IUF continues work on compiling a Fair Hotels list and guidelines to assist unions to make informed decisions, where practicable, when booking hotels and organizing events.

## **No 14 Binding regulation of hazardous substances**

This 27<sup>th</sup> IUF Congress:

**Regrets** that every minute one worker dies due to the use of hazardous substances in the workplace and that pesticides alone are responsible for an estimated 200,000 acute poisoning deaths every year;

**Notes** that global use of pesticides continues to increase significantly;

**Further notes** that international voluntary regulation is not working;

**Condemns** the repeated failures of the Rotterdam Convention to list paraquat and asbestos in the list of products requiring prior informed consent from governments;

**Further notes** that despite the findings of the World Health Organization (WHO) in 2016 that glyphosate is probably carcinogenic to humans, the power of the agro-chemical industry lead to it being re-licensed for use in the EU;

**Recalls** IUF Congress resolutions calling for global bans on highly-hazardous pesticides (commonly known as the Dirty Dozen);

**Congress** welcomes the work of the *UN special rapporteur on the implications for human rights of the environmentally sound management and disposal of hazardous substances and wastes* in working towards an instrument which binds States and TNCs to comply with international standards on workers' rights and toxics;

**Endorses** the decision of the 6<sup>th</sup> AWTG conference to maintain occupational health and safety in agriculture as a priority area of work, specifically campaigns to ban the most toxic pesticides and work on agro-ecology.

**The IUF 27<sup>th</sup> Congress therefore resolves:**

- To support the work of *UN special rapporteur on the implications for human rights of the environmentally sound management and disposal of hazardous substances and wastes* and to ensure that such an instrument must enable the banning of dangerously toxic substances such as paraquat and asbestos and protect the rights of workers who may be exposed to any hazardous substances;
- To campaign with affiliates for national regulations which ban the use of toxic chemicals;
- To raise pesticide/supply chain issues with affiliates and support union education aimed at minimizing the exposure of workers to toxic substances and build campaigns for legislative bans;
- To promote agro-ecology as a viable alternative which uses sustainable farming methods which protect farmers, workers and consumers from exposure to toxic chemicals and which promotes food security for future generations.

## ***No 15 Defending and advancing the rights of home-based workers***

This IUF 27<sup>th</sup> Congress:

**Expresses** concern that 21 years after the adoption of the International Labour Convention No.177 on Home Work, only ten countries have ratified C177. This reflects both a general lack of recognition of home-based workers as workers, as well as the refusal of employers and governments to extend fundamental worker and trade union rights to home-based workers.

**Reaffirms** that home-based workers are waged and piece-rated workers in an employment relationship and that several IUF affiliates are actively organizing home-based workers to defend their rights as workers and to bargain collectively with employers and contractors. Since the majority of home-based workers are women, this is vital to our broader commitment to advancing the rights of women workers and women's empowerment.

**Notes** that over the past two decades the number of home-based workers has increased in several countries and that home-based workers earn wages in both formal and informal supply chains in other IUF sectors such as food services (restaurants and catering), tobacco, food processing and food ingredients, and agriculture. Additionally, in many of these and other sectors, IT work has also moved to the homes and in the last 20 years the home-based IT workers have increased manifold.

**Notes** that the ILC discussion on workers in global supply chains in 2016 noted specifically that home-based workers were among the most vulnerable and should be recognized and that they be ensured access to worker and trade union rights.

**Further notes** that recognition of home-based workers is progressing. In 1996 only seven countries had statistics on home-based workers as part of the labour force, while today 50 countries include home-based workers in labour statistics. This progress in the visibility of home-based workers must now be reflected in the protection of their rights as workers.

**Recognizes** the urgent need to revitalize support for C177 on Home Work and to secure ratification by governments. The importance of C177 is that it calls for home-based workers to have access to the rights of other waged workers, such as fair remuneration; social protection, including occupational health and safety regulations and maternity benefits; freedom from discrimination and the right to organize.

**The 27<sup>th</sup> Congress therefore resolves to:**

- increase education and awareness among our members of the importance of recognizing home-based workers as workers and extending the same rights and protections of waged workers;
- mobilize affiliates to call on their respective governments to ratify C177, and once ratified to ensure effective implementation;
- run an internationally coordinated campaign for ratification of C177 that targets a specific list of governments within an agreed timeframe;
- strengthen the organizing efforts among home-based workers to ensure they can access their worker and trade union rights; collaborate with member

based organizations, networks and, where appropriate, NGOs which are organizing home-based workers to strengthen the organizing effort.

