INTER NATIONAL TRADE UNION CONFEDERATION

SUMMARY OF DECISIONS OF THE
11TH SESSION OF THE GENERAL COUNCIL

Brussels, Belgium, 9 – 11 October 2013

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

In the absence of the ITUC President Michael Sommer, the General Council meeting was opened and chaired by the ITUC Deputy-President Luc Cortebeeck. He introduced the draft agenda, which was ENDORSED as printed (Appendix I).

The General Council expressed appreciation for the ITUC President Michael Sommer’s generous act of humanity and wished a speedy recovery.

Agenda Item 2 Report of the 10th meeting of the ITUC General Council (Dead Sea, Jordan, 30 October – 1 November 2012)

The Chair proposed the report of the 10th meeting which was ENDORSED as printed.

Agenda Item 3 Obituaries

The General Council observed a minute of silence to salute the outstanding contribution to trade unionism of departed colleagues, who had served on ITUC bodies with great distinction: M.R. Chowdhury, Jack Jones, Ernst Breit, Marcello Malentacchi, Davora Jurić and Basile Mahan Gahé. A number of other departed union leaders were listed and acknowledged respectfully.

Agenda Item 4 Constitutional Bodies

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

Ms Hege Hero (YS, Norway) was replaced by Ms Mariana Kniesner (BNS, Romania), the new Chair of the PERC Women’s Committee (11GC/E/4/page 2, para 22).

Ms Elke Hannack (DGB, Germany) replaces Ms Ingrid Sehrbrock on all her positions being ITUC Vice-President, titular member on the General Council, and 2nd substitute on the Executive Bureau.

The General Council consequently ENDORSED the document as corrected and RATIFIED the new composition of the ITUC Constitutional bodies.

Agenda Item 5 Affiliation Questions

Applications for affiliation proposed for acceptance

The General Council DECIDED to accept into ITUC affiliation:

- Afghanistan National Union of Afghanistan Workers’ Employees (NUAWE)
- Armenia Confederation of Trade Unions of Armenia (KPA/CTUA)
- Cameroon Centrale syndicale du secteur public du Cameroun (CSP)
- Egypt Egyptian Democratic Labour Congress (EDLC)
- Egypt Egyptian Federation of Independent Trade Unions (EFITU)
- El Salvador Confederación Sindical de Trabajadores de El Salvador (CSTS)
Former Yugoslav Federation of Trade Unions of Macedonia (CCM)
Republic of Macedonia

Madagascar
Confédération des Syndicats des Travailleurs Malagasy Révolutionnaires / Firaisamben ’ny Sendikan ’ny Mpiasa Malagasy Revolisionera (FISEMARE)

Oman
General Federation of Oman Trade Unions (GFOTU)

South Sudan
South Sudan Workers Trade Union Federation (SSWTUF)

Applications for affiliation proposed for on-going consideration

Following recommendation from the General Council, it was DECIDED to send a joint ITUC/ITUC-AF mission to Mauritius, to wait for the outcome of the Congress of the CGTT, Tunisia, before deciding on a mission, and to organise a mission to KMU, Philippines, beginning 2014.

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

AFRICA:

SNAPEST – Algeria
FOC – Central African Republic
CIST – Chad
CGSA – Congo RDC
CSH – Côte d’Ivoire
CSTG – Gabon
LLC – Lesotho
LFTU – Libya
UGSPM – Mauritania
CITU – Mauritius
CTSP – Mauritius
SCTU – Somalia
CGTT – Tunisia
COFTU – Uganda

AMERICAS:

CCTDNS-RN – Costa Rica
CSP – Peru

ASIA-PACIFIC:

KSPSI – Indonesia
ICWA – Iran
FITU – Jordan
INDECONT – Nepal
GFITUP – Palestine
KMU – Philippines

EUROPE:

FSU – France
CGTR – France Ile de la Réunion (DROM)
CFTUK – Kazakhstan
FTUIT – Tajikistan
Long-term pending affiliation requests
The General Council NOTED the long-term pending requests of KGWSU Iraq-Kurdistan, U.G.T. SARIO Western Sahara, and FICTU Fiji.

On FSU, France, as no agreement with the organisations concerned has been reached, the case remains pending.

Applications for which no further consideration is proposed
The General Council DECIDED to give no further consideration to:
- UTG – Gabon
- ENSYTG – Gabon
- UNTM – Morocco
- UTT – Tunisia
- CSIC – Cuba
- MSICG – Guatemala
- AAPFU – Afghanistan

Other affiliation issues
The General Council DECIDED to accept the change to the affiliation of APL Philippines now known as SENTRO.

