

Statutes of IndustriALL Global Union

Version after the Executive Committee on 3 October 2016

- *In red and without brackets:* The Executive Committee in May 2016 recommended to accept this proposal.
- *In red and in [square brackets]:* The Executive Committee on 3 October 2016 recommended to accept this proposal.
- *In black and ~~struck through~~:* The Executive Committee recommends to delete this text from the statutes.

NAME

Article 1 - Name and Head Office

IndustriALL Global Union (hereafter also IndustriALL) is an association which is governed by these Statutes, and subsequently by articles 60 and following of Code Civil Suisse (CC).

The name of the association is the same in all languages.

The Head Office of the association is in Geneva, Switzerland.

Article 2 - Aims

IndustriALL is composed of free, independent and democratic trade unions representing ~~manual~~ **blue collar** and ~~non-manual~~ **white collar** men and women workers in the metal, chemical, energy, mining, textile and related industries throughout the world.

IndustriALL is established to organize and build the collective power of working people around the world, to promote and defend their rights and common interests with respect to both corporations and states. To this end, IndustriALL works to strengthen the global trade union movement by uniting industrial workers worldwide into trade unions and promoting and coordinating collective bargaining.

IndustriALL advocates democratic, equitable and sustainable economic development that provides higher living standards, good wages and working conditions, employment and retirement security for all workers while safeguarding the environment.

IndustriALL fights to promote respect for trade union and other human rights, freedom, peace, democracy, and social justice throughout the world.

IndustriALL defends the right to self-determination for all people and opposes all forms of discrimination on the basis of colour, gender, ethnic or national origin, religious or political beliefs, disability, sexual orientation or age.

Article 3 - Means

To achieve these aims, IndustriALL shall:

- Advocate the recognition and effective enforcement of international labour rights and standards, including freedom of association, collective bargaining, the right to strike, prohibition against discrimination, forced labour and child labour, health and safety, decent wages and reasonable hours of work.
- Actively defend its affiliates and their members against attacks by governments, employers or other parties, whenever and wherever workers' rights are threatened.
- Coordinate and facilitate cross-border organizing and bargaining campaigns.
- Strengthen affiliated unions by providing them with information, education and training.
- Support affiliated organizations with technical assistance in areas such as labour law, economic and corporate research, communications, organizational and financial management, and occupational health and safety.
- Pursue and coordinate strategic relationships and collaboration with other organizations.
- Be committed to diversity in its own composition, reflective of ethnic, gender, sexual orientation, age and other, as well as demand this of all other public and private institutions.
- [Introduce a target of 40 percent women's representation as part of the ongoing work towards equal rights and stronger representation of women throughout all levels of IndustriALL decision-making bodies. This will also be taken into account when budgets and programmes are drafted, and mainstreamed in sectoral work, training and union building activities. IndustriALL will work with its affiliates to increase and strengthen women's representation at local, national and global level.]
- Promote actions to enhance the participation and recruitment of young workers.

MEMBERSHIP

Article 4 - Sectors

Trade unions that are representative, independent and democratic shall be eligible for membership of IndustriALL where their members, all or in part, are employed in **the industries as set out in the Appendix to these Statutes.**

- Aerospace
- Automotive
- Base metals
- Chemical, pharmaceutical and bio-science
- Energy (oil, gas, electricity and nuclear)
- Industrial and environmental services
- ICT, electrical and electronics
- Glass, cement, ceramic and associated industries
- Mechanical engineering
- Mining and DGOJP (Diamonds, Gems Industries and Ornament and Jewellery Processing)
- Pulp and paper
- Rubber
- Shipbuilding and shipbreaking
- Textile, leather, garment, shoes, and textile services (including laundries)

~~The industries as set out are to be understood as outlined in the Appendix to these Statutes.~~ In all these industries, both manual and non-manual **white collar and blue collar** workers are represented.

Article 5 - Prerequisites for Affiliation

Prerequisites for affiliation are:

(a) that the trade union subscribes to democratic principles in its internal structures and external relations, and is independent from government and employer influence.

(b) that the trade union undertakes to abide by the Statutes and decisions of IndustriALL, observes its policies, agrees to work for the practical achievement of its policies and aims, and keeps its constituent bodies informed of its activities and actions.