- engage with those companies in which the IUF and/or its affiliates have recognition to identify where home-based workers are employed in their supply chains and take action to reduce human rights risk and ensure access to rights;
- use leverage in supply chains in specific sectors, industries and companies to support the organizing of home-based workers, ensure fair wages/ piece-rates, increase their skills and access to social security schemes and strengthen their access to human rights;
- identify the gender based violence that home-based workers face and campaign to address the problems;
- recognize October 20 as International Home-based Workers' Day based on the Kathmandu Declaration (2000) and commemorate this day with activities that promote ratification of C177.

***No 16 International cooperation between trade unions – needed more than ever***

The worldwide development of the food industry, including the hotel and catering industry, is driven by transnational corporations from their international headquarters and corporate decisions often relegate national interests to the background.

For this reason, cooperation between the IUF and its national affiliated trade unions and regional organizations is becoming ever more important.

The interconnectedness of international corporations means that corporate strategies for dealing with trade unions are managed globally and that national conditions often do not live up to the minimum standards demanded by trade unions.

The IUF will strengthen its collaboration with its affiliated trade unions in order to achieve better cooperation in trade union organizing within international corporations.

We will push for company framework agreements that go beyond the internationally-recognized ILO core labour standards. The goal must be the global recognition of trade union rights by companies, which must be linked to recognition of the respective national trade unions and the IUF.

The IUF will continue to strive to achieve recognition from global companies in order to secure meaningful access to rights and to strengthen union organization in these companies. In this regard, the formation of networks or alliances of trade union representatives in these companies is an added guarantee of strengthening the work of the IUF. The workers' representatives can network, share information and experiences, and coordinate among themselves.

### ***No 17 Finalizing land reform in Zimbabwe***

The National Executive Board of the General Agriculture and Planation Workers' Union of Zimbabwe (GAPWUZ) has resolved that "the government of Zimbabwe should bring to finality the land reform issues and to have all affected employees and employers be compensated adequately. The finality of the land reform programme will enhance productivity and restore back Zimbabwe to its bread basket status as its economy is agro-based. This will improve subsequently the living and working conditions of farm workers".

GAPWUZ therefore seeks solidarity support from the IUF and to speak out on the finalization of the land issue in Zimbabwe.

## ***No 18 Menstruation – a workplace and trade union issue***

This 27<sup>th</sup> IUF Congress:

**Notes** that, despite that there are 800 million menstruating every day in the world, this is often subject to taboos and prejudices and we neither talk nor share knowledge about it. Stigmatisation and lack of knowledge help to preserve old customs and prevent people from fully enjoying their human rights such as going to school, working and participating in society. All union representatives and their unions have a large responsibility for addressing this issue.

Menstruation is one of the reasons why women miss out on parts of their education or are unable to participate in working life. This may be because it is considered shameful for a person to be perceptibly menstruating, menstruating people are in some contexts regarded as “unclean”, they are forbidden to attend school or work while menstruating, or the sanitary facilities are insufficient. Furthermore, the exclusion effects are exacerbated by poverty. A third factor that adds to exclusion is ignorance – ignorance about menstruation and health, and also ignorance that contributes to maintaining prejudice and repression.

Existing research must be supplemented with perspectives on how menstruation affects society, working life and individuals. Most of the available information is from non-IUF sectors, such as the textile industry. For these, data indicates that more than half of all menstruating persons have to be absent from work for one or two days every month (some data indicates that in some regions this figure is up to 96 %). The reasons are assumed to be largely the same as for absence from school: lack of safe and private sanitation facilities, shame, fear that someone will notice that the person is menstruating, menstrual pain and other physical discomfort.

Thus, there are no compiled statistics on the prevalence of absence and other problems related to menstruation in workplaces within IUF sectors, but we have reason to believe that the situation there is not significantly different from other parts of the labour market. This leads to considerable losses for workplaces and for the public, but primarily, of course, financially for those who are forced to be absent from work. This often affects those who are already financially worst off. Menstruation impacts on working life and is therefore definitely an important trade union issue. It is thus our task as a trade union to study the issue, identify the problems that exist in our own sectors, and devote resources to solving them.

### **In this context, the members of IUF affiliates have an important role:**

IUF affiliates work for equal employment opportunities and against all forms of discrimination;

IUF affiliates fight for better working conditions, and better health and security in the workplaces;

IUF affiliates share knowledge and work for change in society in general.

When it comes to issues relating to menstruation, gender equality and the right to sexual and reproductive health, the members of IUF affiliates in sectors such as agriculture, food processing and tourism can contribute to sharing knowledge and changing attitudes. It is often also possible for them, however, both as union representatives and professionally, to influence decisions made by government organisations and other agencies, decisions concerning anything from the availability of sanitary products to the design of toilets and sanitary facilities in the workplace.

