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Statute

Trade Union International of Public and Allied Workers - TUI - Public Services

as amended by the XIIth International Congress of TUI of Public and Allied Workers -
Katmandu - NEPAL 13-14 February 2015

P R E A M B L E

1. The Trade Union International of Public and Allied Workers is an international democratic trade union organization uniting in its ranks the organizations of those Public and Allied Workers who accept the Statute. It unites the trade union organizations of workers, office employees and officials of the public services of different orientations from all countries on a voluntary basis, without any discrimination, with full recognition of their rights and sovereignty, regardless of the political, ideological and religious beliefs or the race of their members and regardless of the social and economic system of the respective country.
2. This Statute lays down the norms determining the professional character and the international sovereignty of the Trade Union International.
3. As a class organization, it develops its activity on the basis of the principles of equality of rights, international solidarity and the professional and trade union interests of the workers and employees. In conformity with article 12 of the Statute of the World Federation of Trade Unions-WFTU, the TUI works for the realization of the orientations given by the World Trade Union Congresses and for the consequent development of the international trade union movement's solidarity.
4. The Trade Union International, working on the basis of its own international programmes of professional demands in accordance with its professional structure, taking into account the programme of the World Federation of Trade Unions-WFTU and the specific conditions of the various public service sectors on a national, regional and international level, contributes to realizing the general orientation of the World Federation of Trade Unions-WFTU, and supports its initiative as well as the united action of the trade unions.
5. In its work, the Trade Union International while taking into account the experience as well as the national and professional characteristics of the unions of the various branches of the public services, promotes united action, coordination and understanding between the organizations of the workers of these vocational groups at international level.
6. With complete independence of governments, employers and political parties, the Trade Union International autonomously represents the interests of public employees, also at the intergovernmental international organizations, such as the United Nations Organizations (UNO) and its specialized agencies : the International Labour Organization (ILO), the United Nations Educational, Scientific and Cultural Organization (UNESCO), the World Health Organization (WHO) and others.
7. In the public employees struggle for economic and social rights, especially for the right to work, against capitalist exploitation, the transnational corporations' hegemony, against imperialism, colonialism, neo-colonialism, fascism and racism in all their manifestations; for social progress, liberties, trade union and democratic rights for national independence,



for a new international economic system and world peace, the Trade Union International makes contacts with the progressive and democratic forces which champion all or part of these aims.

ARTICLE – 1

A i m s

The aims of the Trade Union International are:

- a) to unite in its ranks the Trade unions of officials, workers, employees, engineers, cadres and technicians employed in state and municipal administrations, postal and communication services, health services, banks, finance and insurance institutions;
- b) to promote international trade union unity among the trade unions of public and allied employees;
- c) to support the struggle for the improvement of the social, economic and professional situation of public employees and for the fulfillment of their demands;
- d) to defend the democratic and trade union rights and liberties of public employees and to work for their extension;
- e) to activate the workers' common struggle against the penetration of the monopolies and the transnational corporations into the public services, against discriminations, against the detrimental effects of the introduction and application of new technologies;
- f) to strengthen the role and the importance of the trade unions in every social order and to safeguard their rights to fully participate in negotiations and to develop their work at all levels;
- g) to look after the interests of the workers to safeguard the rights already gained, to work for the success of their trade union demands and to struggle for international understanding, for lasting peace and peaceful co-existence on the basis of mutual respect, independence, sovereignty and non-interference in the affairs of other peoples, against war and aggression, for the final liquidation of colonialism and neocolonialism, for international détente and for the achievement of general and complete disarmament.

ARTICLE - 2

T a s k s

The Trade Union International takes an active part:

- a) in all questions concerning interest of the personnel of the public services in the professional, economic and social field, and priorities are: the safeguarding of full employment, the improvement of the conditions of work and remuneration, labour hygiene and safety, the prevention of the negative effects of the introduction of new techniques and technologies, the securing of the necessary vocational training and further training as well as the end of any discrimination against working women and youths.



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- b) In all questions concerning the public services, their utilization, their developments, their means, their role, especially with a view to preventing the social character of public services from being destroyed by projects of massive privatizations, and in order to achieve that the financial, material and human resources which are being wasted in the stockpiling of arms including nuclear arms, are employed in favour of socially useful expenditures, of the development of public services, for the well-being and for raising the living standard of the population;
- c) In all questions concerning public employees' unions, their development, their struggles, the organization of their activities, principally for the intensification of international solidarity between public employees' unions who authentically represent the interests of the employees, without considering their international affiliation, the increased participation of the trade unions in the struggle for peace, independence, sovereignty and disarmament, for guaranteeing trade unions rights and liberties, for the rights of man, against racism, religious fundamentalism and enmity.

