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BWI is the Global Union Federation grouping free and democratic unions with members in the Building, Building Materials, Wood, Forestry and Allied sectors.

BWI brings together around 361 trade unions representing around 12 million members in 115 countries. The Headquarters is in Geneva, Switzerland while the Regional Offices are in Panama, Malaysia, and South Africa.

Our mission is to defend and advance workers' rights, and to improve working and living conditions in our sectors. The BWI, above all, has a rights-based approach. We believe that trade union rights are human rights and are based on equality, solidarity and democracy, and that trade unions are indispensable to good governance.

BWI goals include 1) to promote and defend human and trade union rights; 2) to increase trade union strength; 3) to promote a stable and high level of employment in our sectors; and 4) to influence policy and strengthen the capacity of institutions and tripartite structures in our sectors.

Report of 5th BWI World Congress

Madrid, Spain, 5-7 October 2022

Introduction

Building and Woodworkers' International held its 5th World Congress in Madrid on 5-7 October 2022, bringing together over 800 unionists, including 110 online delegates. Women's participation reached a record 31%, the highest number ever, and young participants numbered 12%. Superbly hosted by BWI affiliates, CCOO-Habitat and FICA-UGT, there was a Spanish flavour to all the debates as delegates concluded many of their statements with the rousing Congress slogan of 'Vamos!'



The Congress reviewed the work of the past Congress period, which had exceptionally been extended for one year because of the COVID-19 pandemic and debated and adopted the new Strategic Plan 2023 – 2026. It adopted a wide range of important resolutions which will complement and enhance the Strategic Plan.

Amendments to the BWI Statutes were designed to strengthen provisions on women's and youth participation in decision-making; and representation of gender and the global South in BWI's Presidium. BWI is growing as a more diverse organisation with stronger participation of the regions in the work.

Thematic panels showcased BWI's strategic partnerships with FIFRO, the global trade union for football players, on the mega-sports events campaigns, and with the C40 cities initiative to ensure a just transition in policies and actions to reduce carbon emissions. Congress was also an opportunity to express solidarity in action with unionists fighting for democracy and trade union rights in countries including Myanmar, Hong Kong and Ukraine.

The Congress re-elected Per Olof Sjöö, President of the Swedish Forest and Wood Workers Union as BWI President and Ambet Yuson, as BWI General Secretary. Five Deputy Presidents were also elected: Gail Cartmail, Executive Head of Operations, UNITE, UK, Dietmar Schäfers, Deputy Chairperson of IG BAU, Germany; Pierre Cuppens, Secretary General of ACV CSC-BIE, Belgium, Saúl Méndez Rodríguez, General Secretary, SUNTRACS, Panama, and Phyo SanDar Soe, General Secretary, BWWF, Myanmar and recipient of the BWI's 2022 Rights for All Award.

Preface

This report provides a snapshot of three action-packed days of the BWI's 5th World Congress in Madrid 5-7 October 2022. Thanks again to our hosts, CCOO-Habitat and FICA-UGT, and the Spanish trade union centres, Comisiones Obreras and Unión General de Trabajadores, and the Pan-European Region. Thanks to all the participants, delegates and guests, both present at the Congress and those who joined online, who contributed to the debate. Thanks also to the BWI global staff – what we have achieved is a result of everyone's contribution and a collective effort. It was particularly important for me to see you again after the difficult times we have all gone through during the pandemic.



It is my honour to be re-elected as BWI General Secretary and I thank affiliates for their confidence and trust. It is a real privilege to work with the other members of the Presidium, the World Council, and all affiliates and partners to implement the Strategic Plan 2023-2026, so together we can meet the multiple challenges of the next Congress period.

We now have a clear way forward – Vamos!

Ambet Yuson
General Secretary
October 2022

Congress Opening Session

The BWI Youth Choir opened the Congress



The vital role of trade unions

The lockdowns were a shock to all of us, people were afraid, we lost many union members, family and friends. It was a tragic time and it also accelerated existing trends, isolating people, extending use of social media, and opponents became enemies. It was the perfect soil for the growth of extremism. Trade unions have a vital role to play to heal the fissures in society through promoting collective action.

Per Olof Sjöö
BWI President

Per-Olof Sjöö, the BWI President gave the opening address. He thanked the host unions, FICA-UGT and its General Secretary, Pedro Hojas Cancho and CCOO-Habitat and its General Secretary, Daniel Barragán Burgui for their work in preparing

the Congress. He welcomed guests and all affiliates participating via zoom, stating that they should consider that they were as much a part of the Congress as those physically present in Madrid.

He stated that the world situation is very concerning and trade unions face great challenges. The pandemic has increased inequalities, discrimination and violence against women and disrupted economic development and fanned hatred.

He spoke about the dangers of climate warming and warned that actions to reduce carbon emissions were now critical and urgent. BWI will continue to join with other trade unions to promote global actions and ensure that the interests of workers are taken into account.

Compared to the situation of last Congress, there has been a deterioration in democracy and peace, with conflicts throughout the world.

Joaquin Pérez Rey, the Spanish Secretary of State for Employment and Social Economy, gave a



Permanent contracts for construction workers

In Spain, we have introduced reforms so that workers' rights in the construction sector are protected. Eight months ago, the number of permanent contracts was less than 10% and the rest were temporary contracts. Now, in September 2022, 76% of all contracts are permanent contracts. This is a huge success, guaranteeing stable jobs to millions of workers.

Joaquin Pérez Rey
Secretary of State for Employment and Social Economy, Spain

keynote address. He welcomed all participants to Madrid, and stated “Without trade unions there is no democracy, no justice and no rights.” He highlighted some important social dialogue achievements in Spain and improvements in working conditions in the construction sector, with a dramatic increase in the number of permanent workers compared to contract workers. The environmental and digital transition is taking place - there are no alternatives - but it must be managed with the voice of workers at national and international level.

Johan Lindholm, Vice-President, BWI Pan-European Region also welcomed participants to the region and to the Congress. “In Europe, the war in Ukraine has overturned lives and the people are now fighting for survival against Putin’s barbarism. This is why the Congress motto – for peace, for people, for the planet is so important.”

Daniel Barragán Burgui, General Secretary, CCOO-Habitat, Spain welcomed participants and noted that all the Regional Secretaries of CCOO-Habitat were also present. “I welcome BWI’s commitment to the fight for equality in the workplace and in unions and the importance of equality plans as a tool to make further advances.” The global economic crisis was impacting workers. In



Spain, unions argue that workers should not bear the burden of inflation. “The Congress needs to address many challenges. I hope you will leave the Congress more united, more equal and stronger!”

Pedro L. Hojas Cancho, General Secretary, FI-CA-UGT, Spain “The Congress is taking place at a critical moment. Unions have an important role to advocate for people-centred policies during the post-pandemic recovery and transformation. Con-



gress is an opportunity to find solutions through commitment and responsibility and by working with companies to ensure a sustainable future. “

Gilbert F. Hougbo, the new International Labour Organization (ILO) Director General delivered an online keynote address. He recognised the incredible advocacy work of the BWI. He referred to four issues of importance to the BWI. “I will propose to the Governing Body that ILO adopts a plan of action and roadmap on OHS.” The second issue concerned ILO engagement with multinational enterprises (MNEs) and supply chains. The ILO plans



BWI made a massive contribution

The International Labour Conference has made occupational health and safety a fundamental right at work. This is a huge development and it is important to recognise the incredible advocacy work of the global trade union movement. Last year, BWI took the lead, launching a global alliance for a healthy and safe workplace campaign, and calling for ILO Member States to recognise OHS as a fundamental right at work. You made a massive contribution to this ground-breaking achievement.

Gilbert F. Hougbo

International Labour Organization Director



to scale up its promotion of the tripartite declaration on MNEs and responsible business conduct throughout the entire supply chain. Thirdly, he affirmed that the ILO is committed to strengthening rights-based, gender-responsive and fair labour migration and will continue to foster tripartite inter-regional dialogues and develop partnerships to strengthen the Global Compacts on migration and on refugees. The fourth issue concerned climate change, and he noted that ensuring just transitions towards environmentally sustainable economies and societies is a key element of the programme of work in the coming years.

The Director General also explained that he proposed to establish a Global Coalition for Social Justice in 2023, a multi-stakeholder coalition to advocate for social justice in policymaking, in development cooperation and in trade and investment agreements. Finally, he committed to working closely together with the BWI and wished every success for the Congress.

A Spanish guitarist, entertained the participants with a musical interlude.

Obituaries

A video was screened, followed by one minute's silence in remembrance of BWI unionists, workers and family members who had passed away during the COVID-19 pandemic, and in conflicts and in the workplace and in building of mega-sports infrastructure.

Peace Sign

All Congress participants were invited to line up to form the peace sign outside the Congress conference hall in solidarity with Ukraine.



BWI Activities Report

Ambet Yuson, the **BWI General Secretary** presented the BWI report on activities. “Despite the pandemic and the many challenges, it is also important to celebrate victories.” Lula in Brazil had won the first round of Presidential elections and is set to win the second round. He referred to the pink tide in Latin America, the union drives in the USA and recognised the North American affiliates at the Congress. He also recognised the courageous trade unionists from Ukraine and Myanmar. He thanked the Africa and MENA region for hosting the last Congress. He welcomed the EFBWW leadership, noting that cooperation between BWI and EFBWW was growing stronger.



He applauded the achievement that 31% of delegates were **women**, and congratulated women for the many campaigns and mobilisations, on valuing women’s work, women in trades and on the ratification of C190 on violence and harassment in the workplace. He celebrated the achievement that **OHS** is now a fundamental human right recognised by the ILO. The ILO Code of Practice on Health and Safety in Construction was another victory. However, the number of workplace accidents remains very high. BWI has recently signed an agreement with the *Société de Grand Paris* and the French unions to conduct health and safety inspections.

Red Card for FIFA campaign has improved the lives of migrant workers in **Qatar**. He thanked all the affiliates who contributed to the campaign and those who sent their OHS inspectors and experts. However, he noted that the labour reforms in Qatar was meaningless unless they make a difference over time - hence the importance of the negotiations with the Qatari government and FIFA to recognise a Migrant Workers’ Centre. He recognised the contribution of Jin Sook Lee to the struggle of migrant workers, particularly in Qatar. The campaigns continue in Paris and elsewhere. There is a new campaign ‘No Asia Winter Games in Saudi Arabia in 2029 Without Workers’ Rights.’ There is now a joint bid of Spain, Portugal and Ukraine for the World Cup in 2030 and he asked for Congress support. It will be the construction workers who will rebuild stadiums and the entire country.

He stated the pandemic was a health crisis and a socioeconomic crisis. **Multinationals** (MNCs) took advantage of the pandemic to dismiss workers, restructure and get rid of trade unions. BWI needs to strengthen its MNC networks and renegotiate many global framework agreements (GFAs.) Workers’ capital is another strategy where BWI should do more.

BWI has done pioneering work with the **World Bank and International Financial Corporation** (IFC) to secure labour rights in their lending policies. Government procurement policies also give unions leverage to influence corporate conduct. He congratulated the PFBWW in Pakistan for the successful case using World Bank/IFC environmental and social standards at the Karot hydro-electric power project.

There are many upheavals – in Hong Kong, in Myanmar, in Belarus, unionists are engaged in struggles against dictatorships and in Ukraine they are fighting against the Russian invasion. The fight for democracy and the fight for trade unions are one and the same fight.

BWI needs to intensify efforts on **climate change** and promote clean construction for the just transition to the low emission construction. The BWI-C40 initiative will build cooperation between city governments, industry and unions and promote secure employment and upgrading of skills, for women and young workers as well. There is a need for

better forest management and skilled workers to protect forests and people. - Fatimah Mohammad and Mark Osanti are elected members in PEFC and FSC and will be BWI's voices in the certification process. Workers have rights to social protection, retraining opportunities and employment alternatives. BWI advocacy on greening the planet is the future of work. In concluding, he expressed the hope that the Congress can renew the sense of solidarity, collectivism and friendship - for peace, the people and for the planet.

Discussion and adoption of BWI General Secretary's report of activities

In the discussion that followed, delegates applauded the work of BWI, welcomed the fact that 31% of participants at Congress were women and the strong presence of young people. Delegates referred to the fundamental importance of union solidarity. A delegate from North America noted that all workers are engaged in the same fight for

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Delegates referred to the fundamental importance of union solidarity.

respect and dignity. In the context of Canada and USA, with President Biden's new infrastructure investment, many MNCs will come from abroad. The IFAs will be useful in negotiating with them and transnational solidarity will be an important lever. A delegate from India also expressed the importance of transnational solidarity for stranded migrant workers during the pandemic and the need to fight back against regressive labour reforms. Another delegate stressed the importance of another form of solidarity, the timely payment of affiliation fees, giving the example of her small union, which had a predominantly female workforce.

Delegates discussed the **BWI campaign in Qatar**. Representatives of the Filipino construction workers in Qatar explained that now they all benefitted from minimum wages and that it had been possible to set up different community associa-

tions. They expressed the wish for BWI's support to continue after the World Cup had ended.

A delegate from the Electricians' Union in Denmark shared information about the global power trade union which drew its membership from electrical unions affiliated both to BWI and to IndustriALL. It was a network of unions, which meets annually. He noted that as the climate crisis calls for new green solutions, unions must be ever more connected to fight for a just transition.

Ambet Yuson, in replying to the contributions: "BWI has really made progress concerning women, as gender equality is integrated into all aspects of the strategic plan and it is not just a question of numbers at Congress or functioning women's committees." He expressed his full support for the global power union and BWI encourages unions to become members, especially in countries where electricians' unions are relatively small. He reiterated the determination of the BWI to continue to support the cause of migrant workers in Qatar. He noted that there were still 45 days before the start of the World Cup and that BWI must fight for the Migrant Workers' Centre, as the seed of the future trade union movement in Qatar. BWI will not walk away!