**Proposes** that the IUF and its affiliates during the next Congress period shall work to raise awareness about issues around menstruation and ensure that there is access to toilets and sanitary facilities in all workplaces. IUF affiliates shall work actively to prevent and counteract exclusion from education, work or society due to menstruation.



## **No 19 Defending and organizing migrant workers**

This 27<sup>th</sup> IUF Congress:

**Recalls** the resolution on migrant workers adopted at the IUF 25<sup>th</sup> Congress;

**Notes** that migrant workers – an estimated 244 million people who have moved from one place to another in order to find work or better living conditions – are particularly vulnerable to labour and other human rights abuses. Despite the existence of an international treaty affirming their rights, migrant workers are trafficked, discriminated against, constrained to work under hazardous and debilitating conditions, locked in isolated, unhealthy and dangerous living quarters, enslaved as domestic workers, jailed and periodically interned in mass detention centres before being forcibly repatriated;

**Further notes** that national and global production in all IUF sectors rests on the backs of migrant workers. Agriculture, hotels and restaurants, and many branches of food processing would collapse without their contributions. Women migrants, who are particularly vulnerable to exploitation and abuse, make up nearly 50% of all migrant workers and over 70% of migrant domestic workers.

Congress therefore:

- **urges** IUF affiliates to continue organizing migrant workers, providing education on migrant workers' rights, and strengthening governmental regulations where necessary to ensure that migrant workers can access the same rights as other workers. Fighting against racism and xenophobia must be key elements of this work. For unions internationally, the level of union organization of the migrant workforce should be regarded as a key indicator of the labour movement's overall health, bargaining strength and capacity for mobilization.
- **further urges** affiliates to lobby their governments to ratify and implement the International Labour Organization (ILO) Conventions 97 and 143 and ILO Convention 189 on Decent Work for Domestic Workers, the United Nations Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (currently only ratified by 49 countries). Countries which ratify the Convention undertake to defend the full range of human rights and freedoms which migrants are entitled under international law, including (Article 26) the right to freely join a trade union to defend their interests. Under the terms of the Convention, states are required to act against the abuse and rampant exploitation of migrant workers.

## ***No 20 Defending trade union rights in Moldova***

The 27<sup>th</sup> IUF Congress meeting in Geneva on August 29 through September 1, 2017;

**Taking into account** the Draft Law on amending and complementing the Labour Code of the Republic of Moldova 154-XV of March 28, 2003;

**Notes** that the Draft Law totally undermines workers' rights and guarantees and the rights and guarantees of trade unions in protecting their members and brings down the effectiveness of social dialogue in the world of work, particularly at the level of workplace union organizations, specifically, by:

- being in contradiction to the Constitutional provisions (Art. 43 and 72 of the Constitution of the Republic of Moldova) and international labour standards supported by the Republic of Moldova by way of ratification (The ILO Convention No 158 (1982));
- containing proposals to amend the Labour Code without a well-evidenced financial and economic analysis (Art. 20 of the Law on Legal Acts № 78-XV of 27.12.2001);
- containing provisions facilitating the use and development of informal employment;
- removing existing obligations and responsibilities of employers covering dismissal of workers during their probation period, including young specialists; using informal labour; and conducting collective bargaining;
- establishing privileges and preferences for the business community and foreign investors in the Republic of Moldova at the expense of workers whose rights are encroached upon.

**Expresses** its deep concern in connection with the tendency of the authorities to constantly amend and complement the Labour Legislation of the Republic of Moldova, undermining workers' rights;

**Stands in solidarity** with the trade unions of the Republic of Moldova defending the rights and guarantees of organized workers;

**Calls** on the IUF and its affiliates to organize collective actions, solidarity actions, and protest actions against laws that limit workers' labour rights and against violations of these rights by domestic employers and foreign investors;

**Calls** on the IUF to lobby the Parliament and the Government of the Republic of Moldova to take into account the amendments to the Labour Code proposed by trade unions, with the view of developing and strengthening social dialogue.

## ***No 21 Against right-wing populism and its cause, neoliberalism***

Forty years of neoliberal hegemony and doctrine have thrown the world off course. Global financial and economic crises are the consequence. Precariousness, working poor, mass migrations of refugees and no improvement in sight, quite the reverse.

After the global economic crisis, trade union and progressive forces thought that the political leaders would think again and engage in a critical analysis of their failed policy. That was fantasy: instead of a return to a people-oriented policy, we have experienced a further acceleration of capitalism. Austerity, the destruction of collective-bargaining and social structures that took decades to achieve, antidemocratic processes, etc., became the cure-all of governments around the world.