Article 6 - Membership Application Procedure

Applications for admission shall be addressed in writing to the General Secretary. Applications must contain the name of the applicant and the number and nature of the membership of the trade union, and include a statement accepting the obligations imposed by IndustriALL.

If an applicant is from a country where one or more affiliates of IndustriALL already exist, the General Secretary must inform the affiliates in that country about the application and request their comments.

The General Secretary must submit each request for affiliation to the Executive Committee, together with all relevant accompanying documents, and a recommendation on the request. ~~Admission requires a unanimous decision by the Executive Committee.~~ The Executive Committee shall report its decision to the Congress and communicate it to the union concerned.

Applications Applicants that have been denied **affiliation** may be reconsidered by the Executive Committee once before the next Congress is held upon request by the union from which the request for affiliation has been rejected.

An appeal may be made at the Congress by the union from which the request for affiliation has been rejected within sixty days following communication of the decision by the Executive Committee. The appeal shall be addressed to the General Secretary who will submit it to the following Congress together with a recommendation on the merits of the appeal.

Article 7 - Expulsion and Resignation

An affiliated trade union can be expelled by a decision of the Executive Committee or the Congress when it:

- (a) is in arrears with two years' affiliation fee payments, has not been granted exoneration and has been sent at least two notices informing it that it is in non-compliance with its fee obligations; and/or
- (b) is in clear violation of the Statutes of IndustriALL; and/or
- (c) acts in a manner deemed to be detrimental to the interests of IndustriALL. In this case, the General Secretary should report the facts to the Executive Committee, along with recommendations and after consultation with the affiliate that is being considered for expulsion. The Executive Committee is empowered to take appropriate action following the General Secretary's report.

The affiliate may appeal an expulsion decision of the Executive Committee to the Congress within sixty days following communication of the decision by the Executive Committee. The appeal shall be addressed to the General Secretary who will submit it to the following Congress along with recommendations of the merits of the appeal. Pending the appeal, the rights and obligations of the affiliate concerned shall be suspended.

An affiliate may resign from membership by submitting written notice to the General Secretary at least six months before the end of any calendar year.

AFFILIATION FEES

Article 8 - Affiliation Fees

All affiliated trade unions shall pay an annual affiliation fee, except those that have been exonerated according to Article 9 of the Statutes.

The annual affiliation fee for each affiliated union is calculated as follows:

The basic annual affiliation fee shall be ~~is~~ set ~~and modified~~ by the Congress.

At the founding Congress in 2012, the basic annual affiliation fee is set at CHF 1.10. ~~As of 2017, the basic annual affiliation fee is set at 1.28 CHF. It may be modified by subsequent Congresses.~~

The basic annual affiliation fee is adjusted according to the Gross National Product ~~Income~~ (GNPI) per capita of the country where the affiliated union is headquartered on the basis of the ~~six~~ ~~thirteen~~ groups mentioned ~~as listed~~ below. The GNPI of reference is that determined by the ~~United Nations~~ ~~World Bank in nominal values~~ in their most recent published report prior to the basic annual affiliation fee being set.

| Affiliation fee group | GNP per capita | Rate of the basic annual affiliation fee |
|-----------------------|--------------------|--|
| Group 1 | Over USD 10.000 | 100% |
| Group 2 | USD 5.001 – 10.000 | 60% |
| Group 3 | USD 2.501 – 5.000 | 30% |
| Group 4 | USD 1.001 – 2.500 | 15% |
| Group 5 | USD 501 – 1.000 | 5% |
| Group 6 | Less than USD 500 | 2% |

| Affiliation fee group | GNI per capita | Rate of the basic annual affiliation fee |
|-----------------------|---------------------|--|
| Group 1 | Over USD 30.000 | 100% |
| Group 2 | USD 15,001 - 30,000 | 95% |
| Group 3 | USD 14,101 - 15,000 | 90% |
| Group 4 | USD 13,101 - 14,100 | 80% |
| Group 5 | USD 12,001 - 13,100 | 70% |
| Group 6 | USD 10,801 - 12,000 | 60% |
| Group 7 | USD 9,501 - 10,800 | 50% |
| Group 8 | USD 8,101 - 9,500 | 40% |
| Group 9 | USD 6,601 - 8,100 | 30% |
| Group 10 | USD 5,001 - 6,600 | 20% |
| Group 11 | USD 3,301 - 5,000 | 10% |

| | | |
|----------|-------------------|----|
| Group 12 | USD 1,501 - 3,300 | 5% |
| Group 13 | less than 1,500 | 2% |

