

**25<sup>th</sup> Congress Resolutions Committee**

**Geneva, January 17, 2007**



***Item 3: Consideration of resolutions  
submitted***

Nr 1 <i>Draft Resolution on International Framework Agreements</i> .....	3
Nr 2 <i>Draft Resolution on organising workers in cotton growing</i> .....	5
Nr 3 <i>Draft Resolution on child labour in agriculture</i> .....	7
Nr 4 <i>Draft Resolution on sustainable food production</i> .....	9
Nr 5 <i>Draft Resolution on food safety</i> .....	11
Nr 6 <i>Draft Resolution on responsible tourism</i> .....	13
Nr 7 <i>Draft Resolution on economic crime</i> .....	15
Nr 8 <i>Draft Resolution on union development and defending workers rights in tobacco growing and manufacturing</i> .....	17
Nr 9 <i>Draft resolution on responsibility in the tobacco sector</i> .....	19
Nr 10 <i>Draft Composite Resolution on union development and defending workers rights in the tobacco sector</i> .....	21
Nr 11 <i>Draft Resolution on the reassessment and reorganisation of the work of IUF trade groups</i> .....	23
Nr 12 <i>Draft Resolution on noise in the hotel and restaurant industry</i> .....	25
Nr 13 <i>Draft Resolution on nanotechnology</i> .....	27
Nr 14 <i>Draft Resolution on victims of nemagon and chronic renal insufficiency in Nicaragua</i> .....	29
Nr 15 <i>Draft Resolution on the proliferation of plastic bags</i> .....	31
Nr 16 <i>Draft Resolution on Belarus</i> .....	33
Nr 17 <i>Draft Resolution on violation of union rights and interference by Moldavian government in union activities</i> .....	35
Nr 18 <i>Draft Resolution on the developments of democratization in Asia</i> .....	37
Nr 19 <i>Draft Resolution on Colombia and Latin America</i> .....	39
Nr 20 <i>Draft Resolution on women and employment</i> .....	41
Nr 21 <i>Draft Resolution on migrant workers</i> .....	43
Nr 22 <i>Draft Resolution on defence of the food sovereignty of peoples</i> .....	45
Nr 23 <i>Draft Resolution on the Guaraní Acquirer System</i> .....	47
Nr 24 <i>Draft Resolution on the global crisis in access to water</i> .....	49
Nr 25 <i>Draft Composite Resolution on the global crisis of access to water</i> .....	51
Nr 26 <i>Draft resolution on defending employment standards and trade union rights in the face of outsourcing &amp; casualization</i> .....	53
Nr 27 <i>Draft Resolution on sound retail transactions</i> .....	55
Nr 28 <i>Draft Resolution on private label brands</i> .....	57
Nr 29 <i>Draft Resolution on multiple retailers</i> .....	59
Nr 30 <i>Draft Resolution on change of name of the IUF</i> .....	61

**Nr 1*****Draft Resolution on International Framework Agreements***

Consolidation in the industries in which IUF members work has continued apace over the last congress period, with an ever smaller number of global players dominating. Evidence shows that the only certain outcome of this trend is downward pressure on the terms and conditions of all workers in these industries. Business continues to exploit low-cost countries with poor labour rights and this is something that the IUF believes must not be allowed to continue.

Trade Union membership has been proved to be the only sure way for workers to protect their interests, but this is a right increasingly denied to workers around the world. This congress believes that the IUF can play a key role in supporting workers' rights around the world by negotiating International Framework Agreements (IFAs), with a view of establishing relationships at a global level i.e. as with Coca Cola.

IFAs are not a panacea to the problems facing workers but, if done properly, can provide a positive outcome in protecting workers rights and more importantly developing strong solidarity between IUF affiliates with members in the same multi-national companies.

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007, calls on the IUF to;

- Work with affiliates to identify specific targets for IFA campaigns.
- Ensure that in any IFA and recognition campaign all affiliates affected are fully involved.
- Ensure that affiliates take responsibility to campaign and organise the workforce of a MNC as part of any IFA campaign in target companies.
- Work with affiliates to develop clear models of best practice for the initiation, negotiation, content and enforcement of any IFA.

***Submitted by Amicus and T&GWU, United Kingdom***



## Nr 2

### ***Draft Resolution on organising workers in cotton growing***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**Notes** that cotton is grown in over 100 countries and its production and processing provide income for an estimated 250 million people.

**Also notes** the important and growing role played by the cotton industry in economies of developing countries but

**Regrets** that the negative consequences of economic transformations are hampering further growth in the industry and negatively impacting work conditions and fair wages in the sector, as follows:

- lack of machinery, overpriced fuel, fertilizer, spare parts and chemicals, and lack of drinking water;
- unstable purchasing, low purchasing prices, a large number of middlemen dictating their terms to the farmers, who have no access to information on global and regional markets;
- decline of global purchasing prices for cotton;
- labour migration.

**Acknowledges** that cotton employs significant numbers of women workers, in some countries up to 85% of the workforce, and that many girl children also work.

**Further notes** the following employment problems in the sector:

- low wages and incomes in the cotton sector;
- high rate of injuries and occupational diseases due to the absence of prevention measures and the lack of information on quality of fertilizers, seeds and pesticides;
- wide-spread use of child labour ;
- forced labour (both of children and adults);
- the lack of sanitary and hygienic facilities, rest areas, stocked medical clinics, and drinking water;
- problems faced by women workers, especially those who due to work in the fields are unable to tend to their infants;
- low level of social protection provided to migrant workers in the cotton sector.

This 25<sup>th</sup> IUF world congress therefore:

**Calls** on the governments to adopt state programmes for the cotton sector;

**Calls** on affiliates in cotton growing countries to develop a union policy and tactics to improve the situation in the sector, as follows:

- to help cotton workers and small farmers to unionize in order to defend their rights collectively;

- to ensure that sectoral and territorial tri-partite agreements and collective agreements increase wages and obligate employers to rely less on hand-picking and to supply hot meals and drinking water;
- to inform farmers–union members about world prices for cotton through sectoral unions;
- to limit the use of child labour in the cotton sector and to eliminate immediately the worst forms of child labour, threatening their lives and health and hampering their development;
- to develop union health and safety inspections in agriculture;
- to support initiatives to create and develop farmers' co-operatives, and to gain access to a reasonable credit system;
- to create information centres with data bases on the quality of different seeds and fertilizers and guidance for handling pesticides;
- to organize training for agricultural workers and farmers;
- to coordinate farmers' negotiations with sales agents on purchasing conditions and prices;
- to study the reasons for the lack of water and resolve the problem;
- to provide know-how for creating hygienic and sanitary facilities at the working places;
- to coordinate efforts by unions in neighboring countries to organize migrant workers and guarantee their social protection.

**Calls** on the IUF to assist affiliates to campaign for ratification of ILO Convention 182 on Elimination of the worst forms of child labour and Convention 184 on Health and safety in agriculture.

**Further calls** on the IUF to continue development of policy and co-ordination of the unions activity in the sector with the aim to organize cotton workers and improve social standards in the sector;

**Also calls** on the IUF to investigate in detail the supply chain “from field to consumer” and build up an international alliance with other civil society groups to campaign and influence supply-chain participants to make the cotton sector – throughout the world - a sphere of high social responsibility and fair trade;

**States** our confidence that mutual efforts by unions, state bodies and NGOs on both local and international levels will ensure gradual positive changes in the sector, benefiting workers, communities, the environment and the stable development of cotton-growing countries.

***Submitted by AIWU Kyrgyzstan and AIWU Almaty Kazakhstan***

**Nr 3*****Draft Resolution on child labour in agriculture***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**RECALLING** the resolution on child labour adopted at the IUF 23rd World Congress;

**WELCOMING** work done by the IUF to establish the Foundation for the Elimination of Child Labour in Tobacco and the International Cocoa Initiative;

**NOTING** that the 2006 report of the ILO - *The end of child labour: within reach* – confirms that 70% of all child labour takes place in agriculture and states that "because of large numbers, hazardous nature, lack of regulation, invisibility and the denial of education – that agriculture should be a priority sector for the elimination of child labour";

**WELCOMING** the decision of the ILO to dedicate the World Day of Action Against Child Labour (WDAACL) in 2007 to agriculture;

**ALSO WELCOMING** the recent commitment of the UN agencies (FAO, IFAD, etc) involved in agriculture to agree to work together on elimination of child labour in agriculture.