The bill for this policy has been paid by governments in the election results of the last few months: the radical right, nationalists and racists are on the up. They appropriate the trade unions' criticism of capitalism, and attain sovereignty over this narrative. Their solutions, however wrong, are attracting ever more supporters: exclusion, nationalism and racism are held out as the solution to all problems. In many countries, we see political democratic achievements such as press freedom, democratic participation of the people and recognition of trade unions under attack from this groundswell.

That is why the trade unions affiliated to the IUF must join in the fight with other global trade unions against this development. If we do not treat this conflict as the top priority, the right will gain further ground. The consequences are known from history, abolition of trade unions, and with it, freedom of speech, and so on.

Trade Unions should be vocal and supportive of an alternative social narrative which rebuilds faith and hope, and is an alternative to austerity.

## **No 22 Strengthening union organization in the global tourism sector**

### **Global tourism is booming but it faces a decent work challenge**

Global tourism is growing at a rapid pace, and according to the World Tourism Organization (UNWTO) tourism will continue to grow a rapid pace until 2030, exceeding global economic growth.

Tourism is becoming increasingly important for the global economy, but even more for local economic development, culture, infrastructure, public services and production. The tourism industry is labour intensive and generates many jobs, not only in the industry itself but also in other sectors. It is estimated that one job in the core tourism sector creates about one-and-a-half additional or indirect jobs in the tourism-related economy, for example, transportation, agriculture and food and beverage production.

Despite the favourable outlook, global tourism clearly faces **decent work challenge which must be addressed** in order to take full advantage of its potentials.

### **IUF affiliates will continue to fight for decent jobs with living wages and collective bargaining**

The tourism industry is successful in generating jobs for people of all ages, ethnicities and educational backgrounds, giving people an opportunity to enter the labour market. However, we should not only look at the number of jobs created, but also at the quality of those jobs.

Across the spectrum from locally owned enterprises to global hotel, restaurant and catering chains we find poor working conditions and human rights abuses. These abuses include forced and trafficked labour, child labour, discrimination, hazardous and dangerous work, denial of the right to organize and of course poverty wages. In recent years the IUF and its affiliates have achieved many victories around the world through solidarity and local fights, but there is still much work to be done as we continue to strive for a sector where workers are valued, their rights are respected, where workers have dignity and living wages.

### **Promoting social responsible tourism**

Social responsible tourism holds the potential to improve living conditions, promote social inclusion and reduce poverty. Moreover, by bringing people from diverse backgrounds together and celebrating traditions, tourism promotes common values and supports the preservation of cultural heritage and natural environments. During the last decades, corporate social responsibility has been a focus for many companies within the tourism industry. Unfortunately, many companies haven't always included decent wages and fair working conditions into their corporate social responsibility policies.

Social responsibility is not only about business ethics, environmental protection or equal opportunities, it is also about how the employees are treated! This means that workers in the tourism industry should be able to exercise their rights to freedom of association and collective bargaining, and should be in stable employment with decent conditions and wages. Evidence shows that hotels and restaurants with collective agreements ensure a greater job security, better wages, benefits and working conditions, than those who don't have collective agreements. Therefore, the Congress calls on the IUF to promote fair hotels and restaurants initiatives and

programs that affiliates have developed by developing a comprehensive directory of local and international hotel chains that respect workers' rights.

### **Changing industry structures requires global and local responses**

The global hotel, restaurant, catering, and tourism sector is highly fragmented, with around 20 per cent of the workforce located within multinational chains compared to 80 per cent in Small and Medium Enterprises (SME's). Still, the large transnational hotel and restaurant chains are getting bigger and fewer as they look for economies of scale, brand power and stronger bargaining position.

Moreover, the ownership and management structure of the industry is changing as the industry is moving towards "asset light" strategies and the franchise format. In fact, most of the hotel, restaurant and catering chains only operate a small proportion of their establishments, which has negatively impacted employment conditions, collective bargaining coverage, industrial relations and trade union representation in the industry.

The 27<sup>th</sup> IUF Congress calls on the IUF and its affiliates to address the challenges hotel, restaurant, catering, and tourism workers face around the world through strong local and global responses. At local level it is necessary to mobilize workers, build union memberships, get union recognition, strengthen union representation and engage in collective bargaining to raise standards. At global level it is imperative to establish company-specific union networks to identify issues, share knowledge, best practices and build capacity for collective solidarity actions and strategies. Together the IUF and its affiliates will be able get ahead of major trends and open up channels to major international hotel, restaurant and catering chains and negotiating agreements on key issues, whilst putting pressure on local management and owners.