Associated Organisations (AO)
The General Council DECIDED
a. to grant the status of Associated Organisation to
   - UGSL – Togo
b. to extend the status of Associated Organisation to
   - HUS – Croatia
   - TLTUC – East Timor
   - FPK – Kazakhstan
   - KSS – FYR Macedonia
   - UDTG – Guinea
   - LECODU – Lesotho
   - FESTU – Somalia
c. to end the status of Associated Organisation of
   - CGT – Lebanon
d. CFTUI India
   The GC reconfirmed its decision to organise a combined mission of ITUC and ITUC-AP to evaluate the representative character of the Associated organisation CFTUI India, within the perspective of their request to become full member of the ITUC.

Cambodia
ITUC-AP General Secretary Noriyuki Suzuki reported to the General Council on the 1st General Review and Coordination Meeting with the CCTU, CLC, and CCU Cambodia.

The three organisations have largely fulfilled their commitments submitted in March 2012. However, the CLC needs to further amend their constitution.
Agenda Item 6: Building Workers’ Power

The General Secretary reported on:

- Evaluation 2013 and priorities 2014
- Union growth
- Realising rights
- Sustainable jobs, secure income and social protection floor

In particular the report emphasised:

- The global context for working people and the failure of international institutions;
- The 2013 ITUC Global Poll;
- The use of ILO standards for domestic workers and the Social Protection Floor;
- The need to rebuild our economies on the basis of full employment, decent work and on universal social protection;
- G20 support for jobs;
- Long-term principles and tax evasion;
- 2013 plans and achievements;
- 2014 plans and challenges;
- Qatar, and
- Congress ambitions.

The General Council NOTED the 2014 Plans of Action

Agenda Item 7: 3rd ITUC World Congress 2014

Tim Noonan introduced the documents.

(a) Draft Congress Agenda and Programme

The General Council ENDORSED, in accordance with Article XV(d) of the Constitution, the proposals listed and AGREED to SUBMIT the relevant matters to the Congress Standing Orders Committee.

(b) Congress documents

The General Council:

- AGREED to discuss the draft Congress Statement and the draft resolutions for the three sub-plenary debates;
- AUTHORISED the General Secretary to circulate second drafts of these documents, taking into account any amendments made by the General Council, to all affiliates in order to enable them to submit amendments or proposals by the deadline of 18 February 2014;
- REQUESTED the Executive Bureau, at its meeting on 2 – 3 April 2014, to give consideration to amendments to these documents submitted by affiliates, as well as any other proposals or amendments to the Constitution and any adjustments to the Congress programme or arrangements;
- INSTRUCTED the General Secretary to prepare final draft proposals following the Executive Bureau meeting, for circulation to affiliates and submission to the General Council meeting on 18 May in Berlin.
- APPROVED the proposals concerning the Report on Activities and Financial Reports.

(c) Congress logistics

The General Council APPROVED the relevant proposals in the document, including the arrangements for interpretation in the full plenary and sub-plenary sessions and
the objective of having a “paperless” congress, for transmission to the Congress Standing Orders Committee.

(d) Constitutional amendments

The General Council NOTED the provisions concerning amendments to the Constitution and REQUESTED the Executive Bureau to give consideration to any proposed amendments received by the deadline of 18 February 2014 for inclusion in its report to the 12th meeting of the General Council (Berlin, 18 May 2014).

(e) Budget

The General Council:

- APPROVED the draft budget for the 3rd ITUC World Congress;
- AUTHORISED the General Secretary to provide financial support, in case of genuine need, to organisations which do not have a computer or other electronic device to enable their participation in a “paperless” Congress;
- REQUESTED the Executive Bureau at its April 2014 meeting to make any necessary adjustments to the draft budget; and
- CALLED upon all affiliates with the means to do so to contribute to meeting the fundraising target of Euros 500,000 to support participation from organisations which would otherwise not have sufficient resources to participate in Congress.