This 25<sup>th</sup> IUF Congress, meeting in Geneva, March 19-22, 2007 therefore,

**CALLS ON AFFILIATES** (especially those in agriculture and food processing) to support the WDAACL (June 12, 2007) and to organise activities at national level;

**CALLS ON IUF** to work at international level to support WDAACL 2007 and its follow-up.

***Submitted by the 4<sup>th</sup> AWTG World Conference, Seville, Dec 11-13, 2006***





**Nr 4*****Draft Resolution on sustainable food production***

**Noting** the rise in exploitative and precarious forms of employment and the inherent assault on the rights of those workers who are hired on wages and working conditions inferior to those of regular workers and on the rights of regular workers displaced by this practice;

**Noting** that migrant workers are especially susceptible to being exploited by employers seeking to avoid providing decent wages and working conditions to all workers;

**Recognising** that exploitative employment practices not only violate workers' rights, but pose a danger to food safety, making effective food quality control and the effective involvement of workers in quality inspection very difficult.

**Recognising** the real risk of a loss of consumer confidence in food producers and the catastrophic consequences this would have for the food industry and everyone employed in it;

**Noting** that concern for food safety and quality has continued to grow since the 23<sup>rd</sup> IUF Congress called for urgent measures to tackle food safety issues and the 24<sup>th</sup> IUF Congress called on affiliates to hold employers responsible for food safety while insisting on the proper training of employees and on rigorous governmental regulation (23<sup>rd</sup> and 24<sup>th</sup> Congress resolutions "On Food Safety");

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**Calls on** employers and authorities, both nationally and internationally, to respect the principle of non-discrimination and ensure that the rights of all workers are secured in practice and by implementing the necessary legislation and regulations. No one should work under conditions inferior to those applied to regular workers at a given company.

**Calls on** authorities to take prompt measures against abusive employment practices and violations of animal transport and food-handling regulations.

**Affirms** that decent wages and working conditions for all employees is the companies' responsibility. No company, through abusive hiring and employment practices, can disclaim responsibility for discriminatory terms and conditions applied in the company.

**Calls on** the IUF and its affiliates to encourage broad co-operation in working to secure social, financial and environmental sustainability and sound animal welfare practices as prerequisites to sustainable food production.

***Submitted by NNF Denmark (Danish Food and Allied Workers' Union)***

***Supported by the Nordic food unions:***

***Livs, Sweden / SIF, Sweden / NNN, Norway / SEL, Finland / TU, Finland / 3F Industry, Denmark / HK Commerce, Denmark / DFF-S, Denmark***



**Nr 5*****Draft Resolution on food safety***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**NOTES** that the BSE, which had become a serious problem in food safety in Europe, has spread worldwide in the 21<sup>st</sup> Century as it was found in Japan, Canada and the U.S.A. respectively in September 2001, May and December 2003;

**FURTHER NOTES** with grave concern that avian flue was rampant in Asia in 2003 and 2004, and has spread to Europe and Africa, resulting in over 150 deaths since November 2003, and its damage still continues to extend;

**FURTHER NOTES** that threat to food safety not only undermines consumers' trust in food safety, but also exerts great influence on workers' health, employment and working conditions in the food-related industry;

**EXPRESSES** that it is prepared to extend solidarity, and supportive actions if required, to affected agricultural and livestock farmers as well as workers of those relevant companies;

**DEMANDS** that the World Health Organization (WHO) urgently identifies causes and infection routes of these serious pandemics and to take fundamental countermeasures against them;

**CALLS ON** every state government to develop concrete relief measures for those damaged industry, and consult with trade unions representing food and agricultural workers when deciding on food safety policies;

**URGES** management of the relevant companies to negotiate in good faith with trade unions representing the workers regarding health and safety, employment and working conditions of their employees.

***Submitted by:***

***Food Rengo***

***UI Zensen***

***Noh-Dan-Roh***

***Service Tourism Rengo***



## Nr 6

### ***Draft Resolution on responsible tourism***

The tourism industry is the fastest growing sector globally, and is now estimated to be the second largest industry after agriculture.

The term “sustainable tourism” has been in use for some years now to signify that the industry should be sustainable and thus profitable. Europe and the USA have come relatively far in achieving sustainability with regard to protecting nature, the cultural heritage and the countryside.

The profits, however, usually go to the company owners, i.e. increasingly to transnational chains.

Investors are demanding higher and higher returns on investments. This means increased pressure on employees’ labour capacity.

In recent years, we have unfortunately noted a deterioration rather than improvements in our members’ working environment. The increased demands lead to stress, less influence in the workplace, more occupational injuries and, above all, less job security.

Responsible tourism is about human rights and reducing the negative effects of globalisation. Price cuts in hotel accommodation and air travel lead to deteriorating employment conditions in countries where it is difficult for workers to organise.

The travel industry markets destinations and hotels that try to outdo one another with picturesque panoramas, four- and five-star accommodation, full-service packages, environmental labelling, and, perhaps the most selling argument, low prices.

No one mentions the employment conditions for those who clean the rooms with the thick, luxurious mattresses and wall-to-wall carpets. Not a word about working hours for the waiter who often serves both breakfast, lunch and dinner.

Many, especially women and children, fall victim to trafficking. Others work as beach vendors or give massages, earning less than subsistence wages.

In order to stop tourism from leading to further exploitation of workers, we must make conscious efforts and raise awareness among travellers and the travel industry, as well as among employers at the destinations.

The travel industry must demand that hotels apply minimum standards that comply with the ILO core conventions for their employees. For instance, the travel industry’s contracts with hotels should state explicitly that employees have the right to join trade unions and to be recognised as a negotiating party. Many hotels belong to transnational chains such as Hilton, Marriott, Sheraton, etc, and here we must strive to achieve global agreements.

That is what we call Responsible Tourism!

Our efforts to implement Responsible Tourism are pursued both in the departure countries and in the destination countries. Co-operation and interaction across national boundaries is essential. In view of the above, the Nordic Union proposes that the 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

adopts the following resolution:

- **to** formulate an action plan for the signing of global framework agreements with transnational companies in the HRCT sector
- **to** compile examples of efforts focusing on Responsible Tourism among its member organisations
- **to** strive, together with the travel industry, to formulate a code of conduct for Responsible Tourism
- **to** appoint a committee to formulate criteria for a system of fair trade labelling of hotels at tourist destinations
- **to** work through its member organisations to inform the public and generate public opinion with regard to employee conditions at various destinations

***Resolution proposed by the Nordic Union of hotel, cafés and restaurant workers:***

- ***Servicebranschernas Fackförbund, PAM (Finland)***
- ***Matvæla. og Veitingasamband , MATVIS (Iceland)***
- ***Efling – stéttarfélag, Efling (Iceland)***
- ***Hotell- og Restaurangarbeidarforbundet, HRAF (Norway)***
- ***Hotell och Restaurang Facket, HRF (Sweden)***
- ***Tjänstemannaförbundet, HTF (Sweden)***
- ***RestaurationsBranchens Forbund, RBF (Denmark)***

***Unanimously adopted by the IUF HRCT Conference, Buenos-Aires, November 6-8, 2006***

**Nr 7*****Draft Resolution on economic crime***

**Considering** that the grey economy and economic crime affects a large part of the population, damages the functioning of national and international economies and leads to a loss of confidence in the economic system;

**Considering** that it also results in enormous losses to public finances and removes considerable resources earmarked for public welfare;

**Considering** that the grey economy distorts competition and removes the basis for many honest entrepreneurs to earn their livelihoods;

**Noting** that there are various forms of economic crime, such as different types of fraud, cartel offences, tax fraud, violations of currency regulations, bogus firms, stock exchange and bank fraud and unfair competition;

**Noting** that as a result of a joint appeal to the Finnish government in 2002 by the Finnish hotel and restaurant employers association and the union PAM to investigate enterprises with unpaid taxes and undeclared workers, the Finnish tax administration, together with other government authorities and organisations, launched an extensive inspection project in 2003;

**Noting** that in the context of this investigation, 865 tax audits were carried out in various restaurants in 2003-2005, resulting in the uncovering of millions of euros in hidden income.