## ***No 23 Winning trade union rights in the global seafood industry***

The IUF Congress notes the fast growth of production and employment in the fish and seafood industry, as well as the increasingly important role of seafood production in the world's global food system.

The IUF Congress notes the serious human rights deficits in much of the fisheries and seafood sector. Reported instances of criminal activity and appalling abuse of workers including slavery and slavery-like practices plague the industry. Workers are often forced into illicit activities, including illegal, unreported and unregulated fishing.

The terrible human rights record of the sector is directly linked to the very low unionization rate among workers at all stages – in fish/seafood growing, inland and marine aquaculture, fishing, fish processing and fish/seafood distribution.

Almost every day, the media exposes new facts about slavery and other exploitative labour practices in the sector. Urgent measures must be taken by the governments and relevant United Nations structures, including primarily the ILO and FAO, to reduce criminality and create opportunities for workers to implement their fundamental right to organize and improve their own working and living conditions.

The many obstacles to the unionization of seafood workers must be eliminated. Affiliates must act urgently to ensure their governments promote ILO Conventions 87 and 98 to cover all sections of the seafood sector and guarantee that seafood workers not only have the right to form organizations of their own choice but are able to freely exercise this right. Governments should be urged to ratify ILO Convention 188 on Work in Fishing (only nine countries have ratified it to date) and the Convention should be actively promoted and new international instruments developed to expand and strengthen the application of the basic principles of international human and labour rights in the whole seafood global value chain.

### **Towards an integrated seafood industry approach**

The IUF Congress notes the dynamic development of integrated, horizontal, cross-sectoral and cross-border business operations, and the consolidation of power and resources in the hands of seafood multinational corporations which operate at all stages of the fish and seafood value chain. Transnational corporations, including retail outlets need to be held accountable for the human rights violations and criminal activity in the sector, both on the sea and on the land. Companies must be urged to undertake human rights due diligence in accordance with the UN Guiding Principles on Business and Human Rights and act to influence labour conditions in their supply chains to comply with international standards.

To this end we will fight for sustainable fisheries based on sustainable jobs, sustainable incomes, safe work and environmentally sustainable practices.

It should be clear that integral to sustainable fisheries is the elimination of all forms of trafficking, forced labour and violence against women.

### **Seafood workers organizing**

Solidarity with seafood workers' struggle for justice, dignity and rights should be supported by all practical means by the IUF Secretariat, Regional Organizations and affiliates. The long run campaign by workers employed by the Citra Mina Group of Companies in the Philippines is challenging the system of oppression in the entire tuna industry. Affiliates are urged to defend seafood workers' rights in other countries and workers employed by other seafood companies.

**It is time to end the corporate greed! Justice for seafood workers!**

## **No 24 Protecting the rights of tobacco farm workers**

The IUF 27<sup>th</sup> Congress

**Notes** with concern that the tobacco growing sector is characterized by poor working conditions, exploitation of workers and abuse of their rights, especially their right to join a trade union;

**Recalls** the responsibility of tobacco manufacturing and leaf trading companies for conditions along their supply chain;

**Recognizes** the work carried out by the Farm Labor Organizing Committee (FLOC) in the struggle to ensure rights and decent working and living conditions for tobacco farm workers in the United States;

**Welcomes** the endorsement of the *Call for Action on human rights in tobacco growing* (attached) by the IUF AWTG at its conference in January 2017;

The IUF 27<sup>th</sup> Congress

**Calls on** all affiliates, and particularly unions and their members in tobacco manufacturing, to actively support and promote the Call for Action;

**Calls on** unions and their members in tobacco manufacturing to leverage their union strength and their relationships with the companies by pressuring them to assume their responsibility for working conditions and the respect for rights along their supply chain;

**Calls on** the IUF Secretariat to continue efforts to pressure tobacco companies to use their leverage to effect positive change for tobacco farm workers;

**Resolves** to persevere until the fight for trade union rights for tobacco farm workers is won.



### **Call for action – human rights for workers in tobacco growing**

*“While improvements have been made in the protection of agricultural workers in some countries, in many others, they are not covered by labour legislation and other regulations protecting workers.”*

***ILO: Promotion of rural employment for poverty reduction 2008***

Multi-national tobacco corporations have structured supply chains that marginalize those at the bottom and that do not guarantee the internationally recognized right to freedom of association and collective bargaining. Within these global supply chains, this lack of labour rights has led to decent work deficits for workers and their trade union in the tobacco growing sector including:

- Retaliation against workers trying to organize trade unions and/or speaking out against labour violations;
- Widespread use of child Labour, caused by poverty wages that force family members to work;
- Long hours on poverty wages, not sufficient to generate discretionary income;
- Unsafe working conditions, including exposure to green tobacco sickness, heat stress, pesticide exposure, repetitive strain injuries;
- Lack of access to health care and other social services;
- Gender discrimination;
- Exploitative tenant and contract farming systems;
- Exploitation of migrant workers;
- Deforestation and pollution and other environmental damage.