A real difference in Qatar

We have made a real difference in the lives of migrant workers in Qatar. We have signed agreements with the Qatar Supreme Committee and three multinational companies, held 59 joint inspections of the stadium sites and accommodation. There have been elections to workers' committees, we have provided legal assistance to workers demanding wage payments and we have supported the organisation of the community leaders' forum. There are new labour laws introducing a minimum wage and the abolition of kefala system. We have improved the working and living conditions of more than 100,000 construction workers in Qatar. Thanks to all the affiliates who contributed to the campaign and thanks to the affiliates who sent their safety inspectors and experts: Germany, Belgium, Austria, Iceland, Sweden, Finland, Norway, France, Italy, Cyprus, Netherlands, UK, Switzerland, India, Nepal, the Philippines, Australia, Turkey, South Africa, and Ghana. I want in particular to recognise the work of Jin Sook Lee, who dedicated her work to the struggle of migrant workers, particularly in our campaign in Qatar. Thank you, Jin Sook!

Ambet Yuson
BWI General Secretary

Auditors Report

Steinar Krogstad, Chair, presented the Auditors Committee (AC) report, for the last time he is taking up a new role in the Confederation of Norwegian



BWI is a transparent organisation

The Auditors' Committee conducted audits in Geneva and the regional offices and accessed all relevant documents. All administrative work was found to be in order and records are maintained in an exemplary fashion. BWI is a transparent organisation with excellent credibility.

Steinar Krogstad
Chair, Auditors' Committee

The Credentials Committee established voting rights as set out in Article 5, 8 and 9 of the Statutes:

Total voters:	229 voters representing 1,666 votes
Simple majority	834 votes
Two-thirds majority	1,111 votes
Registered affiliates	236 (65% of all affiliates)
Number of countries	98 (85% of all countries)
Total registered delegates	700 at Congress and 110 online registered delegates
Women representation	31% (the highest ever!)
Youth representation:	12%

Trade Unions. The external auditors could not identify any weakness or risk in the financial situation. "There is a need for a stronger commitment to the strategic plan, with priority for projects for unions that benefit from collective agreements covering large parts of the sector in the country."

He concluded: "The Committee considers the accounts for the Congress period provide a correct representation of the BWI's financial position." The financial statement for the years 2017- 2021 was adopted.

Report of Credentials Committee

The Credentials Committee reviewed whether delegations had fulfilled their statutory obligations and paid their membership fees, including for 2022. Only those up to date with affiliation fees payment have the right to attend, to speak, to vote according to the Standing Orders adopted by the Congress. The Committee had also reviewed the composition of the delegations both online and on-site and the report indicated the aggregate representation of women and youth.

Thematic Session: Sports and Labour – building a decent work legacy around mega-sporting events

Dietmar Schäfers, Deputy BWI President and Deputy Chairperson, IGBAU welcomed Jonas Baer-Hoffman, General Secretary of FIFPRO, the global trade union for professional football players.



"BWI and FIFPRO have collaborated on the World Cup in Qatar and have a cooperation agreement."

Jonas Baer-Hoffmann answered a series of questions concerning the purpose of FIFPRO, the cooperation agreement with BWI, and the role of human rights organisations in mega-sporting events. "FIFPRO has quite a unique position in that it is a

Getting ahead of the curve at the bidding stage

If sports organisations wanted, they could make human rights issues and workers' rights part of the criteria for even entering the bidding rather than just a to-do-list after the tournament has been awarded. The bidding process is harder to organise around as it is less emotive – there aren't the faces and the stories you can put to them – but we need to get ahead of the curve and take that approach.

Jonas Baer-Hoffmann
General Secretary, FIFPRO

sports stakeholder organisation but also a human rights and trade union organisation. The cooperation agreement is a powerful platform to put a spotlight on conditions in Qatar and to work for social change." He also stated: "There is a need to put pressure on the sports institutions to put human rights and the environmental footprint at the front end of the award process by reviewing the structural framework, the bidding process and legal remedies." In the short term, it is important to keep pressure on the Qatar authorities and support the demand for a Migrant Workers' Centre. He expressed the conviction that both men and women football players would wish to continue to engage in Qatar and want to play football with migrant workers there!

A video to showcase BWI's campaign on decent work in mega sporting events in Russia and Qatar was shown.

Fair Games Award in honour of Jin Sook Lee

Dietmar Schäfers introduced the Fair Games awards for individuals and organisations that have carried out successful campaigns or activities to



The awards were given to the community leaders' forum in Qatar and to GBH Austria, for its work to build a school and a kindergarten for the children of migrant workers in Northern Nepal.



fight for a dignified life. The award was presented in honour of BWI's colleague, Jin Sook Lee, who had passed away earlier in the year and had dedicated her entire life to trade union causes. The finalists were selected by a BWI inter-regional panel of jurors, assisted by the BWI President.

Saul Aliguma, on behalf of the Community Leaders' Forum accepted the award. "I appreciated the role of BWI in providing guidance and tools for organising so that the voiceless had a voice and stated that with the support of BWI, it would be possible to continue to make improvements to the lives of migrant workers in Qatar."

Josef Muchitsch, GBH, Austria accepted the award on behalf of all trade unions that show solidarity with those in need. "B&H had managed to agree improvements with Austrian MNCs for construction workers in Qatar. His union had decided to build a kindergarten and school for children of migrant workers as a show of solidarity and there are plans to build a bigger school soon."

Presentation, Discussion and Adoption of Amendments to BWI Statutes

Marta Pujadas presented the nine proposals for amendments to the BWI Statutes. She reviewed the impact of these proposed amendments, noting that amendments 2, 3, 7, if adopted, would have an immediate impact, while amendments 5,6,8 will be implemented after the closing of the Congress. Amendment 4 on extending the period between Congresses would come into effect after the next Congress in 2026.

Each amendment was presented and Per Olof Sjö called for a card vote and the amendment was duly adopted.

Amendment No. 1: Securing one third women representation in BWI statutory bodies (Article 9.7) and Amendment No 2: Securing one third women representation in BWI statutory bodies (Article 11.2)

Rita Schiavi (Chair, International Women's Committee) noted that at this Congress, 31% of delegates are women so it was a realistic objective. "It is now proposed that the one third rule becomes binding both for Congress delegations and for the World Board." Greater female representation in the various bodies will mean greater diversity for the whole of BWI and will be positive for the organisation as a whole.

The amendment was supported by speakers from Nepal, Australia, Tunisia, Myanmar and Sweden, on behalf of the Nordic Group. The speakers stated that the amendment would allow for women's voices to be heard at the table where decisions were made. As a democratic organisation, it is important to provide space for women to participate in all decision-making bodies. It will also attract women workers to consider working in BWI industries when unions are strong and promote women's participation. **The Nordic Group supported the amendment as the right step to walk into the future.** The Nordic Group also proposed that the World Board be given the task of modernising the Statutes in order to form a stronger BWI and to come back with a proposal for the Congress in 2026.

Per Olof Sjö: "The proposal to conduct a general review of the Statutes will be forwarded to the World Board for discussion."



One third mandatory women's representation a strong message

There is still a large gap in terms of women's participation in decision-making in the union at local, national and global levels. The mandatory inclusion of one third women's representation on the BWI governing structure will send a strong message to affiliates to also have one third women in their structures, activities and at their Congresses.

Smitree Tamang Lama
CUPPEC, Nepal

Amendment No. 3: Statutory Amendment Regarding Presidium (Article 12.1 and 12.2 and related amendment to Article 9.3)

Dave Noonan, CFMEU, Australia moved the proposed amendment, noting it had two parts. During the pandemic, the Presidium met frequently to deal with the emergency and the General Secretary reached out to involve the Deputy Presidents. "It was found that the Presidium could have a role to provide political guidance on major campaigns, negotiations and on activities and the Presidium could be given other tasks by the World Board between meetings."

There is also the proposal to increase the number of Deputy General Secretaries from three to five to ensure representation of the global South and a better gender representation. "The intention is to make the organisation more effective and to provide a good support for the President and General Secretary."

The amendment was supported by a delegate from Egypt, as it would achieve greater representation of women at international level and better representation of the Global South to make BWI a stronger organisation.

Amendment No. 4: Statutory Amendment regarding length of Congress period and electronic voting (Article 9.2 and Article 9.9)

Fatimah Mohammad, UFES, Malaysia moved the amendment: “Given the constraints caused by the pandemic, it is appropriate to extend the Congress period from 4 years for 5 years to take effect not in 2026 but for the Congress afterwards.”

A delegate from Namibia supported the amendment, noting that the amendment would provide for more time to implement the strategic plan. The second part of this amendment would strengthen the effective functioning of the Congress through electronic voting procedures.

Amendment No. 5: Statutory Amendment regarding Associated Membership (Article 4.5)

Saúl Méndez, SUNTRACS, Panama: “It reflects the reality of some unions that share BWI values but cannot affiliate for different reasons. The ILO recognises organisations without legal status and this new category of membership would allow BWI to support the unions so that they can overcome a situation of adversity.” The World Board would discuss each application on its merits.



Amendment No 6: Amendments to the BWI Statutes Completing the Youth Structures in BWI Regional Structures (Article 15 and Article 19)

Eliéser Córdoba, SUNTRACS, Panama moved the amendment: “There had been many virtual meetings of the youth structures during the pandemic to conduct campaigns and it had been a very useful way to work.”

The proposal is to support annual meetings of the International Youth Committee, alternating physical

meetings one year and the next using virtual platforms.

A delegate from Zimbabwe supported the amendment: “The active participation of youth can be instrumental in taking the union movement to new heights. It is important to create youth structures at regional level where young activists can decide matters, just as there are successful women’s structures that organise women workers.”

Amendment No. 7: World Council members per country group (Annex 1 of the Statutes)

Dietmar Schäfers, Deputy President moved the amendment, noting the proposal had been discussed at the World Board on the proposal of the Presidium. It referred to the composition of the World Council.

“Because there is a shrinking membership in some countries, the proposal is to lower the thresholds, which could also have a positive outcome as it could act as an incentive for some country groups to increase their membership.”

A delegate from Brazil supported the amendment, noting the difficulties of some affiliates in countries with weak currencies. He stated that if the thresholds were lowered, it would be possible for countries like Brazil to maintain their membership numbers.

Amendment No 8 Annex 2: List of related sectors and trades of the BWI Statutes (Annex 2 of the Statutes)

Adalberto Galvão, SINTEPAV-BA, Brazil moved the amendment to Annex 2, noting that it seemed necessary to broaden the scope of representation of BWI sectors. “The amended list would include new sectors and trades and would better reflect better the reality on the ground.”



Amendment No 9: Composition of country groups in World Council (Annex 1 of the Statutes)

Richenel Ilario SEBI, Curaçao moved the amendment to change the country groups as Dominican

Republic is part of group 28 but it is part of the Caribbean as is Haiti and Cuba. “There have been on-going discussions about the need to have all the Caribbean islands as part of one group which is group 29. He noted it would mean a lot to the group as then the family is together.”

Strategic Plan 2023-2026



The plan also reflects the Vision, Mission and Goals of BWI as adopted by the 2017 4th World Congress in Durban.

Johan Lindholm, Byggnads, Sweden: “There are priority themes identified, there were ten top actions for the next Congress period. Global, regional and network action plans will be formulated after the Congress.”

Trade unions as global social actors for climate justice

COVID-19 underscored that the multiple global challenges cannot be separated. Trade unions must break barriers of gender, age, status, race and nationality to increase trade union protections and become sustainable organisations. They must innovate and widen their role in society to become global social actors for climate justice and push for science-based actions and social policies.

Justina Jonas
Co-Chair Ad-Hoc Working Group on the Strategic Plan

Johan Lindholm and Justina Jonas as the Co-Chairs of the Ad-hoc Working Group introduced the Strategic Plan 2023-2026.

“The draft Strategic Plan 2023- 2026 is a collective and participatory product that provides a framework for the tasks of the affiliates and the global federation. Five strategic areas have been identified from the previous seven with primacy given to the fight for climate justice.”

The International Women’s Committee and the International Youth Committee gave inputs as well as the ad-hoc Working Group on the Future of Work.



The fight for **climate justice** was the first priority for the next Congress period and BWI plans to transform itself into a global actor in climate work in its sectors. Calling for a just climate transition, BWI can use its institutional expertise to increase knowledge and formulate policy recommendations to strengthen technical changes at the workplace and in industries as a whole through negotiations, lobbying and advice to affiliates. There is a need for more systematic education programmes on climate issues and climate concerns should also be included in the IFAs.



The second convergence- **build inclusive trade unions** –is a fundamental task based on the belief that no one should be left behind. The key is to organise across borders through the global organising academy (GOA) and to strengthen collective bargaining in target sectors. The plan is to expand the work on women in trades, and on recruitment and mainstreaming for women members at all levels. There is a need to invest in policies and actions concerning LGBTQI rights. The ‘Get ready for the future’ campaign will encourage more young workers to participate in BWI unions and leadership. There will be a focus on protecting informal workers and action to support a global framework and network for migrant workers.

The third convergence – ensure **safe and healthy workers** - proposes a campaign for the ratification of ILO C. 155 and 187, which now constitute funda-



mental principles at the rights at work. This will be combined with OHS brigades training, and workplace monitoring and reporting. The global campaigns to ban asbestos campaign and the 25 kilos weight limit for cement sacks will continue. Mental health will be incorporated into the strategy for a better working environment. The plan also envisages a rights-based certification systems and a global inspectorate mechanism for large-scale infrastructure projects and mega-sports events with trade union involvement. BWI also commits to supporting affiliates' advocacy on protection of workers in cases of natural disasters.



The fourth convergence- **globalise workers' rights** - seeks to address the deficit of workers' rights worldwide. Campaigns for universal ratification of core ILO conventions will continue, together with the C. 190 on violence and harassment at the workplace, and 'stop macho culture' campaigns. The plan envisages work to sign new IFAs with MNCs and their supply chains and renegotiate some IFAs to set a new standard. Organising in Chinese MNCs and the Chinese Belt and Road Initiative remain a key area together with BWI's work with the International Financial Institutions (IFIs) and the global forest certification systems. The child labour strategy will be strengthened with wider geographic coverage. The mega-sports campaign will seek to ensure a rights-based legacy in Qatar and focus on upcoming Olympic and World Cup events.



The fifth convergence – a **fair future of work** - takes up the challenge for unions to prepare for technological and digital changes. The plan envisages setting up a future observatory for strategic organising and knowledge exchange; and the formulation of a global charter on digitalisation, automation

and artificial intelligence (AI). It will include a gender lens to ensure that men and women have the same right to training and employment. BWI will advocate for social protection, in particular pension systems, to cushion the impact of economic shocks. Trade unions must be involved in the process of digital, technological change to ensure respect for workers' rights and support for education and retraining. The BWI - C40 agreement will promote clean construction and include equality targets.