ARTICLE - 3

Relations with World Federation of Trade Unions

The Trade Union International cooperates with the World Federation of Trade Unions in the implementation of the orientations of the World Trade Union Congress in the formulation of which it participates and organizes support and solidarity of the entire international trade union movement. The Trade Union International develops its activities independently and works out its professional line with organizational sovereignty.

ARTICLE - 4

Composition of the TUI and affiliation

1. All public service trade unions which recognize the Statute of the Trade Union International may become affiliated members or associated members of the Trade Union International of Public and Allied Employees, without any discrimination on the grounds of race, nationality, political, ideological or religious views.
2. Any trade union organization of public service workers may join the Trade Union International, regardless of its structure or composition and regardless of whether or not it belongs to a national center, without taking into account the international affiliation of the national center to which it is affiliated. All member unions have equal rights and duties within the Trade Union International taking into account points *a* and *d* of Article 9, and Articles 10 and 14 of this Statute.
3. Affiliation is carried out on a voluntary basis and takes into account the rights and the sovereignty of the trade union organizations. In no case does the affiliation of a trade union organization to the Trade Union International result in abandoning or limiting its national independence or autonomy when carrying out the resolutions and decisions of the Trade Congress and of the Directive Committee of the Trade Union International.
4. The admission of trade union organizations to the Trade Union International calls for a written application for membership in the form of a statement or decision to be submitted by the leading body of the organization in question. This application should be accompanied by:



- a copy of Statute,
- information on the number of members,
- and the composition,
- as well as information on the leading body.

The Directive Committee may call upon each organization for information on its composition and its character.

5. Any national trade union organization of public and allied employees whose national centre joins the World Federation of Trade Unions becomes, by rights, a member of the Trade Union International. The admission to the Trade Union International takes place at the Meeting of the Directive Committee. It is discussed and decided upon there, and it is submitted to the International Trades Congress for ratification.

6. The decision of the Directive Committee in favour of the admission of a trade union organization comes into force at once. Pending ratification by the International Trade Congress, the organization in question enjoys all rights and enters into all duties arising from the affiliation to the Trade Union International of Public and Allied Employees.

In the case of the Directive Committee's refusal to admit an organization as a member, the organization in question may apply to the International Congress for a revision of the decision taken by the Directive Committee.

7. The Trade Union International covers the trade union organizations of employees of the following public service branches:

a) State Service:

Trade unions of workers, office employees and officials exercising their activities in ministries and services, offices and institutions of the State.

(Trade unions of employees in teaching institutions, educational departments, transport services for passengers and goods and those in port services may join other Trade Union Internationals).

b) Municipal Service:

Trade unions of workers, office employees and officials working in the administrations of towns and communities, their offices, public institution and enterprises as well as in similar bodies.

(Trade unions of workers, employees and other staff of municipal transport and teaching institutions may join other Trade Union Internationals)

c) Health Service:

Trade unions of employees in hospitals, clinics and other institutions of public and private services, including those unions of employees in social and sanitary services.

(Trade unions of pharmaceutical employees may join other Trade Union Internationals.)

d) Postal, telecommunication, radio and television services:

Trade unions of workers, office employees, officials and technicians in the postal, telephone, telegraph and teleprinter services and in public and private radio and television services.

(Trade unions of artistic and editorial personnel may join other Trade Union Internationals.)



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e) Allied trades:

Trade unions of workers and employees in private institutions and enterprises which have a public character.

ARTICLE – 5

The bodies of the Trade Union International

The bodies of the Trade Union International of Public and Allied Employees are:

- a) the International Trade Union Congress;
- b) Directive Committee;
- c) the Secretariat comprising of President, General Secretary and five Vice-Presidents;
- d) The Financial Control Commission.

ARTICLE-6

The International Congress of Trade Union International of Public and Allied Employees

1. The supreme body of the Trade Union International of Public and Allied Employees is the International Trade Union Congress. The Congress deals with all trade union problems of public service workers throughout the world. It is open to all trade unions of these vocational categories, regardless of their affiliation. Non-member unions may also take part in discussions of the Congress. Regular Congresses are held, in general, every 4 years.
2. The convocation of regular Congress and the publication of their agenda must take place at least three months before the opening of the Congress.
3. The Directive Committee of the Trade Union International can, at the request of at least two thirds of the member unions, convoke extraordinary Congresses. The International Congress will have a quorum if delegates represent no less than half of the member unions.

The functions and the powers of the Congress are:

- a) examination, discussion and decision concerning the reports presented by the Directive Committee and the Financial Control Commission;
- b) determination of tasks in all fields concerning the interests of public and allied employees, confirmation and, if necessary, revision of the programme of demands;
- c) adoption and amendment of the Statute of the Trade Union International, for which a two-thirds majority of the delegates presence is necessary;
- d) ratification of the decisions of trade union organizations as affiliated or associated members of the Trade Union International;
- e) election of the Directive Committee and of the Financial Control Commission in accordance with the provisions of the Statute, keeping in view to secure the representation of all categories of workers who are members, and taking into account the geographical situation of the organizations;



- f) decisions on the tasks, initiatives and demands of the Trade Union International;
- g) determination of the location of the headquarters of the Trade Union International of Public and Allied Employees.