(f) Invitations

The General Council:

- APPROVED the setting of a target of 10% for the participation of people under the age of 35 years in the official Congress delegations;
- ENDORSED the application of the criteria listed for the allocation of funds to organisations seeking financial support for their participation in the Congress;
- DECIDED that each Associated Organisation be invited to send one representative to Congress;
- REVIEWED the proposed list of guests and organisations to be invited to Congress contained in Appendix I, and AUTHORISED the Executive Bureau at its proposed meeting in April 2014 to consider any further such invitations; and
- ENDORSED the decisions proposed in the document, REQUESTED the Executive Bureau at its meeting in April to make recommendations on the matters proposed for its attention, and AUTHORISED referral of the relevant items to the Congress Standing Orders Committee.

(g) Congress Committees

The General Council REQUESTED the Executive Bureau, at its meeting proposed for 2 - 3 April 2014, to make a recommendation on the composition of the Credentials and Standing Orders Committees to the 12th meeting of the General Council in Berlin on 18 May 2014, in order to ensure appropriate geographical and gender balance in the composition of these Committees.

Agenda Item 8: International Labour Organisation

(a) Procedure for the Selection of ITUC Candidates for the ILO Governing Body

The General Secretary introduced the document.

(b) Report – Luc Cortebeeck and Raquel González

Raquel González informed the General Council that bilateral talks were held between workers and employers hosted by the Swiss Government with a view to seek solutions to the problems that arose in 2012 and that at this stage it is not sure that an agreement with employers will be reached. If this be the case, other options will have to be looked at including having the Office tabling a document to the October Governing Body.

In light of this, three elements of a worker strategy to address the problems caused by the employers in 2012 are suggested:

- A lobbying strategy towards governments in defence of the ILO supervisory mechanism;
- The consideration of referring the question of the right to strike under C87 to the International Court of Justice for an advisory opinion if no solution is found to the current dispute; and
- Giving consideration to the creation of an independent ILO Tribunal under article 37 or a mechanism based on that article to solve disputes related to the interpretation of Conventions.

(c) Resolution on Committee on Application of Standards

The General Council ENDORSED the conclusions set out in document 11/GC/E/8(c) (Appendix II).

(d) Introduction – Maria Helena André, Director ACTRAV

The General Council welcomed the recently appointed Director of the Bureau for Workers’ Activities (ACTRAV), Ms Maria Helena André, a trade unionist and Portugal’s former Minister of Labour and Social Solidarity.

ACTRAV’s work to support the trade union organisations has to enable implementation of ILO’s agenda and ensure that that agenda can strengthen the place and role of the trade union organisations and consequently the defence of workers’ rights, so as to establish greater social justice in the world.

Agenda Item 9: The Arab Region

Jaap Wienen introduced the document.

The General Council APPROVED:

- The draft resolution on the establishment of an Arab sub-regional organisation (Appendix III); and
- The functioning of a transitional Arab Sub regional structure until its founding Congress that is foreseen in the second half of 2014.

The General Council AGREED to request the Congress Standing Orders Committee to submit to the 3rd ITUC World Congress a proposal under the authority of the ITUC General Council to amend the ITUC Constitution to the effect that the ITUC General Council may, following consultations with the Regional Organisations, establish sub-regional structures in the event that the membership of such sub-regional structures would include members of more than one ITUC Regional Organisation.

Agenda Item 10: Committee on Workers’ Capital

The General Council NOTED the report.

Agenda Item 11: Council of Global Unions

Jim Baker, Coordinator CGU, introduced the report of the Council of Global Unions.
The General Council NOTED the report.

**Agenda Item 12: Post 2015: Trade Union Priorities for UN Development**

Alison Tate gave an overview on the Post-2015 UN Development Agenda.

The UN system has been focused on what global goals should come after the Millennium Development Goals (MDGs) expire in 2015.

The ITUC and affiliates have made inputs into the various UN-led consultations calling for two stand-alone goals on 1) Full Employment and Decent Work and 2) Social Protection. Key outcomes in 2013 were the High Level Panel Report which suggested a possible future goal on employment and the UN Secretary General’s report delivered in September 2013 which also refers to social protection. Governments will start a negotiation period from February 2014 until September 2015 when the UN Summit aims to agree on a new set of global goals.

It is important for affiliates to lobby home governments and their Foreign Affairs representatives in New York who will negotiate the content of the goals to ensure both these goals are included and agreed.


**Agenda Item 13: China**

The General Secretary introduced the document and informed the General Council that it was a report on issues of interest and addressed particular attention on Chinese investment.


**Agenda Item 14: Reports (tabled for information)**

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

(a) Gender Equality

*Report of the 7th meeting of the ITUC Women’s Committee (Brussels, 16-17 April 2013)*

Diana Holland, Chair of the ITUC's Women Committee, presented the report.