**Recognising** that this experience shows that the efforts of trade unions against economic crime have been successful, the IUF 25th Congress

**Calls on** the IUF to take an active role in campaigning strongly against economic crime and the grey economy.

***Submitted by PAM (Finland)***





## Nr 8

### ***Draft Resolution on union development and defending workers rights in tobacco growing and manufacturing***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

#### **Considering**

A rapid concentration of tobacco growing and manufacturing in the hands of few multinational companies on the global level,

A stable situation in some regional markets and a continuing growth of companies' profits and investments into the development of tobacco business, in particular, in Eastern Europe—what provides necessary conditions for maintaining the employment at the sector workplaces as well as decent working conditions and wages,

**Notes** that an overall growth in unionizing takes place at the workplaces in the industry, thanks to the efforts by IUF,

**Strongly condemns** the aggressive actions by Reynolds undertaken in 2006 in order to prevent the workers from realizing their right of unionizing at the manufacturing plants in Winston-Salem, USA,

- In view of the aforesaid, we note that such a practice contradicts the social dialogue policy stated in the documents of the ILO Tripartite Meeting (Geneva 24-28 February 2003) and causes damage to the reputation of tobacco business all over the world,
- We express our readiness to provide assistance to the workers of Reynolds, USA, who want to set up a union for defending their rights,

#### **Also notes that:**

- Tobacco growing is an important sector in the economy of many countries,
- Tobacco is a labour-intensive crop, where manual labour prevails, and chemical agents, pesticides and other unhealthy substances are actively used,
- Pre-school and school child labour is widely used in tobacco growing,
- Migrant workers, who are not duly covered by social protection, are involved in tobacco growing in many countries.

**Emphasizes** the tobacco companies' responsibility for the labour conditions throughout the whole chain of tobacco growing, delivery and processing,

**Considers** it important to activate the unionizing of the hired and self-employed tobacco-growers, manufacturing workers as well as sales representatives and the company workers in the distribution and marketing of cigarettes.

#### **Urges:**

- IUF to develop co-ordinating communications among union committees in forming co-ordinating boards at manufacturing plants of BAT, Reemtsma/Imperial, JTI/Gallaher and PMI,

- IUF, AWTG and TWTG to consolidate the efforts of agricultural and manufacturing workers' unions in the sector for representing and negotiating with the corporations globally.

***Proposed by:***

***Food Workers' Union, St. Petersburg, Russia,  
Agro-Industrial Workers' Union, Almaty, Kazakhstan,  
Kand Gida Is Trade Union, Azerbaijan,  
Agro-Industrial Workers' Union, Ukraine,  
Agro-Industrial Workers' Union, Kyrgyzstan,  
Food Workers' Union, Kyrgyzstan.***

## Nr 9

### ***Draft resolution on responsibility in the tobacco sector***

**Noting** that the tobacco industry is now concentrated in the hands of a few transnational companies;

**Noting** that the struggle for market share and the need to deliver constantly improving financial results to shareholders has thrown companies in this highly concentrated and highly competitive industry into a state of permanent restructuring, driven by the need to cut costs, increase productivity and eliminate over-capacity;

**Recognising** that cost-cutting and productivity-boosting measures, new technology and capacity rationalisation all lead invariably to the elimination of jobs;

**Noting** the importance of tobacco growing as a source of livelihood and the economic contribution tobacco makes to farming communities;

**Noting** that the concentration of the tobacco industry has adverse implications for the growing sector as it increases the companies' control over growing practices and their power to influence raw tobacco pricing and develop alternative sources of lower-cost tobacco;

**Recognising** that the pressure exerted by the tobacco-manufacturing companies on the growing sector invariably fuels the continuing cycle of poverty, debt and the recourse to child labour for vulnerable tobacco growers and workers;

**Noting** that while health-awareness campaigns have led to stagnating demand in their traditional markets, the major tobacco-manufacturing companies are now investing heavily in developing, emerging and transition countries where they see potential for demand growth;

**Recognising** that while, in some countries, government policies and consumer choices have led to a decline in consumption, this has not resulted in declining revenues for the tobacco companies; on the contrary, the industry on the whole is maintaining its profitability.

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**Reaffirms** the position taken by numerous IUF affiliates in favour of their members' right to work in a smoke-free environment;

**Reaffirms** the view that strategic corporate decisions have led to unemployment and poverty amongst tobacco workers;

**Reaffirms** the principle that responsibility for the working and living conditions of tobacco workers throughout the production chain lies with the processing and manufacturing companies;

**Calls on** affiliates in the tobacco sector to stress this principle in their dealings with tobacco processing and manufacturing companies and to remind them that their responsibility is direct and is not to be subverted or devolved;

**Recalls** the proposal submitted to the IUF Tobacco Workers Trade Group concerning a "charter on social responsibility for the tobacco companies";

**Calls on** the IUF to continue its efforts in co-ordinating unions throughout the tobacco chain and developing policy with a view to negotiating, on behalf of IUF affiliates in the Tobacco Workers Trade Group, a charter with the companies setting out their

responsibilities towards workers, farmers and communities which depend on the tobacco industry for their livelihoods.

***Proposed by the IUF Secretariat***

## Nr 10

### Composite of resolutions 8 and 9

#### ***Draft Composite Resolution on union development and defending workers rights in the tobacco sector***

**Considering** the rapid concentration of tobacco growing and manufacturing in the hands of a few transnational companies at global level;

**Noting** that the struggle for market share and the need to deliver constantly improving financial results to shareholders has thrown companies in this highly concentrated and highly competitive industry into a state of permanent restructuring, driven by the need to cut costs, increase productivity and eliminate over-capacity;

**Recognising** that cost-cutting and productivity-boosting measures, new technology and capacity rationalisation all lead invariably to the elimination of jobs;

**Considering** the importance of tobacco growing as a source of livelihood and the economic contribution tobacco makes to farming communities;

**Noting** that the concentration of the tobacco industry has adverse implications for the growing sector as it increases the companies' control over growing practices and their power to influence raw tobacco pricing and develop alternative sources of lower-cost tobacco;

**Recognising** that the pressure exerted by the tobacco-manufacturing companies on the growing sector invariably fuels the continuing cycle of poverty, debt and the recourse to child labour for vulnerable tobacco growers and for workers, many of whom are migrant workers without legal protection;

**Considering** the enormous profits tobacco companies continue to make despite declining consumption in their traditional markets;

**Noting** that the major tobacco-manufacturing companies are now investing heavily in developing, emerging and transition countries where they see potential for demand growth;

**Recognising** that where the tobacco industry is growing, e.g., in Eastern Europe, there is a need to ensure that workers' rights are respected and wages and working conditions are decent;

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**Reaffirms** the view that strategic corporate decisions have led to unemployment and poverty amongst tobacco workers;

**Reaffirms** the principle that responsibility for the working and living conditions of tobacco workers throughout the production chain lies with the processing and manufacturing companies;

**Calls on** affiliates in the tobacco sector to stress this principle in their dealings with tobacco processing and manufacturing companies and to remind them that their responsibility is direct and is not to be subverted or devolved;

**Calls on** the IUF and its affiliates in the tobacco sector to increase organising efforts throughout the sector, comprising small-scale self-employed tobacco growers, waged

workers in growing, processing and manufacturing, sales representatives and workers in distribution and marketing;

**Recalls** the proposal submitted to the IUF Tobacco Workers Trade Group concerning a "charter on social responsibility for the tobacco companies";

**Calls on** the IUF to continue its efforts in co-ordinating unions throughout the tobacco chain, amongst other means, by facilitating the creation of company-based co-ordinating committees, and in developing policy with a view to negotiating, on behalf of IUF affiliates in the Tobacco Workers Trade Group, a charter with the companies setting out their responsibilities towards workers, farmers and communities which depend on the tobacco industry for their livelihoods.