### **Demands to the tobacco manufacturers and traders**

The IUF and its affiliates call on the tobacco manufacturing industry to ensure that throughout its supply chains workers employed in tobacco growing can effectively exercise their rights to freedom of association and collective bargaining. This should be done through:

- Negotiations to establish an agreed process based on international standards for workers to choose representation by independent trade unions and for those unions to gain recognition by contract growers;
- A commitment to good faith bargaining with the goal of establishing collective bargaining agreements once representatives are recognized;



- The process must ensure:
  - access to farms and plantations for trade union representatives;
  - a stated commitment from tobacco growers to neutrality which must be communicated to all workers;
  - the right of trade union officials to access and talk with workers;
  - no retaliation or discrimination against workers for union activities.
- Application of real consequences for growers who violate these protocols;
- Transparency in tobacco supply chains.

Pricing and procurement policies must take into account the true costs of having a system where workers and growers can negotiate and implement fair conditions of employment, including:

- Job-security and permanent employment
- Reasonable working hours
- Fair pay
- Safe work conditions
- Decent accommodation
- Potable water.

#### **Demands to governments in tobacco growing countries**

- Ratify and implement ILO Conventions relevant/important for the tobacco sector;
- Enforce national laws and policies relevant to work in the tobacco sector.

#### **Demands to the WHO Framework Convention on Tobacco Control and other UN agencies working on tobacco**

- Ensure the participation of tobacco workers' trade unions at relevant meetings so that worker issues are addressed in the negotiations on tobacco control and crop diversification.

## ***No 25 Working time must be on the agenda***

The global growth of unemployment, especially youth unemployment, is exacerbating the social situation worldwide. The reasons for this are not natural phenomena but the result of deliberate political economic decisions and a widespread increase in productivity.

Precarious employment, so-called zero-hours contracts, on-call work etc. are the norm in many parts of the world.

That is why the struggle for reduced working hours in various forms must be further intensified. The IUF will step up efforts in ensuring that the subject of working time is back on the political agenda.

The following key points should be discussed and plans drawn up in future IUF meetings. Weekly working time must be reduced with no loss of pay:

- Working time must be calculable and predictable for all. Zero-hours contracts and on-call work must be banned;
- Remuneration for all work must ensure sufficient income for all workers and their families without recourse to excessive hours;
- Maximum daily and weekly working time must be reduced world-wide to protect against exploitation;
- Union-management negotiations are the prerequisite for family-oriented working time planning which also takes account of workers' life situation;
- Shift patterns must be established in the light of occupational medical findings.

Up to now, the IUF has discussed these issues and successfully achieved its demands with a number of TNCs. However, it is necessary that this discussion also takes place within the affiliated organizations, in order to support the IUF in this struggle.

## **No 26 Young workers**

### **Young workers are today's and tomorrow's labour movement**

Young workers are critical to the present and future labour movement. Currently young workers are under-represented in trade unions across the world for a variety of reasons. Many young people have little knowledge of what trade unions do and the presence of unions is often weak in sectors predominantly occupied by young workers, for example, the hotel, service and "GIG economy" sectors.

Young workers, however, have good reasons to join a union. They frequently experience precarious working conditions, low wages, and insecure employment contracts. They also disproportionately suffer from unemployment with young women impact at an even worse rate. Investing in good quality jobs for young people is an urgent issue that IUF affiliates need to put on the agenda if they want to get the attention of young people.

### **A need to improve the image of trade unions and make them more inclusive**

Young people will join unions and take active roles if they feel that their concerns and needs are recognized. Trade unions should therefore take ownership of young worker issues, display solidarity and fight with them.

Too many young workers see trade unions as old fashioned institutions, difficult to access, and with patriarchal and pyramidal structures. Young trade union members frequently face difficulties in finding their place in trade union structures and activities. IUF Congress calls on affiliates to implement inclusive strategies, where young members are given greater responsibility and trust to influence union policies and actions through active participation in leadership and decision-making bodies.