ARTICLE – 7

Composition of the International Congress

1. The International Trades Congress is composed of delegates who are elected by the member unions in accordance with the following norms:

Members	Delegates
Up to 10.000	2
Above 10.000 up to 50.000	3
Above 50.000 up to 150.000	5
Above 150.000 up to 400.000	7
More than 400.000	10

Delegates must be in possession of written credentials provided by their organizations. Any member organization which is unable to send the fixed number of delegates to the Congress is entitled to hand over its elected delegates all the credentials to which it is entitled.

- 2) At the invitation of the Secretariat of the Trade Union International and with the approval of the Directive Committee representatives of non-member organizations may attend the International Congress. At the invitation of the Secretariat of the Trade Union International and with the approval of the Directive Committee representatives of international organizations or their specialized bodies may attend the International Trade Congress as guests.

ARTICLE – 8

Working Methods of the International Congress

1. *The International Congress elects :*
the Presidium,
the Secretariat,
the Credentials Commission,
as well as other commissions considered necessary.
The Congress examines the agenda submitted by the Directive Committee and fixes it.
2. The International Congress provides itself with rules of procedure, whose provisions guarantee a regular and democratic course of work of the Congress, of the regional consultative meetings and branch meetings.
3. Vote at the Congress is, in principle, by show of hands. But at the request of one third of the present delegates it can be voted by call. In this the number of votes being at the disposal of each delegation is fixed in conformity with the provisions of Article 7.

In application of the trade union democracy, a simple majority adopts the decisions of the Congress. Nevertheless, comprehensive and profound decisions are desirable to obtain the broadest agreement and the greatest effectiveness of the activities of the Trade Union International.



4. In the course of the International Congress consultative meetings may be held for different groups or categories of employees, if the Congress so decides.

ARTICLE – 9 The Directive Committee

The Directive Committee:

- a) is the leading body of the Trade Union International. It regulates the activity of the Trade Union International in the period between two International Congresses.

Members of associated organizations can only be non-voting members of the Directive Committee.

The Directive Committee is the guarantor of the respect for the orientations adopted by the Congress, of their adjustment, if necessary, to the situation, and takes the initiatives within its competence for this purpose.

- b) Irrespective of the Directive Committee meetings before and after the International Congress, at least two ordinary Meetings are held between two Congresses, one thereof in the middle of the period between the two Congresses. In the course of these meetings, it
 - exercises a control over the tasks adopted by the International Congress,
 - decides the orientations for the coming period.
 - An extraordinary meeting may be held on its own decision, or on that of its Secretariat.
 - The Secretariat of the Trade Union International must, with the approval of the President, inform the members of the Directive Committee of the date, place and agenda of the meeting at least one month before its holding.
- c) Can adopt decisions if at least two thirds of the members of the Directive Committee are present.

Members of associated organizations cannot be elected to the functions of President, Vice-President, General Secretary or Secretaries.

In certain exceptional cases the General Secretary can be elected from an organization which is an affiliated member and has so far not been represented in the Directive Committee.

- d) Decides on the convocation of the international Congress and lays down its date and the place where it will be held. It defines the main orientations to be taken into account in the agenda, in the rules of procedure and, if necessary, it determines whether further documents are needed.
- e) Gives account of the activity of the Trade Union International and of its leading bodies to the International Congress,
- f) Takes note of the information provided by the Financial Control Commission. It debates and formulates its opinion not the financial activity of the Trade Union International and of the budget and its breakdown annually decided by the Secretariat. It can, if necessary, for the



budgetary period following its meeting make the corrections it considers indispensable in conformity with Article 9 (para – of the Statute).

- g) Can invite affiliated, associated and friendly organizations to participate in meeting.
- h) Takes care that the member organization adheres to the Statute.
- i) Discusses and decides upon the applications for membership submitted by trade union organizations and presents its respective decisions to the Congress for ratification.
- j) It expresses itself on every proposal submitted to it by the Secretariat. If a member of the Directive Committee leaves his or her function, a new candidate is to be proposed by the trade unions of the country concerned, who can be confirmed by the Directive Committee.

ARTICLE – 10 **The Secretariat**

The Secretariat is composed of:

- President;
- Secretary General;
- Assistant Secretary;
- Vice-Presidents for Europe, the Americas, Africa, Asia and Oceania;
- Secretary of Solidarity;
- Financial Secretary;
- Press Secretary and Disclosure;
- Secretary for Training and Planning;

It ensures the fulfillment of tasks of the Trade Union International in the period between the sessions of the Directive Committee to which it is responsible and to which it regularly gives account of its activity.