***Composite of resolutions submitted by the IUF and the  
Food Workers' Union, St. Petersburg, Russia,  
Agro-Industrial Workers' Union, Almaty, Kazakhstan,  
Kand Gida Is Trade Union, Azerbaijan,  
Agro-Industrial Workers' Union, Ukraine,  
Agro-Industrial Workers' Union, Kyrgyzstan,  
Food Workers' Union, Kyrgyzstan.***

**Nr 11*****Draft Resolution on the reassessment and reorganisation of the work of IUF trade groups***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

- **recognises** that the concept of trade group work as enshrined in the IUF Rules has proven to be a success.
- **recognises** that against a background of global development and structural change within and between IUF sectors, the demands and focus of coordinated trade group work have changed.
- **calls on** the IUF Secretariat to reassess trade group work in the light of both organisational policy needs and financial feasibility and to present a proposal to the IUF Executive by its first session in 2008 for the reorganisation of work in the trade groups.

***submitted by the NGG Union, Germany***





## Nr 12

### ***Draft Resolution on noise in the hotel and restaurant industry***

Damaging and disturbing noise is a growing problem in the hotel and restaurant industry.

Noise can affect people in many different ways. In addition to hearing impairment, noise can cause stress, increase the risk of accidents and impede communication among staff and between staff and customers.

Therefore, it is important to study this issue in a broad perspective.

Some countries, including Sweden, have regulations for noise that are intended not only to prevent noise above the level where it causes hearing impairments, but also disturbing noise that could cause or add to other harmful effects, such as increased risk of accidents, stress hormone production, increased heart rate, and higher blood pressure. Noise can also be tiring and detrimental to performance levels. A foetus can be affected by noise both directly and indirectly if the mother is stressed by noise during pregnancy.

In consequence, we propose that the issue of noise and its non-desirable effects on the work environment should be discussed at international level by dealing with the issue actively and purposefully within the HRCT and IUF. This could involve:

- formulating a common action plan that focuses on noise issues in an overall perspective,
- compiling information from research projects within the industry that deal entirely or partially with the noise issue,
- spreading information via websites, conferences, the media, etc.

Therefore, we propose that the 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007, adopts the following resolution:

- that the HRCT starts working on noise problems in accordance with the above proposal.

#### ***Resolution proposed by the Nordic union of hotel, cafés and restaurant workers:***

- ***Servicebranschernas Fackförbund, PAM (Finland)***
- ***Matvæla. og Veitingasamband , MATVIS (Iceland)***
- ***Efling – stéttarfélag, Efling (Iceland)***
- ***Hotell- og Restaurangarbeidarforbundet, HRAF (Norway)***
- ***Hotell och Restaurang Facket, HRF (Sweden)***
- ***Tjänstemannaförbundet, HTF (Sweden)***
- ***RestaurationsBranchens Forbund, RBF (Denmark)***

***Unanimously adopted by the IUF HRCT Conference, Buenos-Aires, November 6-8, 2006***



## Nr 13

### ***Draft Resolution on nanotechnology***

#### **Considering**

That we are in a world in which science is advancing faster than society, a world driven by business profit where nanotechnology (NT) is launching products on the market before society has the opportunity to analyse their effects.

That civil society and social movements must embark on a broad debate on NT and its economic, environmental, social and health implications. We must not fall into the error of accepting that discussions of NT should be left in the hands of “experts”.

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

#### **Resolves:**

1. To mobilize our affiliated organizations and urge them to discuss with the rest of society and governments the possible consequences of NT.
2. To demand that governments and the international organizations concerned apply the **Principle of Precaution**, prohibiting the sale of food, beverages and fodder, and all agricultural inputs which contain nanotechnology, until it is shown that they are safe and to approve an international system of regulation specifically designed to analyse these products.
2. To demand that the World Trade Organization (**WTO**) suspend the grant of patents related to nanotechnology in the food industry and agriculture, until the countries affected and social movements can carry out an evaluation of their impact.
3. To demand that the World Health Organization (**WHO**) and the United Nations Food and Agriculture Organization (**FAO**) update the *Codex Alimentarius*, taking into account the use of nanotechnology in food and agriculture.
4. To request the **WHO** to initiate short and long-term studies into the potential effects of nanotechnology - especially nanoparticles - on the health of the technicians and workers that produce them, users and consumers.
5. To request the International Labour Organization (**ILO**) to carry out an urgent study into the possible impact of nanotechnology on conditions of work and employment in agriculture and in the food industry. Following completion of the study, a Tripartite Conference on the subject must be convened as soon as possible.

***Submitted by the 13th Conference of Rel-UITA***



**Nr 14*****Draft Resolution on victims of nemagon and chronic renal insufficiency in Nicaragua***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**Considering**

That the victims of Nemagon and the pesticides used in the sugar plantations, are the wretched legacy of an irresponsible and totally immoral system. The victims of Nemagon (DBCP) can be counted in their thousands and some 1,400 men and women sugar workers have died as a result of chronic renal insufficiency.

The desperate situation in which thousands of former men and women workers affected by the indiscriminate use of pesticides live has inspired them to take action to force Nicaraguan and transnational banana companies and local sugar companies to take responsibility for the grave injury caused to people and the environment. That these actions have been resolutely supported by the IUF

**Resolves**

1. to express its full solidarity and support to the victims of Nemagon and Chronic Renal Insufficiency (CRI) in Nicaragua who took part in the "**Marcha sin Retorno**"<sup>1</sup> in 2005, who have been engaged for years in a hard struggle to obtain justice.
2. to strengthen global solidarity actions and support by these sister organizations fighting side by side until its case is put right.

***Submitted by the 13th Conference of Rel-UITA***

---

<sup>1</sup> Marcha sin Retorno: No Going Back March



**Nr 15*****Draft Resolution on the proliferation of plastic bags***

In recent years, our country, like so many others, has been inundated with plastic bags. These bags are used by all levels of society as containers to collect, package, wrap and carry a variety of products including consumer goods. This practice spreads bags everywhere blown by the wind.

As these plastic bags are not biodegradable, they damage the soil and make it impermeable. This makes agriculture unproductive, and causes water erosion of cultivable land and silting of rivers and water sources.

The lack of grazing at certain times of the year means that cattle eat anything they find causing strangulation of the intestines and decimating stocks.

Several NGOs have drawn the attention of the authorities to the danger of introducing these bags into the country, but actions to reduce this invasion have been very feeble:

- collecting, storing and destroying bags
- collecting and transforming them into works of art.

What people want is that if bags are introduced, they must be biodegradable or not contain chemicals harmful to human and animal health.

***Submitted by the following Burkina Faso trade unions:***

***National Food and Hotels Federation of Burkina (FNAHB)***

***The Bakers and Confectioners Federation of Burkina (FNABPB)***

***The National Federation of Farmers and Market Gardeners of Burkina (FNAPEM)***

***The National Union of Environment, Tourism and Hotel Workers (SYNTETH)***

***The National Union of Agricultural Workers (SYNATRAG)***





## Nr 16

### ***Draft Resolution on Belarus***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**CONSIDERS** that the Government of Belarus continues its policy aimed at the destruction of the independent union movement,

**NOTES** that, since 2001, the International Labour Organization has decided four times to include the Government of Belarus into a 'special paragraph' stipulated for the member countries that exclusively gravely violate the basic union rights,

**NOTES** that in 2004 ILO resorted to an exceptional measure—only applied against those countries where the violation of union rights has turned into a system and takes defiant and exceptionally cynical forms—and sent a Special Commission to investigate the situation in Belarus which, within 6 months, after many meetings with the representatives of the unions as well as the bodies of the executive and the court powers, confirmed that the evidences of the unions' rights violation were many,

**NOTES ALSO** that the European Commission decided to exclude Belarus from the General System of Preferences in trade with the EU countries in December 2006,

**CONSIDERS** that the Government of Belarus repeatedly showed its disrespect for the UN's international norms, working practices and organizations by leaving without response the ILO official appeals to refrain from its interference in the unions' activities.

**CONSIDERS FURTHER** that the Federation of Trade Unions of Belarus (FTUB) has factually turned into a governmental structure totally subordinate to the Administration of the President, after the Mr. Leonid Kozik, the former Deputy Head of the Administration of the President, was appointed the Chairman of the FTUB and after a forced replacement of some branch union leaders who defended the unions independence including Mr. Alexander Yaroshuk, the President of the Agro-Industrial Workers' Trade Union, formerly affiliated to the IUF.

**CONSIDERS ALSO** that the members and activists of the independent union center, the Belarus Congress of Democratic Trade Unions (BCDTU) are subject to constant pressure, discrimination and even arrests while the government authorities refuse registration to the BCDTU's members and their workplace organizations and even abolish some of them, as for instance the Air Traffic Controllers' Trade Union.

