Over 400 observers and delegates representing 198 affiliated organizations took part in the 25th Congress of the IUF, which met in Geneva from March 19-22, 2007. Of the delegates, 272 (72%) were men and 105 (28%) women. The complete Congress proceedings were presented live as they occurred, and can be viewed at http://www.iuf.org/25thcongress/

The Congress theme "Power through Organizing" inspired strong, active participation from many delegates, documented through full coverage on the live Congress website (www.iuf.org/25thcongress/). Organizing was also the common theme linking the Congress panel presentations and discussions. Along with invited guests, Gerardo Iglesias (IUF Regional Secretary, Latin America), Hemasari Dharmabumi (IUF Indonesia), Harald Wiedenhofer (EFFAT - IUF Europe general secretary), Jenny Dowell (AMWU Australia), Ma Wei Pin (IUF Asia Pacific regional secretary), Anatoly Shulga (Timashevsk Nestle Workers Union), Peter Rossman (IUF secretariat), Hidayat Greenfield (IUF Asia-Pacific), Kirill Buketov (IUF Moscow), Kumushbek Mambetov (AWU Kyrgyzstan), Mark Lauritsen (UFCW USA), Adela Torres (SINTRAINAGRO Colombia), Franz-Josef Mollenberg (NGG (Germany), Anas Haryanto (FSPM (Indonesia) and Bruce Raynor (UNITEHERE USA) gave presentations distilling their experiences with national and international organizing in the light of changing contexts including corporate concentration and supply chain consolidation, increased corporate reliance on subcontracted/casualized labour, privatization, the rise of private equity and financial market developments. Participation from delegates was active and informed, setting the tone for the entire Congress, which established an ambitious agenda for the IUF’s work over the next 5 years and beyond.
In accordance with the Congress theme Congress adopted a series of rules amendments and resolutions which give the IUF a firm mandate for focusing on organizing activity in the current Congress period.

**Amendments to the Rules**

Among the many rules amendments adopted by Congress we highlight the following in relation to the Congress theme:

**Under Article 2 - Objectives**, the following was added:

"To assist affiliates to increase their membership and union density in food and allied industries and services"

**Under Article 3 - Methods**:

"By promoting, developing and wherever possible resourcing organizing initiatives and projects whose primary purpose is to support the growth of affiliates' memberships and increase union density in food and allied industries and services;"

**Under Article 4 - Membership**, the description of the IUF's jurisdiction was amended to add to "trade unions representing workers" in "in allied trades and industries" the words "and services". This amendment brings the statutes into line with practice followed by the IUF for many years in e.g. industrial catering.

Articles 6 (Congress) and 8 (Executive Committee) were amended to provide for mandatory women's representation on these two governing bodies. In adopting these amendments, Congress agreed with the proposal of the Executive Committee that the rule on women's representation on the EC be implemented in such a way that full compliance with the requirements be achieved by 2012, and that delegations having difficulty in conforming to the requirements for the 2007 elections to the Executive Committee would in 2009 be subject to review by the Executive Committee.

In view of the numerous amendments voted at Congress, the secretariat will produce a new Rules booklet.

Congress also adopted a revised version of the IUF Action Program for Equality elaborated by the Women's Committee. The program highlights the urgency for the IUF and its affiliates to deal with the main issues that women have identified over the past decades and puts these within an organizing framework.

**Elections**

Congress unanimously re-elected Ron Oswald to another term as IUF General Secretary and Hans-Olof Nilsson (Swedish Food Workers' Union) to succeed Paul Andela as IUF President.

**Affiliation Fees**

Congress agreed to the following membership fees over the coming five years:

- **2008**: Full fee to be set at CHF 2.40
- **2009**: Full fee to be set at CHF 2.45
- **2010**: Full fee to be set at CHF 2.50
- **2011**: Full fee to be set at CHF 2.60
- **2012**: Full fee to be set at CHF 2.70