The General Council ENDORSED this report.

(b) Youth

*Report of the 7th meeting of the ITUC Youth Committee (Brussels, 11-12 April 2013)*

Pierre Ledecq, Chair, ITUC’s Youth Committee, presented the report.

The General Council ENDORSED the report.

(c) Report of the 5th meeting of the ITUC Human and Trade Union Rights Committee (Brussels, 8 October 2013)

Stephen Benedict reported on the 5th Meeting of the HTUR Committee.

Brother Karl-Petter Thorwaldsson, President of LO-Sweden, has kindly accepted to chair the Human and Trade Union Rights Committee in the future. In his absence on
Tuesday, ITUC Deputy General Secretary, Wellington Chibebe, and Keth Thapper, LO- Sweden, ably chaired the meeting.

Regional and “Targeted Countries”

A large part of the meeting was spent on reviewing the dire situation in the various regions of the world. Regional coordinators provided an overview of the challenges faced by workers and their organisations, ranging from political and economic to social and fundamental human and trade union rights issues.

Following immediately on these presentations, a number of comprehensive campaigns involving countries identified as “Targeted Countries” or “Countries at Risk” for those regions were outlined and opened for discussion, including Swaziland, Zimbabwe, Guatemala, Burma, Fiji, Bangladesh, Bahrain, and Georgia.

Given the limited time of the meeting, and following on the suggestion made at the 4th meeting of the Committee, a series of well-attended side meetings (in most cases with representatives from the trade union movements from these countries) were scheduled for the following day to allow a broader discussion about further steps and suggested initiatives. In addition, a discussion on Iran also provided an opportunity to explore new opportunities.

A rich debate on the context in which the situation in a particular country is identified as being on our “Watch List” as opposed to a “Targeted Country” illustrates the strong commitment of affiliates to committed solidarity with workers’ struggles. There are of course many concrete examples. To give but two illustrations: the strong support of RENGO in making Brother Nakajima available in Yangon, and the resources by Belgian and Dutch affiliates to provide for a coordinator of the TUCA/ITUC Campaign in Guatemala.

Trade Union Rights Reports

The new website format for trade union rights violations reporting was presented to the Committee, along with the latest report on “Collective Bargaining – Collective Voices” highlighting an improved capacity to draw analyses from the information coming in.

A constructive discussion around broader dissemination as well as ‘usability’ by affiliates of the information available led to the suggestion of an informal discussion with interested affiliates.

2014 Program

As a result of the limited time to go through the whole agenda, the Committee concluded that it was, for future meetings, appropriate to review the format and working methods for the Committee.

The General Council ENDORSED the oral report of the Committee.

Agenda Item 15: The Regions

(a) Africa
(b) Americas
(c) Asia and the Pacific
(d) Middle East and North Africa (MENA)
(e) PERC

The General Council ENDORSED the reports.
Agenda Item 16: Financial Questions

(a) Report of the 13th meeting of the ITUC Executive Bureau (Brussels, 23 May 2013 (virtual meeting))

The General Council ENDORSED the report.

(b) Report of the 14th meeting of the ITUC Executive Bureau (Brussels, 9 October 2013)

The General Council ENDORSED the report.

(c) ITUC Financial Reports for 2012

(i) Financial Report for 2012
(ii) Internal Auditors’ Report for 2012


(d) ITUC Regional Organisations – Financial Reports for 2012

(i) ITUC-AF:

(a) Financial Report for 2012
(b) Internal Auditors’ Report for 2012

The General Council ENDORSED the ITUC-AF’s Financial Reports for 2012.

(ii) ITUC-AP:

(a) Financial Report for 2012
(b) Internal Auditors’ Report for 2012


(iii) TUCA:

(a) Financial Report for 2012
(b) Internal Auditors’ Report for 2012

The General Council ENDORSED the TUCA Financial Reports for 2012.

(e) ITUC Budget and Programmes 2014

The General Council ENDORSED the Income and Expenditure Budget for 2014 of the General Fund (document 14/EB/E/5(a)).

(f) Solidarity Fund: Budget and Programmes for 2014

The General Council ENDORSED the Budget and Programmes for 2014 of the Solidarity Fund (document 14EB/E/5(d)(ii)).

Agenda Item 17: Date and place of next Meetings

The General Secretary informed the General Council that the next meeting of the Executive Bureau would take place on 2 and 3 April 2014 in Brussels.