**CONSIDERS** that, starting from 2004, by President Lukashenko's demand a system has been widely introduced which, according to the President Decree #29 of 1999, stipulates that the permanent labour contracts be replaced by terminal labour contracts and thus introducing casual employment for most of the workers in the country, what strongly deteriorates the workers' rights and limits unions' capacities in unionizing the workers,

**BELIEVES** that the Belarus authorities run a policy aimed at the elimination of the independent union movement and barring the workers from defending their labour, social and economic rights and interests,

**CONDEMNS** the Belarus authorities' anti-union activities as an attempt to restrict the basic human and worker's rights,

**CONFIRMS** the decision by the IUF Executive Board to exclude the Agro-Industrial Workers' Trade Union as an organization which has lost its democratic nature and independent status,

**URGES** the Government of Belarus immediately to repeal any laws and standard acts which violate the unions' and their members' rights, including the Decree #29 on Terminal Labour Contracts,

**URGES** the Government of Belarus immediately to start negotiations with democratic unions and resume the trilateral dialogue,

**CALLS ON** all the IUF's member organizations to continue their solidarity actions supporting the free trade union movement in Belarus,

**CALLS ON** international organizations and all the governments further to apply pressure on the Belarus authorities to make them respect human and democratic rights including the right of unionizing and the unions' right of defense against the governmental interference into their matters.

***Proposed by: the Agro-Industrial Workers' Trade Union of Ukraine.***

**Nr 17*****Draft Resolution on violation of union rights and interference by Moldavian government in union activities***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**Expresses** its great concern with the current state of affairs considering many instances of violation of unions' rights and freedoms in the republic of Moldova which manifest themselves in a brute interference by governmental bodies of different levels and individual employers in the internal matters of the Trade Union Confederation of Moldova and its member organizations.

Ignoring the repeated appeals to the Government by many national union centres and diverse international union organizations, the authorities continue to put pressure upon the member organizations of the Confederation of Trade Unions of the Republic of Moldova for the purpose of splitting the confederation by blackmailing and intimidating.

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**Condemns** this brutal interference as a violation of basic democratic rights stated in the Constitution of Moldova, the law on trade unions, the Universal Declaration of Human Rights, European Convention on Human Rights and the ILO Conventions (No. 87 and 98).

**Addresses** the Government of Moldova with a demand to stop interfering in the unions' internal matters and claims its solidarity with the Confederation of Trade Unions of the Republic of Moldova and the union members who defend the independence of their organizations in order to protect the workers' social and economic rights and interests effectively.

***Proposed by: SindLUCAS Union, Moldova***



**Nr 18*****Draft Resolution on the developments of democratization in Asia***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**EXPRESSES** grave concerns with the absence of significant progress in democratization world-wide, in particular in the countries of Asia and Pacific Region, and independent labour movement has been continuously suppressed in many countries even after its last World Congress held in May 2002;

**NOTES** with deep concern that the coup was carried out in Thailand and Fiji respectively in September and December 2006, overturning elected government by an illegal measure;

**NOTES** that the Philippines is still under the state of emergency since the coup in February 2005;

**NOTES** that while welcoming the recent progress of all-party dialogue in Nepal, predicaments were imposed on the majority of the people up to this dialogue, notably through armed conflict between the Maoist and the government forces causing considerable casualties and the Royal coup by the King Gyanendra that entailed detention of pre-democracy activists including trade union leaders;

**NOTES** that China, the world-largest country, who had become a member of the World Trade Organization (WTO) at the end of 2001 and is exerting great influence over the world trade system as a global factory with low-cost workforce, has not recognized the freedom of association yet;

**FURTHER EXPRESSES** its concern about the situation in Burma that the military junta (SPCD) continues to refuse any dialogue regarding democratization, failing to recognize the proposition of the "peaceful creation of democratic federal state" for pro-democracy process made by the National League of Democracy (NLD) on 12 February 2006;

**NOTES** that the ILO Congress in June 2006 and also its governing body meeting in November 2006 revealed the situation of forced labour in Burma has not been redressed;

**DECLARES** the following;

1. Independent trade unions are absolutely vital elements for democratic development of a nation, and any repressive activities against them cannot be justified under any circumstance;
2. With respect to democratization of Burma, we will continue to commit ourselves to it as a part of the international union movement, in alliance with the Federation of Trade Unions of Burma (FTUB);
3. To extend the spirit of global solidarity, we will strongly oppose to unfair suppressions over democratic and independent trade unions and continue to support industrial disputes against these oppressions;
4. In order to fulfill these objectives, we shall work closely with other Global Union Federations and the newly founded International Trade Union Confederation.

***Submitted by: Food Rengo / UI Zensen / Noh-Dan-Roh / Service Tourism Rengo***



**Nr 19*****Draft Resolution on Colombia and Latin America***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007 condemns the fact that Colombia remains the most dangerous place in the world to be a trade unionist. Displacement, murder and repression are everyday fears for trade unionists in Colombia and thousands of trade union members and leaders have been killed by paramilitaries and even the Colombian army and police over the last decade.

Colombian workers linked to the food industry have been a particular target for violence and repression, especially those peasant farmers (campesinos) involved in producing sugar cane.

This Congress welcomes the positive political developments that have taken place across Latin America in the last five years. In particular this conference welcomes the elections of progressive governments in Latin America and calls on the IUF and its affiliates to develop solidarity with Latin American workers and to promote a greater understanding amongst their members of the progressive political developments sweeping Latin America.

However, whilst welcoming the positive strides being made in many countries, including the work of the Justice for Columbia campaign, we regret that the regime in Colombia remains a stain on the continent. This conference demands that the international community act to ensure that the right to life, freedom of association and ability to carry out normal trade union activities are respected in Colombia.

This Congress resolves to;

- Develop a program to offer practical support and solidarity to the Colombian trade union movement.
- Call on IUF affiliates to put pressure on their own governments to ensure that their policy towards Colombia is based on support for human and trade union rights, democracy, peace and social justice.
- Call on the IUF to use its influence within international institutions such as the ILO, World Bank, IMF, and WTO ensure the full implementation of recognized trade union rights in Colombia and the ability of trade unionists to exercise these rights without fear for the safety of themselves or their families.
- Call on affiliates and the IUF to publicise the collusion between the Colombian Security services and paramilitaries and to support and promote a negotiated peaceful settlement to the conflict that exists in Colombia.

***Submitted by Amicus and Transport & General Union, United Kingdom***





## Nr 20

### ***Draft Resolution on women and employment***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007,

**Notes** that the precarious forms of employment such as casual, temporary, seasonal, migrant work or self-employment/"independent contracting", that have expanded rapidly within the IUF sectors, have had particularly negative impact on women workers. Due to these workers' typically low level of trade union organisation and consequently weak or non-existing bargaining power, these forms of employment have further deepened already deeply-rooted gender inequalities

#### **Expresses its deep concern**

- that fundamental rights such as freedom of association, non-discrimination, maternity and social protection are absent or undermined in precarious forms of employment;
- that low or non-existing employment security, low wages, irregular working time, the inability to influence working conditions, have serious implications for possibilities to combine work and family responsibilities
- that hundreds of thousands of women workers are lacking adequate health and safety protection, a situation aggravated by the difficulty in establishing the responsibility of the employer/s in the event of work-related accident or illness. In addition, many accidents and illnesses affecting women workers are never declared to the employer or relevant governmental agency and are thus absent from official statistics
- that women in precarious forms of employment are particularly exposed to gender related violence, intimidation and sexual harassment. Because of the lack of structured employment relations and the lack of trade union representation, there are no negotiated or agreed procedures to deal with workplace violence and sexual harassment.
- that the absence of negotiated workplace policies concerning HIV/AIDS and the lack of medical care and monitoring make women workers and their families even more vulnerable to the pandemic.

The 25<sup>th</sup> IUF Congress therefore

#### **Calls on e governments:**

- ◆ to act to ensure sure that the ILO Conventions 87 (Freedom of Association), 98 (Right to collective bargaining), 100 (Equal Remuneration), 111 (Discrimination), 155 (Health and Safety) are upheld and respected in all forms of employment, including casual, contract, temporary, seasonal and migrant work;
- ◆ to ratify and implement Convention 183 on Maternity Protection and 156 on Workers with Family Responsibilities.