IUF and its affiliates need to acknowledge that young trade union members can communicate more effectively with their peers about the nature and mission of unions and can also encourage them to get involved and improve the image of unions in society. Young people are also better able to understand the problems that their peers encounter in the labour market and can suggest solutions.

### **Without a new generation of members, IUF and its affiliates have no future**

The Congress calls on its affiliates to make organizing and recruiting young workers a priority. To make that happen, the Congress calls on affiliates to develop serious and concrete initiatives to align its strategies, structures, communication and internal union democracy to the needs and interests of young workers.

Young workers' engagement in IUF activities is fundamental to foster cross-border and inter-generational solidarity. The Congress mandates the IUF to encourage and mobilize its affiliates to promote the establishment of forums and organization where young workers and activists within the same company and sector can communicate, exchange best practices and share successful stories about young worker activities.

The Congress further mandates the IUF to provide concrete opportunities for young worker members to work together to develop and propose long-term strategies, activities and opportunities, and support affiliates to ensure young workers take a major place and role in IUF affiliates' structures, activities and leaderships. This must include engaging young workers in all aspects of union work and decision-making by giving them channels through which to address and voice their issues and interests.

## ***No 27 Tax justice, fair jobs and safe work***

Traditional cornerstones in the activities of trade unions include work for the freedom of association and promotion of unionisation as well as negotiations on fair terms and conditions of employment and measures to monitor the conditions.

Another important cornerstone is work for the members' jobs. If there are no jobs, there will be no workers who unionise. In this work, social influence exercised by trade unions and their campaigns to secure and increase fair jobs are of utmost importance.

Earlier this year, Finnish Food Workers' Union (SEL) carried out a survey on the economic and regional significance of the food chain in Finland in collaboration with employer and agricultural producer organisations. The survey reviewed the job and tax effects of the entire Finnish food chain.

The role of trade unions in the exercise of economic influence should be that of emphasising the significance and positive effects of fair jobs for both individual workers and society. Fair jobs benefit society in the form of tax revenue and thereby as better public services. It is also important that companies' ownership structures are transparent and that companies pay taxes in the countries where they make their profits.

In its activities, IUF should emphasise the positive role of trade unions in their work for the members' jobs. IUF and its member unions should demand that governments take concrete measures to secure fair jobs and safe working conditions. IUF and its member unions should also demand that companies adopt proper social responsibility and transparent ownership structures and that companies pay taxes in the countries where they make their profits.

## ***No 28 A fair world of work worldwide!***

### **International Minimum standards**

We commit ourselves to ensuring that all workers, world-wide, are paid a fair wage which allows a decent standard of living. It must also be ensured that safety standards and a decent maximum working time are introduced and enforced. To achieve this, it is important that we should draw public attention to the unacceptable situation in many countries and production sites, so that more and more companies are forced to improve working and living conditions for their employees.

### **Clean Clothes**

We must take more care to ensure that only clothing and textiles which are produced under sound and ecologically sustainable working conditions are purchased. The IUF supports all affiliated trade unions in their efforts to purchase clothing and other textiles only from companies and suppliers that can fulfil and maintain the abovementioned conditions.

### **Prevention of child labour**

We must strengthen our efforts to combat child labour, drawing attention to it and standing resolutely against it. Everyone should have the opportunity of education, a decent life and a better future.

## ***Emergency resolutions***

### ***No 1 Political repression in Hong Kong***

The 27<sup>th</sup> IUF Congress condemns the August 17 re-sentencing of Joshua Wong, Alex Chow and Nathan Law to jail terms of 6-8 months for their participation in the 2014 democracy movement. Their sentences are intended to intimidate the whole of democratic civil society in Hong Kong, including China's only independent union, the Hong Kong Confederation of Trade Unions, which plays a central role in the democracy movement. Congress pledges support to HKCTU's struggle against repression and for democratic rights, including the right to freedom of assembly and fundamental trade union rights.

### ***No 2 Solidarity with striking UK McDonald's workers***

The IUF 27<sup>th</sup> Congress expresses its warm solidarity with the courageous workers at two UK McDonald's restaurants who have voted to take strike action on September 4 in support of their demands for better wages, working conditions and recognition of the Bakers, Food and Allied Workers Union as their trade union. Fast food workers around the world are demanding rights and recognition and they have the full support of the IUF's global membership.

### ***No 3 Escalating human rights violations in Turkey***

New arrests of human rights defenders, including leaders of Amnesty International Turkey, and efforts to silence government critics abroad illustrate the widening scope of the Turkish government's massive assault on democratic rights following the 2016 attempted coup. Without due process, many thousands of citizens have been jailed and/or dismissed from their jobs and legally forbidden to work; political and social activists and critical media voices have been arbitrarily imprisoned; unions are under growing pressure. The IUF 27<sup>th</sup> Congress affirms its solidarity with democratic civil society and calls for concerted international pressure by governments in defense of democracy in Turkey.