The basic annual affiliation fee shall be adjusted annually in accordance with the latest **published** Swiss consumer price index ~~published before the end of the calendar year.~~

The ~~resulting~~ **basic** annual affiliation fee shall be multiplied by the number of members declared by the affiliated union at the end of the preceding calendar year. **Affiliates have to declare all members who pay 50% or more of the basic national union fee.**

The minimum annual affiliation fee for each affiliated union shall be no less than CHF 100.

The Secretariat shall calculate the annual affiliation fee of each affiliated union **based on the number of members declared by the affiliated union.**

The annual affiliation fees are to be paid in the first half of each calendar year.

If a trade union is accepted into membership in the course of a calendar year, the annual affiliation fee **for that year** shall be ~~payable~~ **calculated** on a pro rata basis from the date of its acceptance into membership by the Executive Committee, based on the membership declared at the time of affiliation.

The years 2017 - 2020 will be a transition period, during which the affiliation fee per individual member shall not increase by more than 5 percent or decrease by more than 20 percent than the affiliation fee per individual member used the previous year.

A review of the affiliation fee system adopted as of 2017 will take place at the Congress in 2020.

A trade union that is in arrears with its payment of affiliation fees ~~by one year at the end of the year~~ and has not been granted exoneration under Article 9, loses participation and voting rights at all meetings of IndustriALL **the following year**, including the meetings of the Congress and the Executive Committee, Representatives of affiliates whose payment is in arrears can no longer serve on the decision-making, regional or sectoral bodies, nor can they represent IndustriALL in any way whatsoever.

Article 9 - Exoneration

A request for exoneration must be submitted in writing to the General Secretary in the first quarter of the year for which the exoneration is requested. All supporting documentation concerning the request must also be submitted at that time. The Executive Committee shall decide whether or not to approve an exoneration request.

Exoneration from the payment of annual subscription fees shall only be granted by the Executive Committee in extraordinary cases, ~~such as civil war or severe repression of workers' rights or other special circumstances cases~~ **where external factors beyond the control of the requesting union result in severe financial strain for the union.** Exoneration is granted for only one year at a time.

If exoneration is granted to an affiliate for full or partial affiliation fee obligations, its voting rights at Congress shall be reduced accordingly.

STRUCTURES

CONGRESS

Article 10 - Congress

The highest authority of IndustriALL shall be the Congress. The Congress takes place at least every four years.

The Executive Committee shall determine the date, duration, location and agenda of the Congress.

Article 11 - Participation at the Congress

The Congress is composed of representatives of affiliated trade unions that are in compliance with all obligations including financial. Each affiliated trade union shall determine the number of its representatives at the Congress, and shall be responsible for their expenses. The Executive Committee may decide to limit the number of delegates, giving reasonable notice to affiliates.

Delegates to the Congress may represent other affiliated unions, provided they have submitted a proxy in writing to the General Secretary prior to the Congress being convened.

In forming their delegations, affiliates shall consider the appropriate gender and sectoral balance. At least thirty percent of the delegates shall be women [~~where this is practical given the size of the delegation~~] **[All affiliates should strive towards a minimum of 40% women representation in their delegations.]**

[Where there are only two delegates, one of them should be a woman.]

The President, Vice-Presidents, General Secretary, Assistant General Secretaries and the Chairpersons of the sections and regional organizations shall have the right to speak at the Congress but not to vote, unless they are, at the same time, delegates representing affiliated organizations.

Article 12 - Invitations, Agenda, Standing Orders, **Motions and Resolutions**

The General Secretary shall convene the Congress and shall notify all affiliates by mail, fax or e-mail of the time and location where the Congress will take place at least six months before the opening date. The Congress determines its own standing orders.

The Executive Committee and all the affiliated trade unions that are in compliance with all obligations are entitled to submit resolutions **and motions** to the Congress. Proposed resolutions **and motions** from affiliates must be submitted to the Secretariat at least four months before the Congress starts.

The General Secretary shall send a draft agenda for the Congress, as well as an action program, reports, and resolutions to all affiliated unions at least three months before the opening date of the Congress. Suggested amendments to the resolutions shall be forwarded by affiliates to the Secretariat at least one month before the opening date of the Congress.