#### **Calls on the IUF and its affiliates:**

- ◆ to strengthen the efforts and resources to organize women workers in precarious forms of employment;

- ◆ to continue to promote gender equality at all levels of the union organization and at the workplace;
- ◆ to actively campaign for the ratification of ILO Conventions 183 and 156;
- ◆ to reinforce the efforts to monitor and report on the implementation of all the above mentioned conventions;
- ◆ to intensify the struggle for safe workplaces for women throughout the food chain
- ◆ to strengthen union efforts to make HIV/AIDS a work place issue with a special focus on women and young workers

***Submitted by the IUF secretariat***

## Nr 21

### ***Draft Resolution on migrant workers***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**RECALLING** the composite resolution on migrant and immigrant workers adopted at the IUF 24<sup>th</sup> World Congress;

**WELCOMING** work done so far to implement the resolution in particular the drafting of the IUF Charter of rights for migrant workers in agriculture and the development of a publication to inform and mobilise IUF affiliates on migrant workers issues;

**FURTHER WELCOMING** activities undertaken by some affiliates to defend, protect and organise migrant workers;

**NOTING** that many IUF sectors depend on migrant workers and that for unions to represent effectively workers in the sector they have to recruit and assist migrant workers;

**ALSO NOTING** that irregular migration continues to increase and that many lives have been lost by unscrupulous transporters putting profits before safety;

**FURTHER NOTING** that women migrant workers are particularly vulnerable to exploitation and abuse;

**ALSO NOTING** that migrant workers are often controlled by labour contractors who require them to work in many different sectors.

This 25<sup>th</sup> IUF Congress, meeting in Geneva, March 19-22, 2007 therefore

**CALLS FOR** the endorsement and adoption of the Charter of rights for migrant workers in agriculture by the whole IUF;

**CALLS ON IUF** to expand the activities begun in amongst IUF affiliates in Central Asia to construct bipartite and multilateral international cooperation agreements between IUF affiliates in the countries of origin and destination. These agreements should specify the responsibilities of both home and host country unions to protect migrant workers;

**RECOGNISES** that the IUF Reciprocity agreement has only a limited use in assisting migrant workers who come from sectors outside of the IUF's jurisdiction but welcomes the underlying principles of solidarity in the international union card. To make the card as useful as possible, the language should be simplified and it should be made available on the IUF members only part of the web site and translated into as many languages as possible. Part of the web site should be dedicated to assisting migrant workers;

**FURTHER RECOGNISES** that both assisting migrant workers to claim their rights and assisting trade unions to recruit and organise migrant workers require specialised skills. IUF should therefore examine the possibility of establishing IUF migrant workers' organisers (along the model developed for the food services work);

**STATES** that fighting against racism and xenophobia have to be key elements of our work to defend and organise migrant workers.

***Proposed by: the 4<sup>th</sup> AWTG World Conference, Seville, Dec 11-13, 2006***



## Nr 22

### ***Draft Resolution on defence of the food sovereignty of peoples***

#### **Defining**

- **Food Sovereignty** as the right of people to define their own sustainable policies and strategies for the production, distribution and consumption of food, to guarantee food for the whole population.

#### **Observing**

- That economic openness consolidated a model of exclusion and disposal of the national wealth, where imports increased unemployment and crushed national industry.

- That countries which in the past were self-sufficient in food are now desperate to obtain foreign currencies to pay for imports of agricultural products.

- That the ruling agrarian development model, based on export-oriented monocultural agro-business has driven a process of concentration of land and income.

- That in the name of “modernity and productivity”, it is encroaching on public land, areas occupied by traditional populations and family farmers, causing extremes of social exclusion and poverty.

- That to this must be added the severe degradation of the environment by the indiscriminate use of pesticides and because the estate in its thirst for further expansion is extending the boundaries of agriculture to the detriment of woods and forests.

- That the inherent brutality of the model and its new methods, together with the impunity that reigns in the rural environment, causes thousands of murders - as is the case in **Brazil** - and millions of displaced persons, as happens in **Colombia**.

- That to this background of violence, we must add the excessive exploitation of labour, the precariousness of work including its most abhorrent forms, such as slave labour.

- That the mass planting of the African palm and eucalyptus in **Latin America, Asia** and **Africa** is causing the extinction of thousands of jobs, degradation of the environment, a general exhaustion of natural resources and extermination of family farming.

- That the production of bio fuels based on sugar cane, the African palm and soya, is giving rise to an intensive process of agrarian counter reform.

#### **Resolves**

- To promote the idea, aims and challenges of fighting to protect **Food Sovereignty**.

- To strengthen and intensify the fight for **Agrarian Reform**, while at the same time taking action to defend and strengthen **Family Farming**, preserve the environment, combat violence and impunity in rural areas and pursue decent standards of living and working conditions.

- To make a vital contribution to the development of an **Alternative Project for Sustainable Mutual Rural Development**, developed and implemented by farmers' and farm workers' trade unions and organizations.

- To reflect and act on the impact on the world of work, society and the environment of African palm plantations in their new role as a source of bio fuels, eucalyptus for the paper industry and sugar cane for the production of ethanol.

***Submitted by the 13th Rel-UITA Conference***

## Nr 23

### ***Draft Resolution on the Guaraní Acquifer System***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

#### **Considering**

That the world is thirsty, and will be increasingly so in the future. Fresh water is distributed unequally and above all, access to or shortage of water are increasingly linked to the socio-economic conditions of the people who live in an area.

**At present, 1,000 million people are suffering from shortage of water and, if nothing changes, it is calculated that in 2025 the thirsty will number 2,500 million. Demand will be 56 per cent higher than fresh water available at present.**

There is sufficient water for the whole of humanity, but it is privatized in various ways: for large-scale industrial and agricultural use, for mega energy or navigation projects, as a dump for contaminating waste, by transnationals which sell it in bottles and monopolize its distribution in urban centres.

Latin America has the largest fresh water reserves in the world in its river basins, especially the River Plate and the Amazon, whose flow at the mouth is equivalent to ten times the biggest rivers on the planet.

Added to this is that the **Guaraní Acquifer System** is the second largest volume of underground fresh water in the world. It is located beneath the surface in **Brazil, Argentina, Paraguay and Uruguay**. In Argentina, its real dimensions are still unknown, but they are probably much greater than acknowledged at present.

Its recharge capacity is so great that it could satisfy the entire current population of Latin America many times over without affecting its sustainability. In turn, in the various regions which it underlies, the **Guaraní Acquifer System** is a crucial support for a wide variety of ecosystems.

This inestimable wealth has been threatened for some years by the interests of various power groups which are fighting to take control of this “strong box” of water. It is no accident that the **United States Army** recently established an ill-disguised military base at Coronel Estigarribia, Paraguay, strategically located in the centre of the **Guaraní Acquifer System**, of that in Argentina, foreign private investors are acquiring hundreds of thousands of acres in provinces located above the Acquifer.

Furthermore, at the initiative of the **World Bank** and other international financial institutions a “Project on Environmental Protection and Sustainable Development” is being implemented in the four countries concerned, with a view to identify the potential of the **Guaraní Acquifer System** and prepare the scientific, legal and political conditions to allow global economic groupings to take control of and exploit the resource.

#### **Resolves**

1. The 25th IUF Congress maintains that because it is inherent to life, access to water must be proclaimed as an essential human right, and consequently reaffirms its support for all social efforts to prevent it from being regarded as a common good, and that privatization or exploitation of running water services for profit are socially and environmentally unsustainable and should therefore be prohibited.

2. The 25th IUF Congress declares its concern at the use and distribution of the knowledge gathered by the above-mentioned **Project for Environmental protection of the Guaraní Acquifer System**, in the belief that it is a matter of public information, and warns that it will oppose any attempt to give priority to minority business interests to the detriment of the needs of the population and the environmental and productive systems which support it.

3. The 25th IUF Congress calls on governments and agricultural producers to eliminate the intensive use of pesticides - especially the herbicide glyphosate used in the cultivation of transgenic soya and corn - which threaten to seriously pollute the **Guaraní Acquifer System**.

4. Declares its interest in participating in and monitoring initiatives and processes which include the democratic and safe use of water as one of their principles and objectives.