Discussion and Adoption of the Strategic Plan

In the discussion that followed, delegates expressed their support for the draft strategic plan, noting that it was a true reflection of the discussions held at regional level, including in the Latin American and Caribbean region; and that **it was an innovative tool to defend workers' rights**. A North American delegate explained how his union found strategic planning very valuable as it focused on deliverables and helped with budgeting. It was a good process which provided a roadmap that could be adjusted when necessary and which helps 'plan the work and work the plan'.

Speakers outlined some of the **priority areas of work** referenced by the Strategic Plan and implemented by their unions. **OSH was raised as a priority concern by a number of speakers**, referring to high accident rates and occupational diseases in civil construction and in the natural stone sector. The key strategies of monitoring and enforcement of legislation and social dialogue with the government and IFIs were affirmed. Investment in vocational training was also raised as a priority particularly so in Ukraine, which will need a massive reconstruction programme after the war.

As a consequence of COVID-19, delegates noted that social security had become a critical issue. A delegate from Israel described the assistance programmes his union provided to Israeli, Palestinian and migrant workers during the pandemic. In India, affiliates had decided to carry out a campaign to amend the Indian Constitution to include OSH and social security as fundamental rights and looked for support from the ILO and BWI.

The focus on **organising MNCs**, including Chinese MNCs where there are many violations of workers' rights, was highlighted. A Danish delegate expressed concerns about the organising strategy in Qatar and stated that while they would not abandon migrant workers in Qatar or elsewhere, he recommended that only players should go to Qatar and that others should stay at home.



The fight against the invasion and the fight for workers' rights

We have carried out solidarity actions to protect labour legislation in Ukraine and Kyrgyzstan and are grateful for the support of the BWI family. We have successfully resolved disputes with MNCs in the cement sector, created a new tower crane operators' sector and new organised sectors will bring us more power. We send greetings from 50,000 construction workers organised in 300 companies. We find ourselves in the unexpected circumstances of war. Thank you for your donations and continued solidarity during this long winter.

Vasyl Andreyev

General Secretary, PROFUD, Ukraine

Delegates welcomed the **Strategic Plan's emphasis on** inclusive trade unions and expressed support for the inclusion of a wide range of social issues, including gender equality, youth, migrant workers and LGBTQI workers. Many raised the importance of organising contract and informal workers in countries including India, Ukraine to Jamaica. In Tamil Nadu, contract workers in government companies are discriminated against and although the union won a legal ruling, the government has not yet implemented it. Others highlighted the importance of gender equality programmes, vocational training for women and women's support networks. In Sweden, SEKO has a support network for women working in rail and road building which tackles issues such as working conditions, sexual harassment and appropriate PPE. In Arab countries, the need for increased investment in youth training programmes was raised as young people's participation in leadership remained very low.

Delegates expressed support for the Strategic Plan's focus on **climate justice**. In the context of the Caribbean and the Amazon region, the issue is of particular importance. They also expressed support for **the struggle for democracy and human rights**, and on-going solidarity with

Ukraine. A delegate from Israel stated: "Palestinian workers are the bridge to peace and the goal of a two State solution."

A representative of the International Workers Confederation (CIT), Mexico, while noting some labour relations issues were specific to his country, stressed: "It is important organising across borders and to continue to work with BWI on a range of issues."

Per Olof Sjö noted "the consensus to continue to work to strengthen the situation of migrant workers in Qatar." He referred to the Danish proposals about the tactics to use at the World Cup for the consideration of the World Board.

Thematic Session: Climate justice issues are workers' issues: from global dialogue to local actions

A short video on climate change, the C40 partnership and sustainable forestry was screened.

The BWI shares C40 Cities' agenda for a green and just recovery.

We need a worker-centred transition to a greener, cleaner and more inclusive economy. By investing in the renovation and retrofitting of buildings, green infrastructure projects, housing, schooling, and medical facilities, we can create millions of green jobs for construction workers and benefit communities. But for BWI, green is also yellow and blue. It means safe, decent and sustainable jobs, and union jobs. We need to see a radical transformation of the construction industry and how it operates both locally and globally. We must continue to strengthen our efforts to tackle the many layers of sub-contracting, the abuse and exploitation of vulnerable construction workers, as well as address issues of informal, unskilled, temporary labour, and unsafe working environments. C40's campaign on clean construction has the potential to lead this transformation by requiring the industry to align itself with its major client – the cities.

Gail Cartmail

BWI Deputy President

Mark Watts, Executive Director C40 Cities answered a series of questions concerning the work of C40 Cities and the partnership with BWI. He explained it was a membership organisation with over 100 cities. Its core mission is to halve global carbon emissions by 2030 using a partnership approach with political leaders, business and trade unions to reduce inequalities and ensure that the majority benefits. It



has set up a just transition working group to design policies so that workers who are going to lose out are able to benefit from the good new green jobs.

He explained that he had recently visited New York City where the mayor has introduced mandatory limits to carbon emissions in 5000 of the largest

buildings in the city. This regulation is expected to create 26,000 jobs over the next decade and create an annual retrofit market worth USD 20 billion. This is a result of one Mayoral regulation. “The partnership with BWI needs to ensure that when these decisions are made, they also enshrine workers’ rights and ensure decent unionised jobs so it is possible to move away from the bad working practices of the past.”

The scale and pace of change to halve global emissions this decade is entirely new and it can only be achieved through very careful planning with a strong public sector and a tremendous collaboration between the workforce, businesses, civil society and the government. There is a need for advance planning about the kinds of skills training required to deliver technological and infrastructure change to drive down emissions.

Congress Resolutions

Marta Pujadas Chair, Resolutions Committee presented the report and explained the final edited versions of 30 resolutions for debate at Congress which were divided into five thematic blocks. Six emergency resolutions had been submitted before the deadline and they would be reviewed to decide whether they were admissible. (see Annex Resolution Summary)

Per-Olof Sjöo introduced the resolutions that were debated in thematic blocks.

Thematic Block 1: Climate Justice

Resolution 2: Push governments and employers to formulate natural disaster policies to protect or cushion workers

Mazarura Nicholas Muchapiwa, ZCATWU, Zimbabwe: “I recommend a coordinated campaign to lobby governments and employers to formulate natural disasters policies to protect workers from loss of employment and benefits.” At the moment, policies respond to natural disasters, rather than seek to prevent and plan for them.

Resolution 10: Gender Equality in Times of Climate Change

Renate Wapenhensch, IG BAU, Germany: “Unions must embrace new technologies to reduce global carbon emissions. As new jobs are created, women must be considered for training opportunities and in all aspects of work.”

Resolution 16: Climate protection - creating and securing good jobs!

Christian Fölzer, GBH, Austria: “It was prepared jointly with IGBAU, Germany and UNIA, Switzerland. Workers must be part of a socially just ecological transition, which envisages planting trees as well as felling them, and building social housing and refurbishing existing houses.” A delegate from India supported the resolution, noting that the green transition also requires that workers are re-skilled and upskilled to meet new demands. BWI, while planning actions to protect the climate, must also safeguard workers’ rights during the transition.

Resolution 23: Forests: an invaluable source of biodiversity

Bruno Bothua, FNSCBA-CGT, France: “In the forestry industry, companies are not behaving in a responsible manner and if deforestation continues



there will be huge problems. Unions must work together to take actions at all levels to defend the forests.”

Resolution 27: Continued Engagement with Forest Stewardship Council

Mark Asante Ofori, TWU, Ghana: “BWI has proposed two motions at the forthcoming meeting of the FSC: the first to give unions right of access to worksites to inform and educate workers; and second, to give workers the right to elect their own OHS officers.” In order to strengthen this work, the proposal requests the World Board to establish an ad hoc working group for the wood and forestry sector to coordinate the work at the international bodies. A delegate from Turkey supported the resolution, stating in his country, FSC norms are never respected. Turkey is among the worst for fatal accidents in forestry and these accidents are especially high in FSC companies. The deaths are not being reported by the auditing companies and this situation must change.

Thematic Block 2: MNCs, IFAs and IFIs

A short video clip was screened, highlighting the main achievements of BWI’s work over the last Congress period concerning MNCs, IFA’s and IFIs.

Resolution 5: Engaging and Organising Chinese Companies

Ibrahim Walama, NUCECFWW, Nigeria: “Chinese MNCs in Africa commit gross violations of labour rights, often with the support of governments. This resolution seeks to achieve an IFA with Chinese MNCs and set up national, regional and global campaigns and networks to document the behaviour of Chinese MNCs.” A delegate from Mauritius supported the resolution, noting that while Chinese MNCs in BWI sectors bring foreign direct investment and new jobs, there is a negative impact on national industries and exploitation of natural resources and labour. Chinese MNCs discriminate against nationals with regard to wages, and workers are denied freedom of association and bargaining rights. Strong union networks can build capacity and cross border solidarity.

Resolution 6: Multinational Companies and Protectionism

Philip Vilakazi, NUM, South Africa: “It is a call for BWI to maximise its efforts to ensure that MNCs respect OHS regulations and labour laws in all the countries they operate by signing IFAs.” A delegate from Gabon supported the resolution, explaining that MNCs do not respect labour rights. Precious

Wood is a Swiss MNC present in Gabon and in 2013 it dismissed 150 out of 180 workers as the workers claimed OHS protections as set down under the FSC. The union launched a complaint in court and with the FSC but to date there is no solution so unions must keep up the pressure.

Resolution 14: Debt Trap Diplomacy and Lowering of Labour and Environmental Standards

Asad Mehmood, PBWW, Pakistan moved the resolution on behalf of NTUF Sri Lanka and his union. “Both Pakistan and Sri Lanka have been victims of debt trap diplomacy at the hands of Chinese investment and IMF loans. The countries face the lowering of labour and environmental standards. Loan practices are not sustainable and create high inflation.” The resolution draws attention to these loan conditionalities and calls upon the BWI and unions to resist these moves and upscale organising at IFI funded sites.

Resolution 26: Subcontracting as a Labour Regime Towards Deunionization

Ramazan Agar, Yol-IS, Turkey: “The system of sub-contracting prevalent in Turkish road construction, represents a deadly threat to all workers with the purpose to reduce wages and make it easy to dismiss them.” The resolution sets out a series of actions for BWI and its affiliates to campaign to put an end to subcontracting.

Let’s put an end to sub-contracting!

In Turkey, the road construction union has many thousands of members. COVID-19 and then the Russian invasion in Ukraine has made existing problems worse. The system of sub-contracting deprives workers of any income or job security and increases the risks to workers’ safety. It brings disunity and disorganisation among workers at the same site. The sole purpose of sub-contracting it to reduce the costs of wages and to make it easier to dismiss workers. Let’s put an end to sub-contracting as it gives priority to the greatest profit and not to the right to life!

Ramazan Agar
Yol-IS, Turkey

Resolutions 28: Holcim Cement

Pierre Cuppens, ACV CSC-BIE, Belgium moved the resolution, explaining the importance of an IFA with Holcim, the largest cement MNC, and that it

had been due to happen but following the merger with Lafarge, the new management has taken a different path. “The resolution is a call for solidarity and the development of an action plan by the World Council on behalf of the 70,000 workers who work with Holcim.” Delegates from Lebanon and Jordan supported the resolution, stating that making MNCs accountable for working conditions throughout the supply chains is a vital strategy as working conditions are very dangerous and international standards are not respected.



Resolution 29: International framework agreements – organising and negotiating with multinational companies

Pierre Cuppens, ACV CSC-BIE, Belgium moved the resolution, celebrating the signature of the first IFA with a cement company, Argos SA, outside Europe and emphasising the importance of IFAs. “The resolution reaffirms the strategy of negotiating IFAs and calls for the development of a global template for IFIs, including monitoring mechanisms and a trade union network to monitor implementation.” A delegate from Turkey noting the importance of MNCs in the cement sector throughout the world and that his union, CIMSE-IS wishes to support this international work.

Thematic Block 5: Solidarity Actions

Resolution No 7: Against the blockade of Cuba

Saúl Méndez Rodríguez, SUNTRACS, Panama: “For over 60 years, unions have supported Cuba’s right of self-determination and sovereignty. The blockade is condemned every year at the UN General Assembly and trade unions must stand up and demand that the blockade be ended.”

Resolution No 4: Reaffirming conflict zones

Ibrahim Abubakar Walama, NUCECFWW, Nigeria: “Conflict zones in Africa and Sub-Saharan Africa are a major concern for trade unions. Large in-

formal economies, political instability, ethnic and communal violence and high rates of unemployment contribute to the causes of these conflicts.” He called for a new social contract with workers at the centre of their own economies and decision-making processes.

Resolution No 8: In defence of democracy in Latin America and the Caribbean

Adalberto Galvão, SINTEPAV-BA, Brazil: “In the Latin America and the Caribbean, democracy has been under attack by neo-liberalism and far rights governments, such as in Brazil. Workers and unions are resilient and unions will overcome. There have been important victories in Colombia, Chile, Argentina, Bolivia and Peru. Unions are committed to defending participatory democracy.” A delegate from Brazil supported the motion, as an expression of support for democracy in LAC and all over the world.

Resolution No 9: Dialogue to strengthen democracy in Venezuela

Claudio da Silva Gomes, SINTRACOM, Brazil: “Dialogue and international solidarity are important elements of trade unionism. In countries where democracy is not respected, social dialogue can help defend people’s freedoms and rights .“

Resolution No 17: Solidarity with Hong Kong people’s struggle to defend freedom and democracy

Muhammad Husain Maulana, SERBUK, Indonesia moved the resolution, deploring violations of the ILO Conventions 87 in Hong Kong. “The draconian National Security Law has suppressed basic rights and freedoms. The construction workers’ trade union has been seriously affected by these developments.” The resolution calls on the government to respect core international labour standards, release all trade union leaders and cease the political repression. It also calls on BWI affiliates to build support for trade unionists in Hong Kong.

Resolution No 18: Condemning red tagging and harassment of leaders in the Philippines

Santiago Nolla, NUBCW, Philippines moved the resolution, explaining that in 2019, the ILO Committee on the Application of Standards issued a report and requested the government to accept a high-level mission to investigate trade union rights. This was because of the incidence of red-tagging - accusing a person or organisation of being associated with the Communist Party - leading to



threats and harassment by State-owned media and in some cases, disappearances and killings. “The resolution calls for the BWI to urge the government to investigate all cases of red-tagging and harassment, strengthen tripartite national and regional dialogue, commit to protecting trade union rights and other measures.”