### ***No 4 Santiago Maldonado missing – He should be returned alive***

Santiago Maldonado, an Argentine citizen, disappeared during police patrol repression against the Pu Lof Mapuche community in Chubut (Argentina) on August 1. More than 100 guards firing rubber and lead bullets dispersed 7 Mapuche community members who defended themselves with slingshots and stones.

In that region, transnational corporation Benetton "owns" 900,000 hectares.

After more than 20 days of investigation by the judicial prosecutor, the case was classified as "enforced disappearance".

We request that the IUF transfers its concern to the Argentine government, for it to investigate and punish with the full force of the law those responsible for such an abhorrent act.

In democracy, there should be no missing person, more so with the participation of state security forces.

¡NEVER AGAIN!

### ***No 5 Solidarity with the Haft Tapeh Sugar workers Union in Iran***

Congress declares its full solidarity with the workers of the Haft Tapeh sugar complex in Iran, who are facing new persecution in response to their struggle for unpaid wages and social security benefits and recognition of their union, an IUF affiliate. Over the month of August, 66 current and retired workers have been arrested and sentenced to prison in response to workers' strikes and protests. Congress calls for the immediate and unconditional release of all the arrested, full payment of wage and benefit arrears and recognition of the Haft Tapeh Sugar Workers Union.

### ***No 6 Charlottesville***

**Whereas,**

On August 11<sup>th</sup>, white supremacists and Neo-Nazis demonstrated in Charlottesville, Virginia, USA, in a large, violent display of hatred towards People of Color, Jews, and LGBTQ communities, culminating in a Neo-Nazi attack that killed anti-fascist demonstrator Heather Heyer;

**Whereas,**

President Trump responded to the events in Charlottesville by equivocating in his condemnation of the white supremacists, and equating anti-fascist protesters with violent neo-Nazis;

**Be it Resolved:**

That the IUF Congress unreservedly condemns the Trump Administration's reaction and attitude towards such violent Neo-Nazi/white supremacist violence.

### ***No 7 Fast Food USA***

**Whereas,**

On September 4 fast food workers across the US will support announced strikes in the UK and Belgium and strike and demonstrate for a USD15 minimum wage, racial justice and access to the right to join a union;

**Be it Resolved:**

That the IUF Congress, representing 10 million workers in 130 countries, stands united with strikers and resolves to relentlessly prosecute the struggle for decent wages, for union rights and justice for all in the Fast Food industry.

### ***No 8 Anti-union pressure and persecution in Argentina***

The IUF Congress expresses its concern that unions in Argentina including ATILRA, are subject to government pressure, affecting union rights, wage agreements and working conditions.

Union leaders are subject to persecution and false complaints, as are judges who rule in favor of unions. ATILRA has been pressured to give up conditions negotiated in CBAs.

Recently ATILRA Secretary General Hector Ponce, who chairs the IUF Dairy Division, has been harassed through press campaigns and anonymous complaints.

The IUF Congress condemns this harassment and expresses its solidarity with ATILRA, and urges the Argentine government to fully respect freedom of association.

### ***No 9 Against changes in labour law in Brazil***

Labor and trade union reform in Brazil is leading to the precarization of work in a country where 700,000 accidents occur annually, and Brazil ranks third in fatal accidents at the in the world.

Workers will lose many of their rights and union gains

The IUF Congress resolves to urgently launch an international campaign of pressure on the government of Brazil, and its Congress members to demand rejection of the labor reform in defense of decent work and freedom of association.

### ***No 10 Violence against LGBTI activist***

Congress condemns the violent knife attack on July 10 on Osmin David Valle Castillo, of the Center for Development and Cooperation LGBTI, Honduras.

Congress further condemns the rise in homophobic violence since the military coup in Honduras in 2009, from 2009 to 2014 there were 174 violent deaths of LGBTI persons in Honduras, and calls on the IUF LGBTI working group to address homophobic violence everywhere as a matter of urgency.

### ***No 11 Terrorism and Tourism***

Following terrorist attacks, most recently in the cities of Barcelona and Cambrils, Spain, where citizens, tourists and workers from a large number of countries have been killed, the IUF Congress condemns all terrorist activity, expressing its desire that the scourge of terrorism disappears from the world and peaceful coexistence prevails.

Tourism is a global activity that has fostered and fosters cultural exchange and social relations among different peoples and nations in an environment that should necessarily be of peace and security.