

Declaration of Principles and Objectives

The Arab Trade Union Confederation is a union organization based on the principles and objectives of the International Federation of Trade Unions. It includes all Arab union organizations that are members of the International Federation of Trade Unions, the International Federation of African Trade Unions, and the International Trade Union Confederation - Asia Pacific, as well as those that are part of the following Arab countries: Mauritania, Morocco, Algeria, Tunisia, Libya, Egypt, Jordan, Palestine, Lebanon, Syria, Iraq, Yemen, Bahrain, Kuwait, Sultanate of Oman, Qatar, UAE and Saudi Arabia. The Confederation is based on the same principles and objectives of the International Federation of Trade Unions and maintains legal personality.

The objectives of the Confederation are:

1. Defending the right of all workers to union organization and exercising it freely, and promoting the building of independent and democratic trade unions working in a transparent manner.
2. Working to unify the Arab democratic trade union movement in order to meet the new challenges facing

it and supporting the democratic transition processes in the Arab countries.

3. Promoting social and democratic justice, fair distribution of wealth, good governance, the pursuit of social advancement, as well as ensuring decent work and decent life for the various strata of society.

4. Developing labor relations to ensure basic rights at work and to promote the economic and social conditions of workers.

5. Defending human rights and promoting public and individual freedoms, foremost among which are trade union freedoms, including the right to organize, freedom of expression, peaceful demonstration, striking, and the promotion of these rights.

6. Achieving equality and eliminating all forms of discrimination on grounds of sex, color, religion, language, or social, cultural or geographical origin.

7. Defending the right to equality, the right of women to assume positions of responsibility in employment, in representative institutions, and in the leadership of trade union organizations as well as the elimination of all forms of discrimination and violence against them.

8. Defending the economic, social and cultural rights of all workers in the Arab region and adopting the principle of social dialogue and collective bargaining

as the best ways to improve work relations.

9. Achieving Arab economic integration as a necessary condition for achieving economic and social growth throughout the Arab region.

10. Combating all forms of human trafficking and exploitation in all its forms; sexual, forced, compulsory, domestic and foreign.

11. Defending the rights of migrant workers and addressing all forms of discrimination and exploitation they may face.

12. Working on developing youth work, and expanding Arab efforts to combat unemployment, unstable employment, and social exclusion, in addition to defending the interests of young workers and protecting their rights.

13. Acting against poverty, hunger, exploitation, oppression, corruption, inequality and discrimination.

14. Working to combat child labor, and protecting the rights of workers, domestic workers, and vulnerable groups as well as defending girls and children who are exploited and forcibly displaced in various ways and methods.

15. Requesting to draft a comprehensive and sustainable participatory development policy in Arab

countries for social democracy and a fair distribution of national wealth to preserve the dignity of all workers and social groups.

16. Taking all measures to promote and increase trade union memberships in the Arab area.

17. Strengthening Arab and international labor union solidarity, in addition to supporting and encouraging oppressed labor unions.

18 Strengthening the links of cooperation and solidarity with civil society organizations that have the same principles and values of the Federation of Arab Trade Unions and various social movements against wild liberalism.

19 Defending the rights of people with special needs, working to strengthen them, supporting retirees and protecting their interests and organizing them in unions.

20. Rejecting all forms of colonialism and foreign intervention and supporting all peoples to regain their sovereignty and self-determination. Moreover, supporting the struggle of Arab and international liberation movements, and defending the right of the Palestinian people to liberate their land and establish their independent state.

Chapter 1: Membership

Article 1: Membership procedures, rights and responsibilities

1. Arab trade union organizations may apply for membership in the International Trade Union Confederation, and the International Confederation of African Trade Unions, the International Trade Union Confederation - Asia Pacific, and the Arab Trade Union Confederation. Membership approval procedures are subject to the rules of the International Trade Union Confederation. The Arab Trade Union Confederation is consulted with regard to membership applications.

2. The Executive Office of the Confederation may invite representatives from some trade union organizations, civil society organizations, experts and specialists to attend meetings of the General Council or the Conference as observers.

3. The member organizations shall maintain their full independence at the national level, are allowed to take their own decisions, develop their orientations and formulate their policies. The principles and objectives are set forth in the Constitution of the International Trade Union Confederation, and approved by the Arab Trade Union Confederation. The member organization shall keep the Union informed of its activities at the national level.