Resolution No 22: Strengthening solidarity

Jean-Marc Candille, FNCCB-CFDT, France, moved the resolution, explaining the importance of solidarity as a fundamental aspect of trade unionism. “Solidarity needs to be underpinned by projects with a budget line and it is within this perspective that the resolution is put forward.” It was supported by all French and Belgium colleagues as well.

Resolution No 25: Myanmar

Dave Noonan, CFMEU, Australia moved the resolution, “It is clear that the situation in Myanmar is very difficult and democracy has been stolen by a group of corrupt gangsters. While recommending the resolution, he also requested that affiliates take



action and campaign with their respective governments, civil society and trade union movement to carry out effective sanctions to attack the economic interests of the military.

Thematic Block 3: The Future of Work and Youth

A video clip was screened on BWI’s work to promote young workers’ participation in unions and in BWI structures.

Resolution No. 13: Youth Resolution: Get Ready for the Future

Lebohang Ramabolu, NUM, South Africa (Chair, International Youth Committee): “The motion calls for BWI to enhance training opportunities using the activist academy and give priority to young workers’ participation in BWI events.” The resolution was supported by delegates from Rwanda, the Netherlands and Ghana, who emphasised the importance of vocational training, and the need to ensure youth are well informed and become a voice for reason.

Resolution No. 15.: Digitalisation, automation and artificial intelligence – the future of work

Roman Krenn, GBH, Austria: “It focuses on training workers on new technologies, and training union and works council representatives, who will need to carry out negotiations at workplace, company and national and global level. There is also a need for union research into these new technologies.” At the moment workers’ representatives are not included and the research does not take into account social sustainability.

Resolution No. 30.: Youth resolution: A sustainable future market

Giacomo Virgilio, FILCA-CISL, Italy moved the resolution, explaining it was linked to resolution no 13. “The relocation of companies has increased the exploitation of workers and BWI and its affiliates must be resolute in giving young people a voice through the youth academies to create a sustainable and green future.”





The youth question is non-negotiable

I am a proud beneficiary of BWI youth work and I am now General Secretary of my union. My story is the story of BWI's youth education programmes. The youth question is non-negotiable because the world suffers from a very distorted leadership and it is important to ensure that youth are properly orientated and can be a voice for reason and conscious.

Bernard Adjei
PSWU, Ghana

Thematic Block 4: Migration

Resolution No. 19.: Strengthening cooperation and solidarity with refugees

Pierre Cuppens, ACV CSC-BIE: "It calls on BWI to continue to commit to supporting refugees, who are increasingly women and children."

Resolution No. 21: International migration

Pierre Cuppens, ACV CSC-BIE, Belgium "Everyone has a responsibility to lobby politicians and the private sector to ensure that migrant workers have a decent life." The resolution also recommends setting up a working group on vocational training for migrant workers and other workers. A delegate from India supported the motion, explain-



Trade unions are increasingly reaching out to migrant workers

All stakeholders need to work together to guarantee decent conditions for migrant workers. Trade unions are increasingly reaching out to migrants, presenting their concerns, providing legal assistance and carrying out advocacy and international solidarity. The ILO should take the lead on migrant workers' issues. Although the Global Compact only covers regular migrants and is a non-binding agreement, BWI's regional offices can be involved in monitoring compliance.

Rama Chandra Khuntia
INBCFWWF, India

ing that the Global Compact on Safe, Orderly and Regular Migration and the ILO Jobs Pact, and other international standards, face many implementation challenges.

Thematic Block No 6: Gender Equality

A video clip on gender equality was screened, showcasing how gender equality intersects all of BWI's work and celebrating the Women in Trades campaign, the 'Stop Macho Culture' campaign and BWI advocacy for the ratification of C 190 on violence and harassment at the workplace.

Resolution No. 11: Stop Macho Culture Campaign – shift from regional to global scale

Lesia Husak, PROFBUD, Ukraine: "The Swedish affiliate launched the campaign because of workforce shortages to overcome barriers that women face in joining the trades and because macho men were taking dangerous occupational risks. The materials for the campaign were prepared by Swedish unions and have been used in the Pan-European region but they can be used in many other countries as part of a global campaign. Delegates from Brazil and Sweden supported the resolution, noting that overcoming sexist culture is a task for all.

Resolution No. 12: Empower Women in Trades

Smitree Tamang Lama, CUPPEC, Nepal: "The resolution urges unions to lobby for more opportunities for women's skills training programmes, which should be linked to post-training employment. Women should also take decision-making roles in unions." A delegate from Georgia supported the resolution, stating that unions can help protect labour rights and a fair and safe working environment for both men and women.



Organise Beyond Borders

Global T

1,666
VOTES

VAMOS!

Organise Beyond Borders

FOR THE PEOPLE. FOR THE PLANET.

34
RESOLUTIONS

12%
YOUTH

31%
WOMEN

PEACE. FOR THE PLANET

POUR LES PEUPLES. POUR LA PAIX. POUR LA PLANÈTE

Resolution No. 24: Rainbow Workplaces: Our commitment to equality for LGBTIQ workers

Peiter Makers, Secretary, Rainbow Network FNV, the Netherlands (via zoom): “BWI should join the Global Union Federation’s working group of LGBTIQ workers; show solidarity by marking In-



ternational Day against Homophobia, Transphobia and Biphobia, on 17th May, and encourages BWI to create rainbow networks.” A delegate from New Zealand, supported the motion, stating that it is important that BWI recognise, respect and promote the basic rights of the LGBT community and the resolution provides a good initial process to introduce policy measures for rainbow workers.

Thematic Block no 7: Child Labour, Social Protection and Mental Health

A video clip on occupational health and safety was screened illustrating the central importance of BWI’s work to promote OSH, particularly during the COVID-19 pandemic. The video also celebrated the successful campaign in 2021 for ILO to recognise OHS as a fundamental right.

Resolution No. 1: Mental Health Program Development and Capacity Building in Trade Unions

Mahmoud Salem Abbas Alhyari, GTUCW, Jordan: “COVID-19 had a devastating impact on the mental health of workers. BWI in the Arab countries took the initiative to include mental health in its occupational health training programmes and others have followed suit.” A delegate from Australia supported the resolution, noting that the construction industry suffered from one of the highest incidences of mental health issues. It is therefore vital to do more to protect workers and develop mental health programmes and other measures.

Resolution No. 3: Social Protection for Workers in the Wood and Forestry Sector

Juliet Sithole, GAPWUZ, Zimbabwe moved the resolution, outlining the multiple impacts of the COVID-19 pandemic, the economic crisis and climate change. “The resolution demands that governments provide comprehensive social protection schemes and hold tripartite negotiations to determine the terms of these schemes.” Delegates from France and India supported the resolution, stressing the importance of an effective safety policy and social protection frameworks, including for minor forestry sector workers who are predominantly women.



Resolution No. 20: Child Labour

Pierre Cuppens, ACV CSC-BIE, Belgium moved the resolution, explaining that UNICEF and ILO estimate that there are more than 160 million child labourers in the world. “The strategic plan addresses the issue of child labour, as there is a high incidence of child labour in BWI sectors, much of which is dangerous and hazardous work. BWI must work with governments and companies to bring an end to child labour.” A delegate from India supported the resolution, noting high levels of child labour in brick kilns, stone quarries and minor forestry sectors, where there is a piece-rate system of wages and family labour is used. Child labour is a trade union issue as it reduces the bargaining power of workers. UNICEF and ILO point to a rise in child labour as a result of the pandemic so unions must expand their actions and work with different stakeholders to ensure decent work for adults and decent education for children.

Thematic Block 8: Emergency Resolutions

Marta Pujadas, Chair of the Resolutions Committee introduced the emergency resolutions.

Emergency Resolution No. 1: Fight Social Dumping

Patrick Vandenberghe, ACV CSC-BIE, Belgium recounted the terrible tragedy of a construction site for a school in Antwerp where a building collapsed. It revealed a long chain of sub-contracting, illegal employment and under payment. “This year, another incident occurred, in Antwerp, where 174 illegal workers were found, victims of human trafficking, living in poor housing, facing threats and exploitative pay. BWI has to work closely with EFBWW to fight against these practices and criminality worldwide.”

Emergency Resolution No. 2: Increased economic security of workers in the event of force majeure

Pierre Cuppens, ACV CSC-BIE, Belgium: “There is a need for a series of measures to increase social protection in the case of job losses or the reduction of working hours and the introduction of new policies to protect workers from the rising cost of living, in particular energy prices. It is also necessary to fight against tax havens and tax evasion.”

Emergency Resolution No. 3: Peace and Revival in Ukraine

Vasyl Andreyev, PROFBUD Ukraine, “Trade unions must play a decisive role in promoting peace and prosperity.” Once victory is achieved, the recon-

struction will need enormous investment, particularly the construction sector. The resolution calls for an immediate withdrawal of Russian troops from Ukraine, invites unions to continue to provide humanitarian assistance, and envisages the development of bipartite vocational training programmes so rebuilding programmes can start after the war. The resolution also calls for meaningful social dialogue to introduce labour legislation based on respect for workers’ rights. A delegate from Kyrgyzstan supported the resolution and appreciated the support the Kyrgyz unions had received when the government introduced a regressive labour code and attacked union leaders. He appealed to the Congress participants for their continued support.

Emergency Resolution No. 4: Solidarity with the women in Iran

Nicole Simons, IG BAU, Germany, moved the resolution. She referred to the current situation in Iran with the death of a young women in police custody and the mass protests, mainly by young women, protesting against the dress codes and



against police brutality and repression. Over 130 people have died and thousands arrested. The resolution condemns the Iranian government for this repression, declares that women have the right to decide whether to use a headscarf or not, and expresses solidarity with the protesters. Another delegate from Germany supported the resolution, stating that in Iran, every day, women face fear, devastation and death. She named some of the victims who have died at the hands of the morality police. Freedom of religion is a right but so also is free will. She urged Congress not to keep silent but send a powerful signal to the world.



Statement on the situation in Israel and Palestine

The Presidium had been consulted about the two emergency resolutions on the situation in Israel and Palestine and proposed that the Congress takes note of these two resolutions and issue a statement.



Yitzak Moyal, NUBWW, Histradut: “It was important to focus on the many aspects of work the union does to support Palestinian workers. The union is also committed to the two States, two peoples’ solutions.” He stated peace is their dream and it must be agreed between the Israeli government and the Palestinian authority. Finding the common denominators through dialogue and trust between PGFTU and Histradut, with support

A just and sustainable peace between Israel and Palestine

BWI supports a just and sustainable peace between Israel and Palestine in accordance with international law, in particular the UN Security Council Resolutions 242 and 338. It strongly believes that this can only be achieved by a two State solution.

BWI will form a joint working group on working conditions within Israel and Palestine made up of the Presidium, and high-level stakeholders from unions that presented both resolutions to the Congress. Dialogue on the structure of the working group and the potential projects will commence without delay. Within the first four months of this Congress period, the working group will initiate its term with its first fact-finding mission in Israel and Palestine to investigate the situation for workers in the BWI sectors. The Working Group will report its findings to the Presidium and any developments.

from BWI, will help strengthen peace, cooperation and solidarity.

Saher Sarsour, NUBWW, Palestine explained that in Palestine there is the oldest occupation on earth. There are more than 200,000 workers who face discrimination, insecurity and intimidation. They face long queues in check points, thefts and intermediaries take advantage of their situation. “During Covid, Palestinians did not benefit from any insurance. There have been many violations by Israeli settlers and Palestinian properties have been damaged. There is no freedom of expression and a Palestinian journalist was intentionally killed along with others. It is important that the relevant international resolutions of the UN Security Council are implemented.”

Solidarity message from Council of Global Unions

Steve Cotton, ITF General Secretary and Chair of the Council of Global Unions delivered a message



Global unions must collaborate across sectors

The ITF has now recognised that the green job must be part of its work programme – although it took a lot of effort to get there! Now we have to make sure our members understand what a green job is, why it is important, and what the transition will bring and what skills they will need. It is critical that global unions collaborate across sectors and make sure that governments and employers put extra money into the collective bargaining round so that skills are upgraded and tomorrow’s jobs are good, union jobs.

Steve Cotton

Chair, Council of Global Unions and ITF General Secretary

of solidarity from the global union movement. He explained it is critical to work at a much higher level of cooperation and partnership between the global unions. The campaign in Qatar started from the BWI and has given a lead to the whole of the global union movement. BWI and all the global unions movement must work together to support unionists in Myanmar.

The last global union council meeting discussed rebuilding Ukraine and the critical role of BWI and construction workers in the rebuilding of the country.

During the pandemic, he recognised that women were the first to lose their jobs as they are in more precarious positions and that women need more power, more opportunities in the workplace and in the unions.

OHS is a major issue and the global unions are proud of Guy's legacy that the ILO has recognised OHS as a fundamental right. He called for a continued drive to renew the labour movement, challenge MNCs and call out government about new jobs and that unions are true democratic bastions.

Celebration to mark World Day for Decent Work

Young people at Congress were asked to mark World Day for Decent Work. Young people jointly read out a statement, demanding decent working conditions for all. They concluded with the shoutout: Let's make the future strong – unions make us strong!

Decent work: young workers' vision of the seven cornerstones of decent work

- Organise young workers;
- Life before profit!
- Respect for rights;
- Fair wages;
- Social and economic justice;
- Equality and gender equity;
- Vocational training.

Thematic Session: Democracy and Trade Union Rights

A short video was screened on BWI's campaigns to support trade unionists fighting for democracy and fundamental trade union rights.

The identity and affiliation of the speakers is not disclosed to keep the unionists safe.

Dave Noonan, BWI Deputy President, CFMEU, Australia: "I recall the history of Spain between 1936 and 1939, when Madrid stood up against fascism. The people of Spain suffered for decades but there are grounds for optimism too as here today in Spain there is a democracy which has strong trade unions." He stated he was privileged to introduce the three brave unionists from Myanmar, Hong Kong and Ukraine.

"In Myanmar, the fight for trade union rights is integral to the fight for democracy." The speaker



described the repression unleashed by the military junta, including against trade union leaders, many of whom have arrest warrants and have been forced into hiding.

Engage with your governments on Myanmar!