In accordance with Article 67 al. 3 Code Civil, emergency resolutions submitted by affiliates in the course of the Congress shall be considered only if they are supported by affiliates from at least five countries.

Article 13 - Duties of the Congress

The duties of the ordinary Congress shall include:

(a) Deliberating and adopting the strategies, goals and activities of IndustriALL for the next four years.

(b) Reviewing, considering, and, where appropriate, approving submitted reports, including the Secretariat report, the financial report, the report of the internal and external Auditors, and the reports on the work of the Executive ~~and the Finance~~ Committees.

(c) Deciding upon all submitted motions and resolutions.

(d) Setting the level of the basic annual affiliation fee.

(e) Electing the President, ~~three Vice Presidents~~, the General Secretary and three Assistant General Secretaries, **as well as one Vice-President per statutory region from among the members of the Executive Committee, based on the recommendations of the Executive Committee members in their respective regions.** The President **and the Vice-Presidents** must hold an elected position within ~~his or her~~ **their** organization.

[IndustriALL seeks for the elected leadership as a group, defined as the President, the Vice-Presidents, the General Secretary and the Assistant General Secretaries, to be composed of 30% women. IndustriALL strives to increase that number to 40% by the 2020 Congress.]

(f) Electing five internal auditors.

(g) Electing Executive Committee members and their substitutes as nominated by the regions, based on the numbers allocated in Article 16.

(h) Considering appeals on affiliation or expulsion of unions.

(i) Constituting sections.

(j) Dissolving IndustriALL.

(k) Modifying Statutes of IndustriALL.

(l) Approving a merger.

All Congress decisions will be taken by a simple majority of votes cast by affiliated unions present or represented at Congress, with the exception of decisions under points (j) and (k) which require a majority of at least two thirds of the total number of votes cast by affiliated unions present or represented at Congress, and under point (l) which requires a majority of at least three quarters of the total number of votes cast by affiliated unions present or represented at Congress.

Article 14 - Congress Voting Rights

Each affiliated trade union that has fulfilled its financial obligation to IndustriALL has the right to vote at the Congress.

Each affiliate shall have one vote for each member for which it has paid affiliation fees in accordance with Article 8.

Affiliates which have received a proxy from other affiliated unions in accordance with Article 11, may also vote in the same manner.

EXTRAORDINARY CONGRESS

Article 15 - Extraordinary Congress

An Extraordinary Congress shall be convened by decision of the Executive Committee, or by the written request to the General Secretary of a fifth of all affiliated trade unions.

Notice of the date and place, and the reasons for calling an Extraordinary Congress, will be given to all affiliates as early as possible before the Congress.

The Executive Committee shall determine the standing orders and agenda for an Extraordinary Congress, in accordance with these Statutes.

EXECUTIVE COMMITTEE

Article 16 - Executive Committee Members

The Executive Committee shall be composed ~~of members representing affiliated unions~~ as follows:

- (a) Elected members, **representing affiliated unions and regions, and promoting the activities of IndustriALL.**

Forty (40) **Sixty (60)** members shall be elected, allocated as follows:

| | |
|---------------------------------|---|
| Asia-Pacific | 8 seats, including at least 2 women |
| Latin America and the Caribbean | 4 seats, including at least 1 woman |
| Middle East & North Africa | 1 seat |
| North America | 6 seats, including at least two women |
| Sub-Saharan Africa | 4 seats, including at least 1 woman |
| Europe | 17 seats, of which 5 (including at least 2 women) for Central and Eastern Europe and 12 (including at least 4 women) for Western Europe |

~~At the founding Congress in 2012, sixty (60) members shall be elected until the second ordinary Congress in 2016, allocated as follows:~~

| | |
|---------------------------------|--|
| Asia-Pacific | 12 seats, including at least 3 women |
| Latin America and the Caribbean | 6 seats, including at least 2 women |
| Middle East & North Africa | 2 seats, including at least 1 woman |
| North America | 9 seats, including at least 3 women |
| Sub-Saharan Africa | 6 seats, including at least 2 women |
| Europe | 25 seats, of which 7 (including at least 2 women) for Central and Eastern Europe and 18 (including at least 5 women) for Western Europe. |

The distribution of allocated seats among countries within each region shall be determined by affiliates within that region.