4. Any organization may withdraw from the membership of the Union provided that written notice of the content is given three months in advance. For the withdrawal notification to be legal, the organization must not be late in paying its receivables. The withdrawal does not exempt the withdrawing organization from paying its arrears.

5. In the event of any violation of the Constitution of the Union and the International Trade Union Constitution and in the event of damage to their interests, the Executive Office or the General Council of the Union may instruct the Internal Rules Committee to study the case. It shall then submit a report to the Executive Office to be referred to the General Council session of the Union in order to take the appropriate decision.

6. In the event of the suspension of membership of a trade union organization, the power of delegation of its representatives in the constitutional bodies of the Union shall automatically expire.

7. Member organizations shall fulfill their financial obligations to the International Federation of Trade Unions, as well as the International Federation of African Trade Unions, and the International Trade Union Confederation - Asia Pacific

8. Members shall enjoy equal rights and duties and shall be entitled to participate in the activities of the Union and to be regularly informed in conformity with the provisions of this Constitution.

9. Member organizations shall receive the solidarity and assistance of the Union when needed. Each member organization must contribute to the solidarity campaigns launched by the Union with organizations facing difficult and exceptional situations.

10. Each member organization must defend the

Union in all available ways if the Union is subjected to attacks or campaigns aimed at weakening or abusing it.

11. The same membership conditions as provided for in the provisions of this Constitution apply to partner organizations. Such organizations shall have the responsibilities provided for in the provisions of this Constitution except for the financial responsibilities of the Confederation. Moreover, these organizations have the same rights as the provisions of this Constitution except for the right to vote.

Chapter 2: Internal structures

Article 2: Union bodies

The Federation consists of the following bodies:

A. Decision bodies:

- **General Conference**
- **General Council**
- **Head Committee**

B. Executive bodies:

- **Executive Office**
- **Executive Secretary**
- **The Women's Committee**
- **The Youth Committee**

C. Supervisory bodies

- **Internal Rules Committee**
- **Financial Supervision Committee**

Article 3: Conference

1. The Conference is the supreme decision body of the Union and convenes every four years at the invitation of the General Council and exceptionally by the request of the simple majority (50% + 1) of the member organizations.

2. An attendance of (50% + 1) of member organizations is required for the legitimacy and convening the ordinary or extraordinary General Conference, and in the absence of a quorum, the call will be redirected within a month to have it convened with attendees.

3. An extraordinary conference shall be convened by the majority (50% + 1) of the members of the General Council.

4. At the opening of its session, the Conference shall elect a committee from among its members consisting of a Chairman, two Vice-Chairpersons and two rapporteurs.

5. In the absence of the Chairman, or at his request during the session or during a part thereof, the meeting shall be chaired by one of the Vice-Presidents.

Article 4: Conference Delegates

The representatives of the Conference are representatives of all trade union organizations members of the Union on the basis of proportional representation according to the following table:

First Group 1 - 50000	(2) Two representatives
Second Group 50001 - 200000	(4) Four representatives
Third Group 20001 - 400000	(6) Six representatives
Fourth Group 400001 and above	(8) Eight representatives

Controversial decisions have the votes cast based on the proportional representation rule as shown above, with the first group having one vote for each organization and the fourth

group having four votes at maximum.

Article 5: Conference Tasks

1. Discussing and approving the financial and administrative reports of the Confederation.
2. Evaluating the Confederation's activity since the last session of the Conference.
3. Drawing general directions and developing a strategy to achieve the objectives of the Union in the period

Between the two conferences.

4. Electing the members of the General Council, the Executive Secretary, the Women's Committee and the Youth Committee for a period of 4 Years.

Article 6: General Council

1. The General Council shall consist of two representatives from each member trade union organization in the Confederation provided that the representation of women is not be less than %30 .
2. The General Council of the Union renews the work program and annual policies, as approved by the Conference, and it endorses the annual activities and the financial report submitted by the Executive Office.
3. The General Council shall supervise the activities of the Confederation and, in the light thereof, shall transmit its recommendations to the Executive Office.
4. The General Council shall meet at least once a year and shall convene its meetings with the same provisions provided for in Article (3) of this Constitution.
5. Immediately after its election by the Conference, the General Council elects the Head Committee which consists of

a Head, a First Deputy, and a Second Deputy. One of them should be a woman taking into account geographical representation in the Arab region. The General Council also elects:

- Executive Office
- Internal Rules Committee
- Financial Supervision Committee

7. The Board meets at least six times per year, and the call to the meeting shall have the same conditions set forth in Article 3 of this Constitution.