Workers know we must keep up the fight to bring back democracy. We organise demonstrations and other non-violent actions. Inside the country, resistance is strong but we need international support. We need government and EU sanctions. We need sanctions against the national banks. There is a European Parliament resolution calling for sanctions but the European Commission has not done enough. MNCs must also divest from Myanmar. We need trade union solidarity to stop MNCs from operating in Myanmar. We ask you to engage with your government and the EU to apply sanctions.

Speaker from Myanmar

On Ukraine: “I call for unions to support sanctions against the national banks and for disinvestment by MNCs.” Despite regressive and senseless labour reforms, the construction workers support the government. Some politicians are calling for more deregulation. The Ukrainian unions, together with BWI, ITUC and the global unions, have campaigned for labour reforms and there have been some improvements. For the union movement, democracy means decent working conditions and co-decision-making.

Hong Kong: The speaker described the impact of the National Security Law in Hong Kong and the arrests against opposition parties, civil society and union members. The independent trade union was established in 1997 but 30 years later it has been forcibly disbanded and many union leaders face life imprisonment.” “The Chinese government does not want Hong Kong as an example for the Chinese people of a functioning democracy.”

Former ILO Director-General and former ITUC General Secretary Guy Ryder affirmed the historic links between democracy and trade union rights, which are also recognised under international law. “There has been a dramatic reversal of democratic progress not just in the cases described by the other panellists but elsewhere too.” He referred to the employer offensive at the ILO to redefine trade union rights by refusing to recognise the right to strike. “There is an undercurrent of closure of democratic space given the new geo-political cir-

cumstances.” These contributions underlined the gravity of the situation.

Award Ceremony: Rights for All

The award was given to honour trade unionists who are confronting challenges and demonstrating exceptional commitment to the struggle for democracy, peace and human rights, often with great personal sacrifice. The award was given to a high level activist from Myanmar (via videolink) and at the same time to the whole of the independent trade union movement in the country.



In accepting the award, the activist greeted all those fighting for human and trade union rights and appreciated the great honour and BWI’s solidarity. “The people of Myanmar have rejected the military coup. They are fighting for a political system that guarantees democratic human rights.”

Ambet Yuson: “I appreciated how Guy had always been available for advice, whether on trade union rights, migrant workers, or Chinese MNCs.” He awarded him a BWI gold pin for his contributions.



Elections

The 5th BWI Congress on its session held on 7th of October 2022, in Madrid, Spain, elected the titular and substitute members of BWI World Council, the President, the five Deputy presidents, the General Secretary and the 4 Members of the Auditors Committee for the term 2023 – 2026 (4 years).



BWI PRESIDIUUM

President	Deputy Presidents					General Secretary
Per Olof Sjöö	Saúl Méndez Rodríguez	Gail Cartmail	Dietmar Schäfers	Pierre Cuppens	Phyo Sandar Soe	Ambet Yuson
Sweden	Panama	UK	Germany	Belgium	Myanmar	Switzerland

BWI WORLD BOARD

Name & Surname	Position & Region	Trade Union / Country
Per Olof Sjöö	President	Sweden
Saúl Méndez Rodríguez	Deputy Presidents	Panama
Gail Cartmail		United Kingdom
Dietmar Schäfers		Germany
Pierre Cuppens		Belgium
Phyo Sandar Soe		Myanmar
Ambet Yuson	General Secretary	Switzerland
Abdelmonem Ibrahim Mohamed Elgamal	Regional Vice-President for Africa and Middle East	General Trade Union for Building and Wood Industries Workers (GTUBWW), Egypt



BWI WORLD BOARD		
Name & Surname	Position & Region	Trade Union / Country
David John Noonan	Regional Vice-President for Asia-Pacific	Construction & General Division (CFMEU C&G), Australia
Johan Lindholm	Regional Vice-President for Europe	Swedish Building Workers' Trade Union (BYGGNADS), Sweden
Denilson Pestana	Regional Vice-President for Latin America and Caribbean	Federation of Workers in Construction and Wood Furnitures Industries of the State of Parana (FETRACONSPAR), Brazil (2023-2024)
Raimundo Ribeiro Santos Filho		Trade Union of Workers in Construction of Roads and Public and Private Works of the State of Parana, (SINTRAPAV PR) Brazil, (2025-2026)
Robert Walls	Regional Vice-President for North America	International Association of Machinists and Aerospace Workers (IAMAW), USA (2023–2024)
James Williams Jr.		International Union of Painters and Allied Trades (IUPAT), USA (2025–2026)
Marta Pujadas	Chair	International Women's Committee
Laurence Akayezu		International Youth Committee

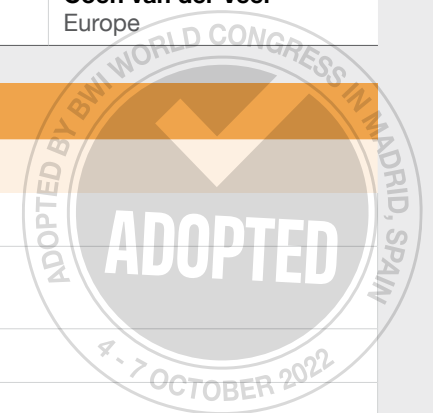
MEMBERS AND SUBSTITUTES OF WORLD BOARD		
Members	Substitute(s)	
1 Nicole Simons , Trade Union for Building, Forestry, Agriculture and the Environment (IG BAU), Germany	1st Antonius Allgaier , Trade Union for Building, Forestry, Agriculture and the Environment (IG BAU), Germany	
	2nd Vacant	
2 James Williams , International Union of Painters and Allied Trades (IUPAT), USA (2023 – 2024) Robert Walls , International Association of Machinists and Aerospace Workers (IAMAW), USA (2025 – 2026)	1st Robert Walls , International Association of Machinists and Aerospace Workers (IAMAW), USA (2023 – 2024) James Williams , International Union of Painters and Allied Trades (IUPAT), USA (2025 - 2026)	
	2nd Vacant	
3 Rama Chandra Khuntia , India National Federation of Building and Wood Workers (INBCWWF), India	1st Smritee Lama , Central Unions of Painters, Plumbers and Elector and Construction Workers (CUPPEC), Nepal	
	2nd Muhammad Aslam Adil , Pakistan Federation of Building and Wood Workers, (PFBWW), Pakistan	
4 Engrit Liaw , Sabah Timber Industry Employees Union, Malaysia (STIEU), Malaysia	1st Louisa Jones , First Union, New Zealand	
	2nd Physo Sandar Soe , Building and Wood Workers Federation of Myanmar, Myanmar	
5 Christian Roy , Building, Public Works, Wood, Paper, Ceramics, Quarries and Construction Materials (FO-BTP), France (2023) Jean-Pascal Francois , National Federation of Construction, Wood and Furniture Employees (FNSCBA-CGT), France (2024-2025) Marco Benati , Italian Federation of Wood, Building and Allied Industry Workers (FILLEA-CGIL), Italy (2026)	1st Andrea Merli , FENEAL-UIL, Italy (2023-2024) Marco Benati , Italian Federation of Wood, Building and Allied Industry Workers (FILLEA-CGIL), Italy (2025) Jean-Marc Candille , FNCB-CFDT, France (2026)	
	2nd Vacant	

MEMBERS AND SUBSTITUTES OF WORLD BOARD

Members	Substitute(s)
6 Justina Jonas Emvula , Metal and Allied Namibian Workers' Union (MANWU), Namibia	1st Oloka Mesilamu , Uganda Building, Construction, Civil Engineering, Cement and Allied Workers' Union (UBCCECAWU), Uganda 2nd Stephen Igho Okoro , National Union of Civil Engineering, Construction, Furniture and Wood Workers (NUCECFWW), Nigeria
7 Zamaney Menso , Dutch Trade Union Federation, Sector Construction and Housing (FNV), Netherlands	1st Brahim Hilami , CG-FGTB, Belgium 2nd Vacant
8 Ramazan Agar , Turkish Union of Road, Construction and Building Workers (YOL-IS), Türkiye	1st Vasyl Andreyev , Construction and Building Materials Industry Workers' Union of Ukraine (PROFBUD), Ukraine 2nd Vacant
9 Domagoj Ferdebar , Trade Union of Construction Industry (SGH), Croatia (2023-2024) Lejla Ćatić , Independent Trade Union of Forestry, Wood Processing and Paper in Bosnia and Herzegovina (SSSPDPBiH), Bosnia and Herzegovina (2025-2026)	1st Lejla Ćatić , Independent Trade Union of Forestry, Wood Processing and Paper in Bosnia and Herzegovina (SSSPDPBiH), Bosnia and Herzegovina (2023-2024) Domagoj Ferdebar , Trade Union of Construction Industry (SGH), Croatia (2025-2026) 2nd Vacant
10 Pedro Luis Hojas Cancho , UGT FICA, Spain (2023-2024) Daniel Barragán Burgui , CCOO del Hábitat, Spain (2025-2026)	1st Daniel Barragán Burgui , CC.OO. del Hábitat, Spain (2023-2024) Pedro Luis Hojas Cancho , UGT FICA, Spain (2025-2026) 2nd Sergio Estela Gallego , UGT FICA, Spain (2023-2024) Sonia Silva Segovia , CC.OO. del Hábitat, Spain (2025-2026)
Regional Representatives	
Nilton Freitas Latin America-Caribbean	Crecentia Mofokeng Africa-Middle East
Apolinar Tolentino Asia-Pacific	Coen van der Veer Europe

BWI WORLD COUNCIL

Name	Position & Region	Trade Union / Country
Per Olof Sjöö	President	Sweden
Saúl Méndez Rodríguez	Deputy Presidents	Panama
Gail Cartmail		United Kingdom
Dietmar Schäfers		Germany
Pierre Cuppens		Belgium
Phyo Sandar Soe		Myanmar
Ambet Yuson	General Secretary	Switzerland



BWI WORLD COUNCIL		
Name	Position & Region	Trade Union / Country
Abdelmonem Ibrahim Mohamed Elgamal	Regional Vice-President for Africa and Middle East	General Trade Union for Building and Wood Industries Workers (GTUBWW), Egypt
David John Noonan	Regional Vice-President for Asia-Pacific	Construction & General Division (CFMEU C&G), Australia
Johan Lindholm	Regional Vice-President for Europe	Swedish Building Workers' Trade Union (BYGGNADS), Sweden
Denilson Pestana	Regional Vice-President for Latin America and Caribbean	Federation of Workers in Construction and Wood Furnitures Industries of the State of Parana (FETRACONSPAR), Brazil (2023-2024)
Raimundo Ribeiro Santos Filho		Trade Union of Workers in Construction of Roads and Public and Private Works of the State of Parana, (SINTRAPAV PR) Brazil, (2025-2026)
Robert Walls	Regional Vice-President for North America	International Association of Machinists and Aerospace Workers (IAMAW), USA (2023-2024)
James Williams Jr.		International Union of Painters and Allied Trades (IUPAT), USA (2025-2026)

TITULAR & SUBSTITUTE MEMBERS OF THE BWI WORLD COUNCIL

Group	Country	Members	Substitute(s)
1	Denmark, Faeroe Islands, Finland, Iceland, Norway, Sweden	Johan Lindholm , Building Workers' Trade Union (BYGGNADS), Sweden	1 st Gabriella Laveccia , Swedish Union of Services and Communication Employees (SEKO), Sweden
			2 nd Mikael Johansson , Swedish Painters' Trade Union (Malareförbundet), Sweden
		Matti Harjuniemi , Construction Trade Union / (Rakennusliitto r.y.), Finland	1 st Jan Olav Andersen , ELogIT Forbundet, Norway
			2 nd Jari Nilosaari , Finnish Industrial Union, Finland
		Gunde Odgaard , 3F/BAT, Denmark	1 st Kristjan Thordur Snaebjarnarson , Icelandic Electrical Workers' Union (RAFIDNADARSAMBAND), Iceland
			2 nd Jørgen Juul Rasmussen , The Danish Union of Electricians (DEF), Denmark
		Anita Johansen , Norwegian Union of General Workers (NAF), Norway	1 st Louise Olsson , Swedish Electricians' Trade Union (SEF), Sweden
			2 nd Minea Pyykönen , Trade Union Pro (Ammattiliitto Pro r.y.), Finland

TITULAR & SUBSTITUTE MEMBERS OF THE BWI WORLD COUNCIL

Group	Country	Members	Substitute(s)
2	Belgium, Luxembourg, Netherlands	Zamanej Menso , Dutch Trade Union Federation, Sector Construction and Housing (FNV), The Netherlands	1 st Ellen Hoeijenbos , Dutch Trade Union Federation Sector Construction and Housing (FNV), The Netherlands
			2 nd Dennis Vereggen , Dutch Trade Union Federation Sector Construction and Housing (FNV), The Netherlands
		Brahim Hilami , La Centrale Générale CG FGTB, Belgium	1 st Gianni De Vlaminck , La Centrale Générale CG FGTB, Belgium
			2 nd Alexandre Govaerts , La Centrale Générale CG FGTB, Belgium
		Pierre Cuppens , ACV-CSC BIE Building, Industrie and Energy Union, Belgium	1 st Patrick Vandenberghe , ACV-CSC BIE Building, Industrie and Energy Union, Belgium
			2 nd Laetitia Baldan , ACV-CSC BIE Building, Industrie and Energy Union, Belgium
3	Germany	Robert Feiger , Trade Union for Building, Forestry, Agriculture and the Environment (IG BAU), Germany	1 st Nicole Simons , Trade Union for Building, Forestry, Agriculture and the Environment (IG BAU), Germany
			2 nd Antonius Allgaier , Trade Union for Building, Forestry, Agriculture and the Environment (IG BAU), Germany
		Nicole Simons , Trade Union for Building, Forestry, Agriculture and the Environment (IG BAU), Germany	1 st Ulrike Laux , Trade Union for Building, Forestry, Agriculture and the Environment (IG BAU), Germany
			2 nd Antonius Allgaier , Trade Union for Building, Forestry, Agriculture and the Environment (IG BAU), Germany
		Wolfgang Lemb , Metalworker's Union (IG Metall), Germany	1 st Jochen Schroth , Metalworker's Union (IG Metall), Germany
			2 nd Friedhelm Ahrens , Metalworker's Union (IG Metall), Germany
4	Austria, Switzerland	Herbert Aufner , Building and Wood Workers' Trade Union (GBH), Austria	1 st Christian Fölzer , Building and Wood Workers' Trade Union (GBH), Austria
			2 nd Barbara Huber , Building and Wood Workers' Trade Union (GBH) Austria
		Nico Lutz , UNIA, Switzerland	1 st Bruna Campanello , UNIA, Switzerland
			2 nd Rita Schiavi , UNIA, Switzerland