The General Council NOTED the date and venue.
Agenda Item 18: Any Other Business

At the opening session of Thursday 10 October, John Evans, TUAC General Secretary, presented an overview on the economic outlook and stocktaking of the 2013 G20 Outcomes and Bernadette Ségol, ETUC General Secretary, gave an overview of the situation in Europe.

At the closing session of Thursday 10 October, Christy Hoffman, UNI Deputy General Secretary, presented the “Bangladesh Accord” which now binds 87 companies to stay in Bangladesh and improve safety. The accord was created by the IndustriALL Global Union and the UNI Global Union in alliance with leading NGOs.

The President concluded at 13.15 on 11 October 2013

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GS/km-17 October 2013
1. Adoption of Agenda
2. Report of the 10th meeting of the ITUC General Council
   (Dead Sea, Jordan, 30 October – 1 November 2012)
3. Obituaries
4. Constitutional Bodies (+ Supplement)
5. Affiliation Questions
6. Building Workers' Power
   6.1. Evaluation 2013 and priorities 2014  General Secretary
   6.2. Union Growth
   6.3. Realising Rights
   6.4. Sustainable jobs secure income and social protection floor
7. 3rd ITUC World Congress 2014
   (a) Draft Congress Agenda and Programme
   (b) Congress documents
   (c) Congress Logistics
   (d) Constitutional amendments
   (e) Budget
   (f) Invitations
   (g) Congress Committees
8. International Labour Organisation
   (a) Procedure for the Selection of ITUC Candidates for the ILO Governing Body
   (b) Report Luc Cortebeeck and Raquel González (oral report)
   (c) Draft resolution on the CAS dispute
   (d) Introduction Maria Helena André – Director ACTRAV (no document)
9. The Arab Region
10. Committee on Workers’ Capital
11. Council of Global Unions
12. Post 2015: Trade Union Priorities for UN Development (oral report)
13. China

14. Reports (tabled for information)
   (a) Gender Equality
       Report of the 7th meeting of the ITUC Women’s Committee
       (Brussels, 16-17 April 2013)
   (b) Youth
       Report of the 7th meeting of the ITUC Youth Committee
       (Brussels, 11-12 April 2013)
   (c) Report of the 5th meeting of the ITUC Human and Trade Union Rights
       Committee (Brussels, 8 October 2013) (oral report)

15. The Regions
   (a) Africa
   (b) Americas
   (c) Asia and the Pacific
   (d) Middle East and North Africa (MENA)
   (e) PERC

16. Financial Questions
   (a) Report of the 13th meeting of the ITUC Executive Bureau
       (Brussels, 23 May 2013 (virtual meeting))
   (b) Report of the 14th meeting of the ITUC Executive Bureau
       (Brussels, 9 October 2013)
   (c) ITUC Financial Reports for 2012
       (i) Financial Report for 2012
       (ii) Internal Auditors’ Report for 2012
   (d) ITUC Regional Organisations - Financial Reports for 2012
       (i) ITUC-AF:
           (a) Financial Report for 2012
           (b) Internal Auditors’ Report for 2012
       (ii) ITUC-AP:
           (a) Financial Report for 2012
           (b) Internal Auditors’ Report for 2012
       (iii) TUCA:
           (a) Financial Report for 2012
           (b) Internal Auditors’ Report for 2012
   (e) ITUC Budget and Programmes for 2014
   (f) Solidarity Fund: Budget and Programmes for 2014

17. Date and place of next Meetings

18. Any Other Business
Agenda item 8:

International Labour Organisation

(c) Resolution on CAS dispute

Context

1. The Employers Group provoked an institutional crisis at the International Labour Organization (ILO) in 2012 when it brought to a halt the work of the Conference Committee on the Application of Standards (CAS) for the first time in its history based on their assertion that: 1) a right to strike derived from ILO Convention 87 does not exist, and, more fundamentally, 2) that the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) had gone beyond its mandate in interpreting a right to strike within C87. The Employers’ Group insisted that no cases involving strikes and/or the right to strike be discussed in the CAS. They also wanted that a ‘disclaimer’ be affixed to the reports of the CEACR.

2. At the 2013 International Labour Conference, the Employers’ Group demanded a statement be included in the conclusions of all cases raising the right to strike stating that: “The Committee did not address the right to strike in this case as the employers do not agree that there is a right to strike recognized in Convention No. 87”. It further widened its attack on the CEACR to include long-standing and previously uncontested observations on collective bargaining.