***Submitted by the 13th Conference of the Rel-UITA***



**Nr 24*****Draft Resolution on the global crisis in access to water***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**Noting** the central importance of water for human life, the establishment in international human rights law of the right to universal access to clean, affordable water as an inalienable human right, and the ongoing denial of this fundamental right to millions of workers and the urban and rural poor;

**Noting** that agriculture is by far the largest global user of water resources, and that vast numbers of agricultural workers are still denied access to potable water;

**Noting** that the accessibility to water is already an urgent global problem, and that the growing crisis in water scarcity translates into food shortages which undermine food security and affect more than a billion people dependent on agriculture for their livelihoods, including 450 million agricultural workers.

**Noting** that the crisis will worsen as the water needs of agriculture increase;

**Noting** that beverages, food processing and tourism also consume large quantities of fresh water and that the conflicting needs of agriculture and industry have already provoked conflicts affecting workers in these sectors;

**Noting** that negotiations at the WTO's General Agreement on Trade in Services (GATS) are encouraging and enforcing profit-driven commercialization and privatization of water supply and distribution, thereby promoting the unsustainable management of water resources. The GATS process threatens the viability of agriculture, the job security and working and living conditions of agricultural workers and further violates the universal right to access to potable water;

**Noting** that the GATS process and pressure from the multilateral lending agencies is accelerating the control of water by transnational companies through the production and sale of bottled water as well as the provision of water services;

**Noting** the adverse impact on water supplies and access to water of global climate change, and the likelihood that these changes will have a disproportionate impact on workers and the poor;

**Welcomes** trade union activities in Latin America to protect the Guarani Aquifer system and the activities of unions in the Nile Basin to protect and improve water supplies;

**Calls on the IUF** to establish and implement a global water policy and to work with other global unions to defend the universal right of all human beings to safe, adequate supplies of potable water.

***Proposed by: the 4<sup>th</sup> AWTG World Conference, Seville, Dec 11-13, 2006***



## Nr 25

### Composite of resolutions 23 and 24

#### ***Draft Composite Resolution on the global crisis of access to water***

The 25<sup>th</sup> IUF Congress, meeting in Geneva, March 19-22, 2007

**Noting** the central importance of water for human life, the establishment in international human rights law of the right to universal access to clean, affordable water as an inalienable human right, and the ongoing denial of this fundamental right to millions of workers and the urban and rural poor;

**Noting** that at present, 1,000 million people are suffering from shortage of water and, if nothing changes, it is calculated that in 2025 the thirsty will number 2,500 million. Demand will be 56 per cent higher than fresh water available at present;

**Noting** that agriculture is by far the largest global user of water resources, and that vast numbers of agricultural workers are still denied access to potable water;

**Noting** that the accessibility to water is already an urgent global problem, and that the growing crisis in water scarcity translates into food shortages which undermine food security and affect more than a billion people dependent on agriculture for their livelihoods, including 450 million agricultural workers;

**Noting** that the crisis will worsen as the water needs of agriculture increase;

**Noting** that beverages, food processing and tourism also consume large quantities of fresh water and that the conflicting needs of agriculture and industry have already provoked conflicts affecting workers in these sectors;

**Noting** that negotiations at the WTO's General Agreement on Trade in Services (GATS) are encouraging and enforcing profit-driven commercialization and privatization of water supply and distribution, thereby promoting the unsustainable management of water resources. The GATS process threatens the viability of agriculture, the job security and working and living conditions of agricultural workers and further violates the universal right to access to potable water;

**Noting** that the GATS process and pressure from the multilateral lending agencies is accelerating the control of water by transnational companies through the production and sale of bottled water as well as the provision of water services;

**Noting** the adverse impact on water supplies and access to water of global climate change, and the likelihood that these changes will have a disproportionate impact on workers and the poor;

**Noting** that the Guaraní Acquifer System is the second largest volume of underground fresh water in the world, located beneath the surface in Brazil, Argentina, Paraguay and Uruguay.

This inestimable wealth has been threatened for some years by the interests of various power groups which are fighting to take control of this "strong box" of water. It is no accident that the United States Army recently established an ill-disguised military base at Coronel Estigarribia, Paraguay, strategically located in the centre of the Guaraní Acquifer System, of that in Argentina, foreign private investors are acquiring hundreds of thousands of acres in provinces located above the Acquifer. Furthermore, at the initiative of the World Bank and other international financial

institutions a “Project on Environmental Protection and Sustainable Development” is being implemented in the four countries concerned, with a view to identify the potential of the Guaraní Acquirer System and prepare the scientific, legal and political conditions to allow global economic groupings to take control of and exploit the resource.

**WELCOMING** trade union activities in Latin America to protect the Gurani Aquifer system and the activities of unions in the Nile Basin to protect and improve water supplies;

This 25<sup>th</sup> IUF Congress, meeting in Geneva March 19-22, 2007 therefore;

**MAINTAINS** that because it is inherent to life, access to water must be proclaimed as an essential human right, and consequently reaffirms its support for all social efforts to prevent it from being regarded as a common good, and that privatization or exploitation of running water services for profit are socially and environmentally unsustainable and should therefore be prohibited.

**CALLS ON THE IUF** to establish and implement a global water policy and to work with other global unions to defend the universal right of all human beings to safe, adequate supplies of potable water.

**FURTHER CALLS ON THE IUF** to declare its concern at the use and distribution of the knowledge gathered by the above-mentioned Project for Environmental protection of the Guaraní Acquirer System, in the belief that it is a matter of public information, and to oppose any attempt to give priority to minority business interests to the detriment of the needs of the population and the environmental and productive systems which support it.

***Proposed by the***

***13<sup>th</sup> REL-UITA Conference, October 2006***

***4<sup>th</sup> AWTG World Conference, December 2006***

## Nr 26

### ***Draft resolution on defending employment standards and trade union rights in the face of outsourcing & casualization***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**NOTES WITH CONCERN** the increased use of precarious employment practices by employers in all IUF sectors throughout the world, involving:

- outsourcing, contracting-out or subcontracting;
- casualization, contractualization or fixed-term contracts;
- use of labour agencies or labour-only hiring;
- hiring of temporary or contingent workers;
- abuse of seasonal and probationary employment and traineeships;
- falsely designating workers as “self-employed” or “independent” contractors.

**FURTHER NOTES** that these precarious employment arrangements are used to:

- undermine workers’ collective interests by attempting to divide workers and undermine union strength in the workplace;
- evade employer responsibility;
- deny workers the right to employment security;
- deprive a growing number of workers of the benefits won by trade unions, including decent wages and safe working conditions;
- undermine the employment standards and employment security of union members;
- roll back decades of trade union gains.

In this context the Congress **RECOGNIZES** that precarious employment practices are a trade union rights issue, having a direct and far-reaching impact on union membership levels and the collective bargaining power of trade unions.

Congress also **NOTES** that in many countries governments are complicit in this assault on trade union rights and collective bargaining power by implementing changes to laws and regulations that encourage the long-term abuse of precarious employment practices, thereby dismantling the legal right to employment security.

The 25th Congress therefore **CALLS UPON** affiliates in all IUF sectors to:

- take a pro-active stance in confronting the spread of outsourcing, casualization and other precarious employment practices by treating this as an assault on trade union rights;
- educate their members about the threat posed by precarious employment arrangements and the need to organize those workers hired under such arrangements;
- negotiate restrictions on precarious employment arrangements in the workplace and incorporate ‘best practice’ clauses in Collective Bargaining Agreements;
- intervene politically to resist changes to laws and regulations that facilitate the expansion of precarious employment and, where such changes have already been introduced, mobilize to exert pressure on governments to introduce laws

that restrict precarious employment and protect the right to employment security;

- communicate information on precarious employment practices, employer strategies, collective bargaining gains and organizing victories to the IUF Secretariat so that this can be shared with all affiliates on a regular basis;
- actively participate in the global campaigns and international solidarity actions against outsourcing and casualization coordinated by the IUF Secretariat, especially where common employers or employers that are standard-setters in the industry are targeted.