TITULAR & SUBSTITUTE MEMBERS OF THE BWI WORLD COUNCIL

Group	Country	Members	Substitute(s)
5	France, Italy	Christian Roy , Building, Public Works Union, (FO-BTP), France (2023)	1 st Jean-Pascal Francois , National Federation of Construction, Wood and Furniture Employees (FNSCBA-CGT), France (2023)
			2 nd Jean-Marc Candille , National Federation of Salaried Workers in Construction and Wood Industries (FNCB-CFDT), France (2023)
		Jean-Pascal Francois , National Federation of Construction, Wood and Furniture Employees (FNSCBA-CGT), France (2024-2025)	1 st Jean-Marc Candille , National Federation of Salaried Workers in Construction and Wood Industries (FNCB-CFDT), France (2024-2025)
			2 nd Christian Roy , Building, Public Works Union (FO-BTP), France (2024-2025)
		Jean-Marc Candille , National Federation of Salaried Workers in Construction and Wood Industries (FNCB-CFDT), France (2026)	1 st Christian Roy , Building, Public Works Union (FO-BTP), France (2026)
		2 nd Jean-Pascal Francois , National Federation of Construction, Wood and Furniture Employees (FNSCBA-CGT), France (2026)	
	Andrea Merli , National Federation of Building, Wood and Allied Workers (FENEAL UIL), Italy (2023-2024)	1 st Marco Benati , Federation of Wood, Building and Allied Industry Workers (FILLEA-CGIL), Italy (2023-2024)	
	Marco Benati , Federation of Wood, Building and Allied Industry Workers (FILLEA-CGIL), Italy (2025-2026)	Andrea Merli , National Federation of Building, Wood and Allied Workers (FENEAL UIL), Italy (2025-2026)	
		2 nd Claudio Sottile , Federation of Construction and Allied Workers (FILCA CISL), Italy	
6	Spain, Portugal	Pedro Luis Hojas Cancho , UGT FICA, Spain (2023-2024)	1 st Sonia Silva Segovia , CCOO del Hábitat, Spain (2023-2024)
		Daniel Barragán Burgui , CCOO del Hábitat, Spain (2025-2026)	2 nd Sergio Estela Gallego , UGT FICA, Spain (2025-2026)
7	United Kingdom, Republic of Ireland	Gail Cartmail , Unite the Union Unite the Union Construction division, UK	1 st Paul Mooney , Unite the Union Construction division, UK
			2 nd Teresa Hannick , SIPTU, Republic of Ireland
		Samantha Jones , Unite the Union Construction division, the UK (2023-2024)	1 st James McCabe , Unite the Union Construction division, UK
		Tracey Whittle , Unite the Union, UK, (2025-2026)	2 nd John Regan , SIPTU, Republic of Ireland



TITULAR & SUBSTITUTE MEMBERS OF THE BWI WORLD COUNCIL

Group	Country	Members	Substitute(s)
8	Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovak Republic	Anete Kice , Forestry Sphere Trade Union of Latvia (LMNA), Latvia	1 st Piotr Nalewajek , Building and Wood Workers' Trade Union "Budowlani", Poland
			2 nd Gyula Pallagy , Federation of Building, Wood and Building Materials Industry Workers' Union (ÉFÉDOSZSZ), Hungary
9	Bulgaria, Romania	Gheorghe Bălăceanu , General Union Federation (FGS Familia), Romania (2023-2024)	1 st Yordan Yordanov , FCIW-Podkrepa, Bulgaria (2023 -2024)
		Yordan Yordanov , Federation "Construction, Industry and Water Supply" (FCIW-Podkrepa), Bulgaria (2025 -2026)	Gheorghe Bălăceanu , General Union Federation (FGS Familia), Romania (2025-2026)
10	Albania, Bosnia-Herzegovina, Croatia, North Macedonia, Serbia, Montenegro, Slovenia	Domagoj Ferdebar , Trade Union of Construction Industry (SGH), Croatia (2023-2024)	1 st Lejla Ćatić , Independent Trade Union of Forestry, Wood Processing and Paper in Bosnia and Herzegovina (SSŠPDPBIH), Bosnia and Herzegovina (2023-2024)
		Lejla Ćatić , Independent Trade Union of Forestry, Wood Processing and Paper in Bosnia and Herzegovina (SSŠPDPBIH), Bosnia and Herzegovina (2025-2026)	Domagoj Ferdebar , Trade Union of Construction Industry (SGH), Croatia (2025-2026)
11	Azerbaijan, Georgia, Kazakhstan, Kyrgyzstan, Uzbekistan, Ukraine, Russian Federation, Tajikistan and Moldova	Vasyl Andreyev , Construction and Building Materials Industry Workers' Union of Ukraine (PROFBUD), Ukraine	1 st Victor Talmaci , Federation of Construction and Building Material's Trade Union (SINDICONS) of the Republic of Moldova
			2 nd Marina Kurtanidze , Georgian Constructors and Foresters Independent Trade Union (GCFITU), Georgia
12	Cyprus, Greece, Israel, Malta, Türkiye	Ramazan Agar , Turkish Union of Road, Construction and Building Workers (YOL-IS), Türkiye	1 st Itzhak Moyal , National Union of Building and Wood Workers (HISTADRUT), Israel
			2 nd Stelios Tsiapoutis , Federation of Construction and Mines Workers (SEK), Cyprus

TITULAR & SUBSTITUTE MEMBERS OF THE BWI WORLD COUNCIL

Group	Country	Members	Substitute(s)
13	Canada, United States	Robert Walls , International Association of Machinists and Aerospace Workers (IAMAW), USA	1 st Jeff Bromley , United Steel Workers-Canada (USW-Canada), Canada
			2 nd Vacant
		James Williams Jr. , International Union of Painters and Allied Trades (IUPAT), USA	1 st Ryan Kekeris , International Union of painters and Allied Trades (IUPAT), USA
			2 nd Chris Rootes , International Association of Bridge, Structural, Ornamental, and Reinforcing Iron Workers (IronWorkers), USA
14	Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Gabon, Guinea, Ivory Coast, Mali, Niger, Senegal, Togo, Democratic Republic of Congo	Diarraf Ndao , National Union of Construction Workers (SNCT/BTP), Senegal	1 st Brahima Diomandé , SYNASODEFOR Employees' National Union, Ivory Coast
			2 nd Odette Bomans Talewa , National Federation of Building and Wood Workers (FNTBB), Democratic Republic of Congo
15	Ghana, Liberia, Nigeria, Sierra Leone	Stephen Igho Okoro , National Union of Civil Engineering, Construction, Furniture and Wood Workers (NUCECFWW), Nigeria	1 st Michael Adumatta Nyantakyi , Public Utility Workers Union of GTUC (PUWU), Ghana
			2 nd Adeyemo Ayodeji Temidayo , Construction and Civil Engineering Senior Staff Association (CCESSA), Nigeria
16	Angola, Lesotho, Malawi, Mauritius, Mozambique, Namibia, Swaziland, South Africa, Zambia, Zimbabwe	Justina Jonas Emvula , Metal and Allied Nomibian Workers' Union (MANWU), Namibia	1 st Mohumad Reeaz Chuttoo , Construction, Metal, Wooden and Related Industries Employees Union (CMWEU), Mauritius
			2 nd Jeremias Duzenta Timana , National Trade union of Workers in Civil Construction, Wood and Mining Industries (SINTICIM), Mozambique
17	Ethiopia, Kenya, Uganda, Rwanda, Tanzania	Oloka Mesilamu , Uganda Building, Construction, Civil Engineering, Cement and Allied Workers' Union (UBCCECAWU), Uganda	1 st Rajabu Wellington Mwondi , Kenya Union of Printing, Publishing, Paper Manufacturing and Allied Workers (KUPRIPUPA), Kenya
			2 nd Boniface Yohana Nkakatsi , Tanzania Union of Industrial and Commercial Workers (TUICO), Tanzania
18	Algeria, Egypt, Mauritania, Morocco, Tunisia	Abdelmonem Ibrahim Mohamed Elgamal , General Trade Union for Building and Wood Industries Workers (GTUBWW), Egypt	1 st Taieb Bahri , Federation of Building and Wood (FGBB / UGTT), Tunisia
			2 nd Ahmed Bahanniss , National Union of Building and Wood Workers (SNTBB-UTM), Morocco

TITULAR & SUBSTITUTE MEMBERS OF THE BWI WORLD COUNCIL

Group	Country	Members	Substitute(s)
19	Bahrain, Iraq, Jordan, Kuwait, Lebanon, Palestine, Yemen, Iraq Kurdistan	Antoun Antoun , General Federation of Building, Construction Trade Unions of Lebanon (GFBCTU), Lebanon	1 st Mahmoud Salem Abbas Al-Hiyari , General Trade Union of Construction Workers in Jordan (GTUCW), Jordan
			2 nd Anwar Al Azemi , The syndicate of the Ministry of Public Works (SMPWK), Kuwait
20	Hong-Kong, Japan, Mongolia, Taiwan, South Korea	Yasushi Nakamura , Sinrin Roren – Japanese Federation of Forest and Wood Workers' Union, Japan	1 st Oki Gi Jang , Korean Federation of Construction Industry Trade Unions (KFCITU), Korea
			2 nd Construction Site General Workers Union (CSGWU)
21	Cambodia, Indonesia, Malaysia, Myanmar Philippines, Singapore, Thailand, Timor-Leste, Vietnam	Engrit Liaw , Sabah Timber Industry Employees Union (STIEU), Malaysia	1 st Jane Vargas , National Union of Building and Construction Workers (NUBCW), Philippines
			2 nd Husain Mohammad Maulana , Indonesian Federation of People Labour Unions (SERBUK), Indonesia
22	Bangladesh, India, Nepal, Pakistan, Sri Lanka	Rama Chandra Khuntia , India National Federation of Building and Wood Workers (INFBWW), India	1 st Smritee Lama , Central Unions of Painters, Plumbers and Elector and Construction Workers (CUPPEC), Nepal
			2 nd Muhammad Aslam Adil , Pakistan Federation of Building and Wood Workers, (PFBWW), Pakistan
23	Fiji, New Zealand, Papua New Guinea, Solomon Islands	Louisa Jones , First Union, New Zealand	1 st John Alexander , Construction Energy and Timber Workers' Union of Fiji (CETWUF), Fiji
			2 nd Vacant , (New Zealand Engineering, Printing and Manufacturing Union Etu), New Zealand
24	Australia	Dave Noonan , Construction & General Division (CFMEU), Australia	1 st Michael Wright , Electrical Trades Union (ETU), Australia
			2 nd Andrew Sutherland , Construction & General Division (CFMEU), Australia
25	Bolivia, Colombia, Ecuador, Peru, Venezuela	Hoover Delgado Hurtado , Equatorian Federation of Operators and Mechanics of Road Equipment (FEDESOMECE), Ecuador	1 st José Lopez Posada , Colombian Association of Construction, Building Materials and Wood Worker's (Intergremial-SINTRAETEX), Colombia
			2 nd Luis Gilvonio Alegria , National Federation of Cement and Pre-mix Workers of Peru (FETRACEPPE), Peru
26	Argentina, Chile, Paraguay	Gerardo Martinez , Construction Workers of the Republic of Argentina (UOCRA), Argentina	1 st Jorge Gornatti , Association of Trade Unions in the Wood Industry in the Republic of Argentina (USIMRA), Argentina
			2 nd Roberto Burgos , FETRAMAS (STMM), Chile

TITULAR & SUBSTITUTE MEMBERS OF THE BWI WORLD COUNCIL

Group	Country	Members	Substitute(s)
27	Brazil	Denilson Pestana , Federation of Workers in Construction and Wood Furnitures Industries of the State of Parana (FETRACONSPAR), Brazil (2023-2024)	1st Adalberto Galvao , Trade Union of Workers in Construction Industries of the State of Bahia (SINTEPAV BA), Brazil
		Raimundo Ribeiro Santos Filho , Trade Union of Workers in Construction of Roads and Public and Private Works of the State of Parana (SINTRAPAV PR), Brazil, (2025-2026)	2nd Gelson Santana , Trade Union of Workers in Civil Construction Industries of Porto Alegre (STICC POA), Brazil
28	Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Panama, Nicaragua	Napoleon Gomez Urrutia , International Confederation of Labour (CIT Confederación Internacional de Trabajadores), Mexico	1st Jaime Caballero , National Construction Industry Workers' Union (SUNTRACS), Panama
			2nd Julio Diaz , National Construction and Services Union of Guatemala (SINCS-G), Guatemala
29	Barbados, Bermuda, Curacao, Dominican Republic, Guyana, Haiti, Jamaica, Surinam, Bahamas, Belice, French Guyana, Cuba, Puerto Rico, St. Lucia, Trinidad and Tobago	Richenel Ilario , SEBI Sindikato di Empleadonan den Bibienda, Curacao (2023-2024) Pedro Julio Alcantra , National Federation of Workers in the construction, Wood and Construction Materials Industires (FENTICOMMC), Dominican Republic (2025-2026)	1st Collin Virgo , BITU Bustamante Industrial Trade Union, Jamaica (2023 -2024) Renee Jones , Bermuda Industrial Union (BIU), Bermuda (2025-2026)
			2nd Renee Jones , Bermuda Industrial union (BIU), Bermuda (2023-2024) Collin Virgo , BITU Bustamante Industrial Trade Union, Jamaica (2025 -2026)