8. The call to an extraordinary General Council meeting is instigated by the request of the majority (50% + 1) of the executive officers.

Article 7: Executive Office

1. Immediately after being elected by the Conference, the General Council elects the members of the Executive Office, both original and deputies for four years taking into account geographical representation in the Arab region.

2. The Executive Office consists of:

- Members of the Head Committee
- Executive Secretary
- Original Members: (9 - 12) members
- Deputies
- Chairperson of The Women's Committee
- Chairperson of The Youth Committee

3. If a member of the Executive Committee fails to attend, he/she will be replaced automatically by a deputy depending on the arrangement of the original members when elected by vote or by consensus.
4. The Executive Office convenes a normal session twice a year and, whenever necessary, at the call of the Executive Secretary, provided that a legal quorum is available (50 + 1%)
.
5. The First Deputy of the Confederation Head is the head of the Executive Office.

Article 8: Chairmanship

1. The Confederation Head is the head of the Head Committee. Head Committee members shall have voting rights in Confederation committees.
2. The Head of the Confederation chairs the meetings of the General Council. The First Deputy chairs meetings of the Executive Office, and the Second Deputy oversees the management of the solidarity fund.

3. The Head Committee works based on collective management in the light of the ongoing proceedings in the International Trade Union Confederation.

Article 9: Financial Supervision Committee

1. The General Council shall elect a Financial Supervision Committee consisting of three auditors for four 4 years.

2. The auditors annually check the Union accounts and report to the Council and General Conference. The members of the General Council shall not be among the auditors.

3. In case one of the auditors' positions becomes vacant between two Conferences, the General Council shall have the power to fill the vacancy.

Article 10: Internal Rules Committee

The General Council shall elect an Internal Rules Committee composed of three members for a term of four (4) years entrusted with the following tasks:

1. Approval of the membership size scale for each organization.

2. Controlling the number of delegates from each organization at the Conference.

3. Controlling proportions of contributions to the solidarity fund.

4. Carrying out any other tasks assigned by the General

Conference or the Executive Office of the Union.

Article 11: The Executive Secretary

1. The Conference shall elect an Executive Secretary nominated by two or more members. He /she shall be elected either by consensus or by secret ballot with a simple majority (50% + 1) if there is more than one candidate.
2. The Executive Secretary is responsible for observing the Confederation Constitution, the progress of its administration, and the implementation of the resolutions of the Conference and the General Council and the Executive Office. The Executive Secretary shall exercise his powers according to the International Trade Union Confederation.

Article 12: Qualitative Networks

1. The General Council shall, with the proposal of member organizations, establish special qualitative networks in the following areas:

- Women's Union Network
- Legal Union Network
- Youth Union Network
- Media Union Network

B- Non-union member enrollment in qualitative networks requires Executive Office approval. The General Council may establish other union networks, as necessary, in accordance with the strategic plan adopted by the Conference.

C- The Executive Bureau member oversees all established networks, which work in coordination with the Executive Secretary.

D- Quality networks consist of representatives of the Federation member organizations and representatives of civil society, experts and statisticians according to each network objectives and field of activity.

E. The Executive Office Network Coordination Committee is composed of representatives of four members who are elected as to represent the geographic regions. They in turn elect a Coordinator for four years.

F. In collaboration with the Executive Secretary, each network coordinator issues a report to the Executive Office.

Chapter 3: Relations with Other Organizations in the Union Structure

Article 13: The relation with the International Trade Union Confederation - Asia Pacific, and the Arab Trade Union Confederation

1. Arab Trade Union organizations become members to both the Arab Trade Union Confederation, the International Trade Union Confederation, the International Trade Union Confederation - Asia Pacific, and International Trade Union Confederation - Africa by formal resolution of the Central Council of the International Trade Union Confederation.