Congress also **MANDATES** the IUF Secretariat to:

- facilitate the exchange of information between affiliates concerning company/employer practices, best practice clauses in Collective Bargaining Agreements, bargaining wins, and campaign victories against precarious employment;
- assist affiliates in developing political strategies to fight for legal changes that will restrict precarious employment and defend employment security and trade union rights;
- provide strategic support to affiliates that are organizing workers employed under precarious work arrangements and campaigning to defend their right to join unions;
- develop educational tools and organizing resources (similar to the IUF manual, *Outsourcing & Casualization in the Food & Beverage Industry: The Threat to Workers and Unions & Union Strategies for Fighting Back*) relevant for each IUF sector;
- coordinate global strategic organizing and global campaigns specifically targeting the use of precarious employment practices by common employers/transnational companies that are industry leaders;
- incorporate restrictions on precarious employment practices in negotiations with transnational companies;
- continue and expand global organizing initiatives such as CAFE, targeting the outsourced workforce in IUF sectors;
- increase the capacity of the Secretariat to research, monitor and target those labour hiring agencies, subcontractors, logistics firms, and service-providers that are becoming significant employers in the IUF sectors.

**Submitted by:**

***Alliance of Coca-Cola Unions Philippines (ACCUP) - Philippines***  
***Korean Federation of Private Service Workers Unions (KFSU) - Korea***  
***Fédération Commerce Distribution Services CGT (FCDS-CGT) - France***  
***Fédération générale agroalimentaire CFDT (FGA-CFDT) – France***  
***Fédération générale des travailleurs de l'agriculture, de l'alimentation, des tabacs et allumettes et des services annexes - Force Ouvrière, France***  
***Gewerkschaft Nahrung-Genuss.Gaststätten – NGG Germany***

**Nr 27*****Draft Resolution on sound retail transactions***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**NOTES** that while the market control by a handful of giant supermarkets is becoming further intensified through global retail sector reorganizations, it has imposed fierce price competitions on the entire retail sector to survive;

**NOTES** with concern that cut throat price war in the retail sector forces the food industry to reduce prices, and in some countries, this has lead to transactional issues, namely that retailers demand “sales promotion fee” or “distribution center fee”, and/or return unsold products to food manufacturers;

**FURTHER NOTES** that above-mentioned buying power of the retail sector that drastically became stronger is also affecting working conditions of workers of suppliers in the food-related industry:

**AFFIRMS** that in response to these situations it is vital to address this issue in solidarity with workers in the retail sector whose working conditions are also affected by fierce competitions, in order to secure decent working conditions and realize development of socially responsible and sustainable industries ;

**MANDATES** the IUF General Secretariat to study the current situations collaborating with the UNI, a global union federation who organizes workers in the retail sector, in order to secure decent work for workers both in the food and retail sectors;

**RECOMMENDS** that the IUF affiliates establish cooperative relationship with national-level retail sector trade unions as required.

***Submitted by:***

***Food Rengo***

***UI Zensen***

***Noh-Dan-Roh***

***Service Tourism Rengo***





## Nr 28

### ***Draft Resolution on private label brands***

The globalisation of the world economy creates new problems and new potential for the trade union movement.

The operations of global food manufacturers generate more job opportunities and higher living standards for many people in countries where previously development was slow. At the same time, however, there is a greater risk of unacceptable exploitation, since many of these countries lack legislation on trade union rights, workers' health and safety and workers' rights. Sadly, we also know that there is also a risk that companies use child labour.

It is hard enough for the international trade union movement to ensure that the large, established food producers respect the UN and ILO regulations when establishing themselves in new countries. However, they at least make it possible to monitor development by tracing the origin of products and by co-operating in works councils across national boundaries.

In recent years, these initiatives have been hampered by the retail sector's focus on own brands.

These own brands are produced by anonymous producers according to the recipes and rules for product quality stipulated by the retail sector. In extreme cases these recipes are made available on the internet so that producers can bid for production rights. The lowest bidder wins. Naturally, the retail sector demands that the producers guarantee that the food products are produced in compliance with the food legislation of each respective country. However, they rarely make any demands on the producing companies to respect human and trade union rights.

This means that a product could come from the Netherlands one year and Brazil the next, while the consumer cannot tell the difference. One year the product may be produced in plants with full union rights, in countries that respect human rights fully. The next, the product may come from a different continent, from a country that does not respect human rights and from a plant without collective agreements where the working conditions are completely unacceptable.

The consequence of this growing proportion of own brands in retail is therefore that food workers throughout the world are forced to compete with each other on the basis of poorer working conditions, instead of competing on the basis of quality and a higher level of skills.

This risk is of course also inherent in production within multinational companies with established brands that move production between facilities in different parts of the world. Nevertheless, there is greater potential for the trade union movement to monitor through works councils how production is moved between different units within the company, and to ensure that the producing units comply with trade union and human rights.

One purpose for the retail sector to hide the producer behind an own brand is to evade this trade union monitoring, and to facilitate the sourcing of products at rock-bottom prices. If the low price is achieved thanks to poorer working conditions, the retailer can blame it on the anonymous producer. A company that produces its goods

in its own factories and under its own brand name is therefore easier to confront if the trade union uncovers an unacceptable situation in a production facility.

The retail sector's demand for own brands also has the purpose of transferring the production profits from the food corporations to the retail sector. Profits that could have been used within the food-producing companies to improve wages, the working environment and product development, in order to maintain production and jobs, instead end up in the pockets of the owners of the large retail companies.

Own brands also make it hard for consumers to choose between products. We food workers do not want to have to be ashamed of what we produce. We want to be proud and offer consumers good food.

The globalisation of the world economy is a fact. Therefore we must strive to ensure that human rights in the workplace are also fully globalised. We must use every available means to achieve satisfactory working conditions for food workers.

The Swedish Food Workers' Union considers the retail sector's own brands to be an impediment to international trade union co-operation aimed at monitoring that ILO regulations and the human rights in the world of work stipulated by the UN are respected in all workplaces within the food industry.

We therefore demand

- that the IUF actively fight the retail sector's attempts to establish own brands, and
- that the IUF build awareness on how the retailers' own brands are a threat to the working conditions for food workers.

***Submitted by the Swedish Food Workers' Union (LIVS)***

**Nr 29*****Draft Resolution on multiple retailers***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

Believes that the erroneous behaviour of the Multiple retailers i.e. WalMart, has led to a situation where the market is preventing, restricting and distorting competition which is causing harm to consumers, workers and employers.

Is concerned that the development of this complex monopoly is having a disproportionate effect on the delivery of goods and services by their suppliers. This consequently affects the future job security, training and terms and conditions of workers within the sector.

Is also aware that the use of below-cost selling and price flexing are symptomatic of the present market, and although the extent of the distortion of competition is still unclear, it has prompted an investigation of the big 4 retailers by the UK Competition Commission.

Is keen to see a thorough, transparent and vigorous investigation into the relationship between the Multiple retailers and their suppliers. Conference supports the UK investigation and calls for the IUF to organise a conference with UNI to consider the global response to the dominance of the Multiple retailers.

Deplores the loss of further manufacturing and the rapid expansion of these companies into global businesses which poses dangers to suppliers from around the world. Further this conference calls on the IUF to implement a strategy that exposes the unethical trading practices of the major supermarkets, and to campaign for an international code of practice to prevent the exploitation of suppliers and the detrimental impact this has on the terms and conditions of our members.

***Submitted by Amicus and Transport & General Workers' Union, United Kingdom***



**Nr 30*****Draft Resolution on change of name of the IUF***

The 25<sup>th</sup> IUF Congress meeting in Geneva, March 19-22, 2007

**Considering**

- That the name of our international association, the **International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations** is excessively long when it comes to reproduction by the press or oral reporting in radio and television news, and even in the interventions of all of those of us who are its members;
- That this fact means that the name of our international association is almost invariably reproduced incorrectly or incompletely, which causes confusion and/or misunderstanding by those who are not members of the IUF;
- That on occasions this state of affairs contributes to the fact that the visibility and presence of our international association is diminished by the difficulty of quickly and clearly reporting and locating our field of action;

**Moves**

- That the 25th IUF Congress should authorize the Executive Committee to establish a mechanism for seeking, examining and consulting internally with a view to agreeing on a new name for our international association which totally or partially avoids the difficulties described above, on the understanding that the acronym IUF must remain unchanged.

***Submitted by the 13th Conference of the Rel-UITA***