INTERNATIONAL WOMEN'S COMMITTEE		
Name & Surname	Position	Union & Country
Marta Pujadas	Chair	Construction Workers of the Republic of Argentina (UOCRA), Argentina
Fozert Mugabe	1 st Vice Chair	Zimbabwe Construction and Allied Trades Workers' Union (ZCATWU), Zimbabwe
Phyo Sandar Soe	2 nd Vice Chair	Building and Wood Workers Federation of Myanmar (BWFM), Myanmar
Africa, Middle East and North Africa		
Fozert Mugabe	Chair	Zimbabwe Construction and Allied Trades Workers' Union (ZCATWU), Zimbabwe
Odette Bomans Talewa	1 st Vice Chair	National Federation of Building and Wood Workers (FNTBB), Democratic Republic of Congo
Amel Mannai	2 nd Vice Chair	Federation of Building and Wood Workers (FGBB/UGTT), Tunisia
Asia & Pacific		
Phyo Sandar Soe	Chair	Building and Wood Workers Federation of Myanmar (BWFM), Myanmar
Smritee Lama	1 st Vice Chair	Central Unions of Painters, Plumbers and Elector and Construction Workers (CUPPEC), Nepal
Lisa Zanatta	2 nd Vice Chair	Construction and General Division (CFMEU), Australia
Europe		
Josefine Krantz	Chair	Swedish Painters' Trade Union (Målareförbundet), Sweden
Latin America & Caribbean		
Marta Pujadas	Chair	Construction Workers of the Republic of Argentina (UOCRA), Argentina
Fabiana Santos	1 st Vice Chair	National Federation of Workers in the Construction, Wood and Construction Materials Industries, (FENTICOMMC), Dominican Republic
Lucille Alberto	2 nd Vice Chair	Sindikato di Empleadonan den Bibienda (SEBI), Curacao
North America		
Dora Cervantes	Chair	International Association of Machinists and Aerospace Workers (IAMAW), United States



INTERNATIONAL YOUTH COMMITTEE			
Name & Surname	Position	Union & Country	
Laurence Akayezu	Chair	Trade Union of Workers Company in Construction and Carpentry (STECOMA), Rwanda	
Elieser Cordoba	1 st Vice Chair	National Construction Industry Workers' Union (SUNTRACS), Panama	
Ryan Kekeris	2 nd Vice Chair	International Union of Painters and Allied Trades (IUPAT), USA	
Africa, Middle East and North Africa			
Laurence Akayezu	Chair	Trade Union of Workers Company in Construction and Carpentry (STECOMA), Rwanda, Africa and the Middle East	
Osei Poku Afriyie	1 st Vice Chair	Timber and Woodworker's Union of GTUC (TWU), Ghana	
Ali Ahmed Ebrahim	2 nd Vice Chair	General Federaion of Bahrain Trade Union (GFBTU), Bahrain	
Asia/Pacific			
Chhlonh Sou	Chair	Building and Wood Workers Trade Union Federation of Cambodia (BWTUC), Cambodia	
Europe			
Jakob Wagner	Chair	Swedish Building Workers' Trade Union (BYGGNADS), Sweden	
Daniela Miloska	1 st Vice Chair	Trade Union of Civil Engineering, Industry and Planning of Republic of North Macedonia (SGIP), North Macedonia	
Latin America & Caribbean			
Elieser Cordoba	Chair	National Construction Industry Workers' Union (SUNTRACS), Panama	
Luis Fernando Lopez	1 st Vice Chair	Colombian Association of Construction, Building Materials and Wood Worker's (INTERGREMIAL), Colombia	
Jose Luis Lopez	2 nd Vice Chair	Construction Workers of the Republic of Argentina (UOCRA), Argentina	
North America			
Ryan Kekeris	Chair	International Union of Painters and Allied Trades (IUPAT), United States	
BWI REGIONAL REPRESENTATIVES			
Nilton Freitas Latin America-Caribbean	Crecentia Mofokeng Africa-Middle East	Apolinar Tolentino Asia-Pacific	Coen van der Veer Europe

BWI AUDITORS COMMITTEE

Name & Surname	Union	Country
Hege Espe	Fellesforbundet	Norway
Fatimah Mohammad	UFES	Malaysia
Josef Muchitsch	GBH	Austria
Michael von Felten	UNIA	Switzerland

**INTERNATIONAL YOUTH COMMITTEE**

Name & Surname	Position	Union & Country
Laurence Akayezu	Chair	Trade Union of Workers Company in Construction and Carpentry (STECOMA), Rwanda, Africa and the Middle East
Elieser Cordoba	1 st Vice Chair	National Construction Industry Workers' Union (SUNTRACS), Panama, Latin America & Caribbean
Ryan Kekkeris	2 nd Vice Chair	International Union of Painters and Allied Trades (IUPAT), USA, North America
Laurence Akayezu	Member	Trade Union of Workers Company in Construction and Carpentry STECOMA, Rwanda, Africa and the Middle East
Chhlonh SOU		Building and Wood Workers Trade Union Federation of Cambodia (BWTUC), Cambodia, Asia-Pacific
Jakob Wagner		Swedish Building Workers' Trade Union (BYGGNADS), Sweden, Europe

INTERNATIONAL WOMEN'S COMMITTEE

Name & Surname	Position	Union & Country
Marta Pujadas	Chair	Construction Workers of the Republic of Argentina (UOCRA), Argentina
Fozert Mugabe	1 st Vice Chair	Zimbabwe Construction and Allied Trades Workers' Union (ZCATWU), Zimbabwe
Phyo Sandar Soe	2 nd Vice Chair	Building and Wood Workers Federation of Myanmar (BWF), Myanmar
Josefine Krantz	Member	Swedish Painters' Trade Union (Malareförbundet), Sweden, Europe
Dora Cervantes		International Association of Machinists & Aerospace Workers (IAMAW), United States, North America

Gold Pins Ceremony

The gold pins are recognition for the outstanding contributions of unionists who were no longer working with BWI or will do so shortly.

A video was screened of BWI leaders who were awarded gold pins posthumously in recognition of

their outstanding contributions to the union movement and to celebrate their lives, work and legacies.

- **Steinar Krogstad**, BWI Auditor, FF – Fellesforbundet, Norwegian United Federation of Trade Unions, Norway (2013-2022)
- **Rita Schiavi**, International Women's Committee, President, Unia, Switzerland (2018-2022)
- **Jorgen Juul Rasmussen**, DEF, Denmark
- **Mercedes Landolfi**, International Women's Committee, Substitute Member, FILLEA-CGIL - Italian Federation of Wood, Building and Allied Industry Workers, Italy (2018-2022) – not present
- **Fiona Murie**, BWI Staff, Switzerland
- **Mike Rose**, BWI Regional Vice-President for North America, IAMAW, USA (2018-2022) online
- **Piet Matosa**, BWI Deputy President, NUM, South Africa (2017-2018)
- **Pius Quianoo**, Member of BWI Global Chinese MNC Adhoc Working Group & World Council member, CBMWU - Construction and Building Materials Workers' Union CBMWU, Ghana (2016-2018)
- **Edna Opoake**, Chair International Women's Committee PUWU - Public Utility Workers' Union, Ghana (2013-2017)
- **Hassan Chebil**, General Secretary, FGBB / UGTT Federation of Building and Wood, Tunisia
- **Shoichi Hachino** (UA Zensen, Japan).

- **Otoniel Ramirez** (SUTIMAC, Colombia); 21 June 2019
- **Fredy Jara** (BWI, LAC); 8 November 2019
- **Augustin Reynoso Mayi** (FENTICOMMC, Dominican Republic); 21 January 2020
- **Jin Sook Lee** (BWI, Switzerland); 7 April 2020
- **Babatunde Liadi** (NUCECFWW, Nigeria); 13 June 2020
- **Talel Soleiman Ismail** (FSCM CUT, Brazil); 3 February 2021
- **Henry Arevalo Lozano** (FENATIMAP, Peru); 20 April 2021
- **Roosvelt Silva** (FETRACOMA, Chile); 18 May 2021
- **Pedro Machado Areco** (SINTRAICGMA-Paraguay); 13 June 2021
- **Roel de Vries** (IFBWW, Switzerland); 8 August 2021
- **Nor Azlan Yaacob** (TEUPM, Malaysia); 2 October 2021
- **Tevfik Ozcelik** (Turkey); 31 October 2021
- **Carlos Roberto Salguero** (SINCS-G, Guatemala); 5 January 2022
- **Zeljko Kalauz** (Forestry Union, Croatia); 27 May 2022
- **Domenico Presenti** (FILCA-CSIL, Italy); 1 June 2022
- **Tony Asper** (FFW, Philippines); 21 August 2022



President's Closing Ceremony



The Congress was officially closed by Per-Olof Sjöö, BWI President: “The next Congress period presents both challenges and opportunities. There has been a shift in the balance of power and governments have become accustomed to take their lead from business rather than the other way round.” Although global leaders have agreed to reduce global carbon emissions, there needs to be a consensus with governments taking the lead while engaging both sides of industry. BWI’s approach to climate justice will aim to shift the balance of power towards workers because it includes social justice as well.

In construction, in order to reduce emissions, new methods and materials will be needed to produce green buildings and it is in everyone’s interests to ensure trained workers and secure employment. It will also open opportunities for women and young people. In forestry, deforestation is the result of the excessive power of business and corruption. Again, there needs to be a shift in the balance of power so as to ensure the effective exercise of the rights to organise and bargain and the development of strong and inclusive unions.

BWI sectors are among the most dangerous sectors to work. Unions remain the best guarantee of a safe and healthy workplace. BWI recognises that mental health, and violence and harassment are also occupational health issues.

In response to the globalised economy, unions also need to work globally, by using trade and investment mechanisms, public procurement regulations and environmental and social standards of the international and regional financial institu-

tions. As a consequence, multinationals may be more willing to negotiate IFAs with multinational companies.

BWI is advocating a human-centred future of work that can contribute to the elimination of inequalities and discrimination. Following on from the pandemic, trade unions have a role to play in restoring and building a sense of community and trust. By working together, it is possible to shift the balance of power and globalise social justice.

Place and Date of Next Congress

The 6th World Congress in 2026 will be held in Brazil.

The BWI Congress concluded with the BWI youth group’s powerful rendition of ‘Bella Ciao!’



Congress Dinner

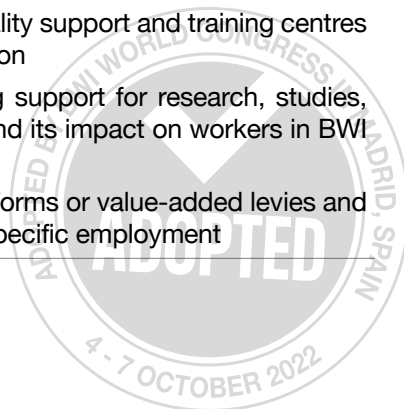
Delegates were pleased to eat tapas while watching beautiful flamenco dances with typical dresses.

Annex: Resolutions Summary

Resolutions	Key Operative Actions:
1. Mental Health Program Development and Capacity Building in Trade Unions	<ul style="list-style-type: none"> ▶ Include Mental Health and Wellness in all existing BWI adhoc committees. ▶ Recognition and adoption of internationally recognized mental health awareness days (i.e. May Mental Health Awareness Month; October 10th World Mental Health Day...). Prioritise national and regional campaigning and activities on internationally acclaimed dates. ▶ Allocating resources needed in the effective implementation of activities on mental health and campaigning, in addition to providing support for campaigning and CBAs. ▶ Adoption of a workplan framework outlining activities on mental health both at the national and regional levels.
2. Push governments and employers formulate natural disaster policies to protect or cushion workers	<ul style="list-style-type: none"> ▶ Lobby the governments and employer organizations to formulate natural disaster policies to protect or cushion workers from loss of employment, wages and other social protection benefits.
3. Social Protection for Workers in the Wood and Forestry Sector	<ul style="list-style-type: none"> ▶ Build resilience for future shocks like pandemics and disasters especially of young and women workers by strengthening their livelihoods production skills through vocational training, career guidance, entrepreneurship and life skills training. ▶ Foster more resilient supply chains strategies that contribute to attainment decent work pillars/ agenda so that conditions of work and living for workers in the Wood and Forestry improve. ▶ Strengthen local and regional youth committees that will feed into the international youth committee.
4. Reaffirming Conflict Zones	<ul style="list-style-type: none"> ▶ Prioritize the Health and Safety of workers and urged BWI to assist affected workers where possible and intensify refugee and migrant campaigns in those countries identified including during ILO, UN and other global organisations' meetings. ▶ On Regional Blocks Union and the United Nations to find an everlasting Peace to the many challenges on terrorism and conflicts.
5. Engaging and Organising Chinese Companies	<ul style="list-style-type: none"> ▶ Capacitate shop stewards, organisers and union officials on new ways of organising. ▶ Capacitate Shop Stewards and Organisers on using OHS as tool to organise. ▶ Increase efforts of signing an International Framework Agreement (IFA) with multinational Chinese corporation to have a starting point to engage with Chinese employers. ▶ Make use of national/branch CBAs as starting point for observance of national laws. ▶ Networking - Exchanging experiences on organising and recruitment of workers in Chinese multinationals. ▶ Trade unions have to intensify their organizing efforts in Chinese owned enterprises and ensure that their members and even Chinese workers are sensitized enough to take action when their rights to belong to a trade union and to collective bargaining are violated.