3. In order for the CAS to proceed with its work and to hear important cases of violations, the Workers’ Group accepted after difficult negotiations the inclusion of the Employers’ views on the right to strike but made clear that 2013 was an exception and that no such statements would be considered in future years. The Workers’ Group again restated its view that the ILO Constitution provided the means to resolve issues of interpretation and urged the Employers’ Group to consider these constitutional avenues.

4. The Employers’ Group also put forward proposals to reform the working methods of the CAS and the annual reporting of the CEACR - none of these intended to resolve the dispute, but seeking instead to further undermine the independent work of the CEACR.

5. Broadly speaking, governments have fallen into three categories: a) those which recognise the longstanding contribution of Supervisory Mechanisms relying on independent Experts to the fulfilment of fundamental rights; b) those who are
primarily concerned with not finding themselves on the list of cases; and finally c) those which for various reasons would see standards fundamentally weakened and the Supervisory Mechanisms undermined.

6. The constituents of the ILO have engaged in informal tripartite discussions, as well as formal tripartite discussions during the November and March Governing Body Sessions in 2012-13. Since April 2013, the Employers’ and Workers’ Groups agreed to engage in a ‘mediation process’ hosted by the Swiss Government. However, no resolution to the dispute has been reached to date.

7. The ITUC remains committed to constructive dialogue. In the meantime:

**Decision points**

8. The International Trade Union Confederation:

- Holds the Employers’ Group squarely responsible for initiating and protracting the institutional crisis at the ILO, with the apparent aim of weakening the ILO supervisory system;

- Rejects the repeated efforts by the Employers to weaken the long-standing jurisprudence of the ILO supervisory system and to submit the work of the independent CEACR to review by the ILC (a political/legislative body) rather than the judicial bodies contemplated under Article 37 of the Constitution;

- Is deeply disappointed that no progress towards the resolution of the dispute has been achieved through bipartite and tripartite dialogue over the last year.

- Calls on its affiliates and Worker members of the GB to lobby their governments to:
  - Express their support for and commitment to defending and strengthening the ILO supervisory system and for the CEACR in particular as an independent body whose observations, while not legally binding, should be given due deference absent a decision from the bodies referred to in Article 37 in order to maintain a properly functioning system.
  - Support the referral of the question of a right to strike under Convention 87 to the International Court of Justice for an advisory opinion if the Employers’ Group continues to oppose a resolution to the current dispute;

- As a permanent safeguard consider the creation of an independent tribunal under Article 37.2, or a similar mechanism based on that article, to hear disputes on the interpretation of conventions based on agreed criteria.

**Conclusion**

9. The ITUC will circulate the conclusions of this discussion and provide additional materials to affiliates and Worker members of the ILO Governing Body for use with their governments and Employer organisations.

10. The ITUC will provide regular updates to this General Council regarding initiatives by affiliates as well as Governments and Employers.

11. The ITUC recommends that the Workers’ Group request at the appropriate time the ILO to study the options for the referral of the question of a right to strike under Convention 87 to the International Court of Justice for an advisory opinion.

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Agenda item 9:

The Arab Region

Resolution on the establishment of an Arab Sub regional organisation

1. The Arab affiliates of the ITUC expressed their strong will to establish an ITUC Arab sub regional structure to meet the needs for representation and trade union action in the specific context of the challenges of the Arab region and its democratic transition.

2. The Arab affiliates of the ITUC confirmed that policy and functioning of an ITUC Arab Sub regional structure will be in accordance to the ITUC standards and principles as defined in its Constitution and Congress decisions.

3. The establishment of an Arab Sub regional organisation will have no effect on the membership relations of the involved affiliates with the existing Regional Organisations of the ITUC: ITUC Africa and ITUC Asia-Pacific.

4. The General Council requests the General Secretary:
   
   • to support and facilitate the preparation of the founding of an Arab Sub regional organisation with the aim to establish the new structure in the second half of 2014,
   
   • to support and facilitate the functioning of a transitional structure until its founding Congress;
   
   • to guarantee the involvement and consultation of the ITUC Regional Organisations ITUC-AF and ITUC-AP in the establishment of the Arab Sub regional organisation and during its functioning during the transitional period; and,

   • to propose an addition to Article XXVII(h) of the ITUC Constitution to allow the General Council to establish sub regional structures in the event that the membership of such structures would include members of more than one ITUC Regional Organisation, following consultations with the Regional Organisations concerned.