In agreement with the President, according to requirements and to existing means, it can take the help of permanent political and technical collaborators to accomplish its tasks. These collaborators will work under its collective authority.

The General Secretary:

- He directs and coordinates the activities of the Secretariat. He looks after the accomplishment of the tasks resulting from the decisions of the Directive Committee.
- Sign all financial documents, including checks, money orders, bank transfer and other operations necessary for the financial administration of the International Union of Civil Servants Trade Unions and Similar.
- He administers the Finances in conformity with the annual budget laid down and confirmed by the Secretariat.
- He is entitled permanently between two Congresses to represent the Trade Union International in its relations with organizations, institutions and enterprises.

ARTICLE – 11 **Budget and Financing**



- 1) The Financing of the Trade Union International is ensured by subscriptions and other receipts:
 - subscriptions of affiliated organizations will be fixed by the Directive Committee during the Congress.
- 2) Subscriptions are to be paid annually according to the number of members of the respective organizations, counted at the end of the year preceding the following Congress. Any organization, which is for more than four quarters in arrear with the payment of subscriptions has the right to be presented at the International Congress, but loses its right to vote, unless the Directive Committee expressly grants this right.
- 3) The XIIth Congress of Trade Union International of Public and Allied Employees decides the subscription rates of the affiliated organizations as follows:
 - a) *Minimum \$ 500 USD annually for unions up to 25.000;*
 - b) *Minimum \$ 700 USD annually for unions from 25.000 to 100.000;*
 - c) *Minimum \$ 1.000 USD annually for unions with more than 100.000.*

ARTICLE – 12
The Financial Control Commission

- a) The Financial Control Commission is elected by the Congress from among the representatives of organizations which have affiliated member status and are not members of the Directive Committee. The number of members of the Financial Control Commission is fixed by the Congress, The Commission elects its Chairman from among its members.
- b) The Financial Control Commission examines the documents of accountants of the Trade Union International and makes proposals for the utilizations of the funds of the Trade Union International.
- c) In its capacity as a controlling body it participates in the meetings of the Directive Committee where it presents conclusions on its activity and on the mode of utilizing the funds of the Trade Union International.

ARTICLE – 13
Observance of the Statute

If a member union seriously and persistently violates this Statute or evidently neglects the decisions of the leading bodies of the Trade Union International, the International Congress can, on the proposal of the Directive Committee, asser that the organization concerned has voluntarily left the Trade Union International, in such a case the Congress confirms with a two-third majority that the affiliation of this organization has been terminated.

Under the same conditions the Directive Committee can ascertain, with a two-third majority, that the trade union concerned has in fact suspended or renounced its affiliation to the Trade Union International. Following this International Congress will have to definitely pronounce on the disaffiliation itself.



**ARTICLE – 14
Working Methods**

As a democratic international trade union organization, the Trade Union International works on the basis of the principles of trade union democracy, and its democratically elected leading bodies work in accordance with the principle of collective leadership. The Trade Union International develops its activities according to the following methods:

- a) It strengthens and develops the close and stable relations with affiliated and associated trade union organizations in the struggle for jointly decided aims, on the basis of voluntary cooperation and for general benefit.
- b) It extends and strengthens its friendly relations with non-member unions of public employees both on the level of the individual branches and in the sectors directly interesting all public employees.
- c) It shows moral and material solidarity at international level to the workers and unions of the public service struggling to defend their economic, social, democratic and political interests and demands.
- d) It supports trade union organization of various countries in developing their bilateral and multilateral contacts, and in changing delegations, information and documentation, as well as in publication. It brings out its own publications in conformity with the decisions of its leading bodies.
- e) It examines the economic and social situation of public employees, considered the specific conditions of life and struggle of the various vocational groups, and generalizes the experiences gathered in the struggles of public employees' unions, the interest of trade union activities being developed at national, regional, and international level.
- f) It organizes the exchange of experience concerning the forms and methods of struggle of public employees in the various countries in accordance with topical requirements, under which the various trade unions are working and thus with a view to preparing and to carrying through the most efficacious activities in defense of public employees' interests. In this connection, special importance is attached to trade union educational work.
- g) It organizes national, regional and international conferences, symposiums and seminars for workers of one, several or all public service branches, and deals with specific problems of one or several branches.
- h) In accordance with the responsibilities laid down in the Statute, the leading bodies of the Trade Union International concentrate upon the consistent support and development of the regional activity and branch activity, in keeping with existing necessities and possibilities. This aim requires an appropriate composition of the leading bodies of the Trade Union International, the development of forms of cooperation between the leading bodies of the Trade Union International so as to ensure the necessary support and development of regional and branch activities, and guarantees the contribution of the Trade Union International to meet the global challenges of trade union struggle.