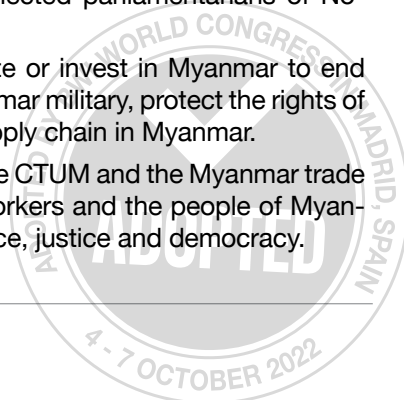
Resolutions	Key Operative Actions:
	<ul style="list-style-type: none"> ▶ Systematically document evidence of labour rights violations and poor labour practices in Chinese owned enterprises to use it as evidence in national and global campaigns ▶ Call for global campaign against behaviour of Chinese companies
6. Multinational Companies and Protectionism	<ul style="list-style-type: none"> ▶ BWI and affiliates to push for signing International Framework Agreements (IFAs) with MNCs and protect workers against violations ▶ BWI and affiliates to engage sub regional bodies and ensure workers benefit from materials and resources in the region
7. Against the blockade of Cuba	<ul style="list-style-type: none"> ▶ To call on all the affiliated organizations of the BWI to pronounce themselves against the economic sanctions and the international trade bloc of the Republic of Cuba. ▶ Join the campaigns, projects and actions undertaken to promote the cessation of these international actions that threaten the sovereignty of the Republic of Cuba. ▶ To fervently condemn the blockade and economic sanctions against the Republic of Cuba, its people, and its workers.
8. In defense of democracy in Latin America and the Caribbean	<ul style="list-style-type: none"> ▶ To call on all BWI affiliated organizations in the world to defend the genuine participatory and leading democracies that have emerged as a result of the historic struggles of peoples for social, economic and political justice. ▶ Permanently monitor the development of the political rights of peoples in accordance with the supreme common and collective interest; and ▶ To denounce in all spaces, national and international, openly, and publicly these abuses and violations so that they are overcome, reversed and condemned.
9. Dialogue to strengthen democracy in Venezuela	<ul style="list-style-type: none"> ▶ Support the trade union work of Venezuelan organizations. ▶ Urge the trade union organizations that are friends of this cause to contribute to strengthening the vocation of dialogue of the Venezuelan trade union organizations ▶ Generate actions to monitor and follow up the trade union work of BWI affiliates from the international level.
10. Gender Equality in Times of Climate Change	<ul style="list-style-type: none"> ▶ Adopting advocacy strategies calling for just transition green economic plans to embed gender equality in their design. ▶ Building on the MOU signed between C40's BWI, ensure that gender equality targets are included in the clean construction programs developed by this network of city mayors concerned by the climate crisis. ▶ Ensuring that both men and women unions' cadre develop knowledge and understanding on the issue of climate change, its impact in the world of work including BWI sectors and mitigation strategies.
11. Stop Macho Culture Campaign – shift from regional to global scale	<ul style="list-style-type: none"> ▶ Based on the outcomes of work of Pan European regional Stop Macho Culture Campaign Network develop campaign in all the BWI regions and bring it to the global level.

Resolutions	Key Operative Actions:
12. Empower Women in Trades	<ul style="list-style-type: none"> ▶ Developing vocational training, apprenticeships and skills certification programmes for women; ▶ Adopting advocacy strategies calling for all post-COVID recovery plans to include gender equality ▶ Strengthening women's participation in union decision-making;- ▶ Convening dialogue for post training employment linkages for skilled women workers.
13. Youth Resolution: Get Ready for the Future	<ul style="list-style-type: none"> ▶ Ensure youth presence within union decision-making and negotiating structures. ▶ Initiate BWI Regional Activist Network Academies ▶ Initiate youth leadership programme ▶ Ensure enhanced youth participation in BWI trainings and meetings by benefiting from hybrid meeting structures
14. Debt Trap Diplomacy and Lowering of Labour and Environmental Standards	<ul style="list-style-type: none"> ▶ Keep a close watch on infrastructure investments made by lending countries such as China and other economic institutions and also conditions of such loans and investments vis-à-vis labour and environmental standards; ▶ Upscale organising efforts at mega infrastructure projects and IFI-funded sites to bring out labour violations and raise workers' grievances at appropriate forums at national, regional and global level; ▶ Advocate and build pressure on respective Governments and financial institutions to not compromise on labour and environmental standards and strictly adhere to Core Labour Standards and Decent Work principles
15. Digitalization, automation and artificial intelligence - the future of work	<ul style="list-style-type: none"> ▶ Creating a global charter (supplemented by regional developments, regulations and guidelines) with minimum standards on digitalization, automation and artificial intelligence ▶ Ensuring that the technology is introduced to companies using a "bottom-up approach", ▶ Using the shift towards digitalisation to better support and organize workers, combat wage and social dumping, develop concepts for reduction of working time for a better life-work balance, manage working time records and ensure stricter requirements for the use of employees' personal data. ▶ Promoting employment preservation measures ▶ Demanding from employers and governments support for accompanying education, training and qualifications ▶ Facilitating the creation of high-quality support and training centres focusing on digitalization, automation ▶ Allocating resources and providing support for research, studies, and discussions on digitalisation and its impact on workers in BWI sectors, ▶ Exploring the introduction of tax reforms or value-added levies and the use of such schemes to fund specific employment

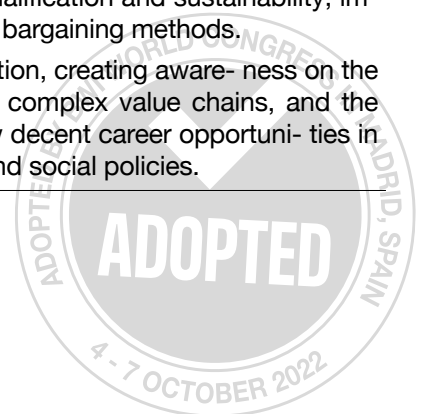


Resolutions	Key Operative Actions:
16. Climate protection - creating and securing good jobs!	<ul style="list-style-type: none"> ▶ The BWI will work to further broaden knowledge of climate change impact within its membership. ▶ The BWI will bring knowledge of best working examples to global climate change discussions and push for their global implementation. ▶ The BWI continues to advocate for sustainable forestry and timber management and represents the interests of employees at the Forest Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification (PEFC). ▶ The BWI advocates for global trade rules that guarantee that energy-intensive industries remain in locations with high climate protection standards. ▶ The BWI is committed to sustainable housing, sustainable mobility and climate protection measures that also take into account social considerations.
17. Solidarity with Hong Kong People's Struggle to Defend Freedom and Democracy	<ul style="list-style-type: none"> ▶ BWI call on the HKSAR Government to observe core international labour standards, ▶ BWI pledges to continue to mobilise its affiliates, build support, and express solidarity to those who lost their freedom in defending human rights and freedom.
18. Resolution Condemning deadly red-tagging, harassment and intimidation perpetrated by national government officials and law enforcement authorities in the Philippines against private citizens, trade union leaders and organisers	<ul style="list-style-type: none"> ▶ For the Philippine Government to immediately investigate all cases submitted to the ILO in 2019 and those subsequent presented in the Virtual Exchange arranged by the ILO; ▶ For the Office of the President and the DOJ to fully operationalize the Inter- Agency Committee on Extra-Legal Killings, Enforced Disappearances, Torture and other Grave violations of the Right to Life, Liberty and Security of Persons as provided in Office of the President's Administrative Order No. 35 series of 2012 with meaningful trade union representation and renewed mandate; ▶ For the Philippine Government to take effective measures to protect labour rights in Special Economic Zones (SEZ) as guaranteed by RA 7916 as amended by, among others, emphasizing that all labour laws and jurisprudence shall be fully enforced in SEZs, abolishing the Joint Industrial Peace and Concern Office (JIPCO) without replacing it with similar entities that restrict the exercise of labour rights within ecozones as well as ensuring labour representation in ecozone advisory bodies as provided for in Section 38 of the aforementioned PEZA law; ▶ Call for the abolishment of the National Task Force to End Local Communist Armed Conflict (NTF-ELCAC) that is being used for wholesale red-tagging and terrorist- tagging even of trade unions and other labour organizations.
19. Strengthening cooperation and solidarity with refugees	<ul style="list-style-type: none"> ▶ Remain committed to supporting refugees, including using locally available knowledge and capacity.
20. Child labour	<ul style="list-style-type: none"> ▶ The norm that children should not work but should be in school to be supported and promoted. ▶ Universal ratification of the ILO's Minimum Age Convention (No. 138) be promoted in this regard. ▶ Calls on trade unions to put pressure on governments that have not yet ratified this convention, or have excluded many sectors of activity from its scope.

Resolutions	Key Operative Actions:
21. International migration	<ul style="list-style-type: none"> ▶ Calls for increased collaboration, cooperation and engagement with Member States, the private sector and civil society ▶ Calls on Building and Wood Workers' International (BWI) affiliates to continue and step up their involvement in enabling mobile and mi- grant workers to fully exercise their social, political, economic and cultural rights. ▶ Establish and strengthen cooperation between and among BWI regions under the guidance of the BWI Working Group on Migration through regional pilots, action-oriented task forces and similar innovative initiatives in order to implement professional or competency-based training for migrants, among others, and the transit of qualified workers.
22. Strengthening solidarity	<ul style="list-style-type: none"> ▶ Condemn any form of insularity on the part of the unions and adherence to extreme right-wing, racist and xenophobic ideas. ▶ Strengthen international solidarity and make it a priority for Building and Wood Workers' International (BWI). ▶ Proposes that this priority be included in the BWI action plan and that the budget line dedicated to solidarity be increased.
23. Forests: An Invaluable Source of Biodiversity	<ul style="list-style-type: none"> ▶ Impose a regionalised forest management policy. ▶ Calls for the implementation of measures that localise operations and jobs by valuing a raw material that is necessary and useful to companies, employees and consumers. ▶ Promote a forest management policy that ensures the survival of the planet, and make localising this industry a priority ▶ Calls on trade unions to put pressure on governments to enforce proper forest management.
24. Rainbow Workplaces: Our commitment to equality for LGBTIQ workers	<ul style="list-style-type: none"> ▶ Take part in the joint cross-GUFs international working group, defending LGBTIQ rights. ▶ Encourage affiliates to create LGBTIQ networks at the workplace and among union members ▶ Express our solidarity: celebrate yearly the International Day against Homophobia, Transphobia and Biphobia (LGBTI+ phobia) on 17 May.
25. Myanmar resolution	<ul style="list-style-type: none"> ▶ Call on the United Nations Security Council to impose sanctions against the military ▶ Call on governments and UN General Assembly and relevant UN-bodies particularly the ILO to recognize the National Unity Government of Myanmar formed by elected parliamentarians of November 2020, ▶ Demand all companies that operate or invest in Myanmar to end their commercial ties with the Myanmar military, protect the rights of their employees throughout the supply chain in Myanmar. ▶ Give full support and solidarity to the CTUM and the Myanmar trade union movement, as well as the workers and the people of Myanmar in their struggle to reclaim peace, justice and democracy.



Resolutions	Key Operative Actions:
26. Subcontracting as a Labour Regime Towards Deunionization	<ul style="list-style-type: none"> ▶ Campaign for fair, secure and organized employment opportunities ▶ BWI will do researches on subcontracting and present the results as resources for the creation of public opinion and to the use of its affiliates. ▶ BWI will encourage its affiliates, work with them, and seek opportunities to consult with governments in the demand for reforms in laws that allow subcontracting. ▶ BWI will engage in initiatives and lobbying activities with relevant institutions to prevent subcontracting in projects credited by the International Financial Institutions.
27. Continued Engagement with Forest Stewardship Council	<ul style="list-style-type: none"> ▶ Demand that the FSC constituency to ensure that trade unions officials have the right of access to the workers in all certified operations and allowing workers to elect their own occupational Health and safety representatives. ▶ Creation of an Ad hoc Working Group that will steer the development and implementation of future of engagement with FSC.
28. Holcim Cement	<ul style="list-style-type: none"> ▶ BWI and the national unions to undertake the mass global organization of workers in the Holcim Group; ▶ Use all means at its disposal to facilitate the signature of an international framework agreement as soon as possible. ▶ Calls for solidarity from each BWI-affiliated organisation, whether or not it is involved, to mobilise and unite to achieve the signature of an international framework agreement with Holcim
29. International framework agreements – organising and negotiating with multinational companies	<ul style="list-style-type: none"> ▶ Calls on BWI and national unions to negotiate IFAs; ▶ Confirms its full commitment to strengthening existing IFAs with multinational companies; ▶ Establish a framework for the negotiation of IFAs; ▶ Clarification of the rules for the application and implementation of IFAs, based on the principle that an IFA should be monitored by a trade union network; ▶ Calls for IFAs to incorporate the entire value chain of multinational enterprises.
30. Youth resolution: A sustainable market and future	<ul style="list-style-type: none"> ▶ Set up BWI Activist Network Academies with courses providing tools for youth to learn about requalification and sustainability; implementing sessions of innovative bargaining methods. ▶ Campaign on the effects of relocation, creating awareness on the exploitation in untransparent and complex value chains, and the need to put sustainability and new decent career opportunities in the forefront of economic, trade and social policies.



Emergency Resolutions	Key Operative Actions:
1. Fight Social Dumping	<ul style="list-style-type: none"> ▶ Encourage all national unions in the countries of origin and destination to inform migrant workers about their rights and to help them as much as possible. ▶ Make the fight against social dumping an imperative. ▶ Calls on the BWI to work closely with the EFBWW to combat the phenomenon of social dumping. ▶ Call on local, national and supranational lawmakers : <ul style="list-style-type: none"> ■ To limit the number of layers in the subcontracting chains ■ To introduce a joint wage liability of the main contractor on the whole subcontracting chain ■ To increase the number of labour inspectors at least to the threshold of ILO Convention 81
2. Increased economic security of workers in the event of force majeure	<ul style="list-style-type: none"> ▶ Promote, in each country and through its affiliates, the establishment of an (improved) social safety net by means of public and private support. ▶ Support measures, implemented on a national scale, that can lessen the economic impact of force majeure on workers as individuals by, for example, rotating teams or workers in the event of reduced activity. ▶ Make fighting against the economic crisis absolutely imperative.
3. Peace and Revival in Ukraine	<ul style="list-style-type: none"> ▶ Call for immediately and unconditionally cease of Russian aggression in Ukraine and withdraw all its troops from entire Ukrainian territory. ▶ Appreciates solidarity contributions to BWI Solidarity fund for Ukraine and invite further union donations ▶ Welcome joint efforts of unions and employers to develop vocational training programs on the best examples of paritarian action to supply with qualified construction workers Ukrainian Big Rebuilding Program after war
4. Solidarity with the women in Iran	<ul style="list-style-type: none"> ▶ We call on the governments of the world not to wear a headscarf on official visits to Iran as a sign of solidarity. ▶ Make affiliates use the resolution for media and politicians in their Home Countries.
5. Palestine statement	<ul style="list-style-type: none"> ▶ BWI will form a joint working group on the working conditions for workers within Israel and Palestine, which will initiate its term with its first joint fact-finding mission to Israel and Palestine to investigate the situation for workers in the BWI sectors. The working group will report to the Presidium its findings and any developments.





PEOPLE FOR PEACE

4-7 OCTOBER 2022

PARA EL PUEBLO, POR LA PAZ, POR EL PLANETA.
THE PEOPLE. FOR PEACE. FOR THE PEOPLE.
FÖR FOLKET, FÖR FREDEN, FÖR PLANETEN. POUR LES PEUPLES, POUR LA PAIX, POUR LA PLANÈTE.
FÜR DIE MENSCHEN, FÜR FRIEDEN, FÜR DEN PLANETEN.

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