2. Trade union organizations that are members of the Union maintain their membership in the African Union and the Asia-Pacific, and maintain all rights and obligations contained within this membership as outlined in their separate statutes.

3. By virtue of their positions, the active Union Trustees of the regional organizations (African Union and the Asian-Pacific) call for constitutional structure meetings.

4. Coordination meeting will be held at least once a year between the Executive Secretary of the International Trade Union Confederation, Africa and Asia-Pacific, and the Arab Union to study the latest developments in the Arab region, and issues of common concern.

Article 14: Relationships with Major Sector Unions

1. The Confederation coordinates with global major unions, especially those with Arab regional organizations, for the implementation of program in the Arab region and it helps them, where appropriate, to establish Arab sector organizations.

2. Professional sector organizations may be invited as observers, to the meetings of the General Council and Conference of the Arab Trade Union Confederation.

Chapter 4: General Provisions

Article 15: Women

Women representation should be no less than 30 % in all bodies and activities of the Arab Trade Union Confederation.

Article 16: Youth

Youth representation depends on all the bodies and activities of the Arab Trade Union Confederation and should be at least 10%.

Article 16: Voting

Decisions are made either by consensus or majority (50%+ 1), unless this Constitution states otherwise.

Article 18: Vacancy

In the event of a vacancy in the General Council, due to the fact that a member is no longer a representative of the organization to which he / she was a member at the time of election, or due to his /her death, resignation or dismissal from his / her organization, the Organization shall replace its representative, and this is to be approved by the General Council.

Article 19: Headquarters

The Conference determines the country of the headquarters of the Arab Trade Union Confederation. The Executive Office may open branch offices through special cooperation program, or whenever the need arises.

Article 20: Ministry of Finance

1. The Union relies on a budget allocated by the International Trade Union Confederation to cover the costs of its administration (salaries, office rentals and other expenses).

2. The Union also relies, when financing the rest of its activities, on the mobilization of external resources from the Solidarity Fund of the International Confederation of Trade Unions, cooperation agreements with trade union organizations and friendly institutions, and on unconditional donations it may receive.

3. The Federation shall, by decision of its Conference, establish an Arab Union Solidarity Fund financed by contributions made by its member organizations according to the number of its members and in accordance with the schedule mentioned in Article 4 of this Constitution. This Fund shall be under the supervision of a member of the Executive Office and shall be subject to the supervision of the Financial Control Committee.

Article 21: Dissolution of the Union

1. The Union shall be dissolved only by a resolution of its General Conference at an extraordinary meeting. The resolution shall be submitted to the International Confederation of Trade Unions, the International Confederation of Trade Unions - Africa, and the International

Confederation of Trade Unions - Asia Pacific.

2. A resolution to dissolve the Union shall be taken by a two-third vote of the members of the Conference

Article 22: Enforcing and Amending the Constitution

1. This Constitution becomes effective after its presentation to the International Trade Union Confederation Conference and its adoption by the Arab Trade Union Confederation.

2. The proposals for amending the Constitution are submitted by the trade union organizations of the Arab Confederation of Trade Unions to the General Conference at least three months before the Conference and all the member trade union organizations shall be notified thereof.

Article 23: Languages

In case there is discrepancy among the translated versions of the text of this Constitution, the Arabic version shall prevail.

Article 24: Legal Vacuum

"In the event of a legal vacuum or a matter which the Union Constitution does not provide rules for to address, the legal reference shall be the Constitution of the International Trade Unions Confederation and the regulations that are in effect."

Transitional Provisions

1. With regard to member organizations invited to settle their

legal status in view of the duties of membership or partner organizations in the Arab Trade Unions Confederation, these member organizations are entitled to apply for all constitutional bodies provided they do not assume their functions in these bodies until a resolution by the Central Council of the International Trade Unions Confederation is adopted to accept their membership or to settle their legal status.

2. Organizations that have not declared the number of their members or that have declared their membership without proof are listed within the first group in accordance with the table of the Conference's representation provided for in Article 4 of the Constitution.

3. The General Council may review the classification schedule whenever necessary.



الاتحاد العربي للنقابات

Arab Trade Unions
Confederation

دستور

الاتحاد العربي للنقابات

The Constitution of the
Arab Trade Unions

arabtradeunion.org