[In accordance with Article 3, there will be a target of 40% women's representation on the Executive Committee by 2020.]

- (b) The President; ~~and the Vice-Presidents~~
- (c) The General Secretary, with the right to speak but not to vote;
- (d) The Assistant General Secretaries, with the right to speak but not to vote.

Overall, the composition of the Executive Committee shall reflect the membership as regards gender balance, regions and sectors.

Article 17 - Executive Committee Voting

The Executive Committee shall endeavour to achieve the broadest possible consensus in every field.

The quorum for an Executive Committee meeting is reached when more than half of the total number of the members with voting rights are present. Decisions shall be taken by majority vote. In the event of a tie, the President shall have the deciding vote. If votes are required, they will be expressed by a show of hands, unless the majority of members request a secret ballot.

Article 18 - Executive Committee Meetings

The Executive Committee shall convene at least two times a year. The meetings shall be convened by the General Secretary, in consultation with the President. The date and place of each meeting, which is set by the Executive Committee, shall be communicated to the members of the Executive Committee and all affiliates at least four months prior to the meeting, except in extraordinary circumstances, when notice shall be given as far in advance as possible, but no less than 30 days.

The Executive Committee shall determine its own rules. The Executive Committee is encouraged to utilise all appropriate communications technologies to foster participation.

The General Secretary, in consultation with the President, shall draft an agenda for each meeting. The agenda shall be provided to the members of the Executive Committee at least two weeks prior to the opening date of an ordinary meeting, along with any written reports on questions to be dealt with at the meeting. Exceptions may be made in the case of urgent or important matters arising at a later date.

The President shall preside at all meetings of the Executive Committee. In the event that the President is not in attendance for all or any part of the meeting, one of the Vice-Presidents will preside over the meeting during his or her absence.

Minutes shall be kept of all meetings of the Executive Committee. Copies of these minutes shall be sent as soon as possible after the meeting to the members of the Executive Committee and the auditors. They will also be distributed to all affiliates.

Article 19 - Duties of the Executive Committee

The duties of the Executive Committee shall include:

- (a) Reviewing and ensuring that all activities, decisions, resolutions, motions, and policies adopted by the Congress are implemented and fulfilled until the next Congress.

(b) Ensuring that IndustriALL is operating as a single global organization with common principles and priorities throughout the regional and sectoral structures.

(c) Reviewing all reports submitted to it by the Secretariat, ~~the Finance Committee~~ and the internal and external Auditors.

As part of this work, the Executive Committee shall examine the General Secretary's activity report on developments within the areas of work, the financial report, and the internal and external Auditors' reports, as well as any additional relevant regional, section or other reports, and direct the General Secretary in these activities.

(d) Approving the annual accounts reviewed by the internal and external Auditors.

(e) Discharging the General Secretary of any further responsibility.

(f) Reviewing, discussing, and approving the annual budget prepared by the General Secretary.

The Executive Committee will also deal with other financial issues, including the IndustriALL's long-term financial planning, income needs, externally funded projects and the terms of reference for collective bargaining negotiations with staff.

(g) Overseeing the management of the assets of IndustriALL, including investments and real property. Any essential changes concerning the use and disposal of assets shall require approval by 75 percent of the Executive Committee members.

(h) Reviewing important global political and economic events that have a bearing on the activities of IndustriALL and taking necessary action.

(i) Examining applications for admission and proposals concerning expulsions and resignations in accordance with these Statutes.

(j) Nominating an Acting President from among the Vice-Presidents for the period until the following Congress, in case this office becomes vacant between Congresses.

(k) Nominating, from among its members, Acting Vice-Presidents for the period until the following Congress, in case any of these offices become vacant between Congresses.

(l) Nominating an Acting General Secretary and/or Acting Assistant General Secretaries for the period until the following Congress, in case any of these offices become vacant between Congresses.

(m) Nominating new titular members and substitutes of the Executive Committee, after consultation with the respective region, for the period until the

following Congress, in case any of these offices become vacant between Congresses.

(n) Nominating the external Auditor.

(o) Nominating one or more internal auditors for the period until the following Congress, in case any of these positions become vacant between Congresses.

(p) Nominating, in consultation with the affiliates in the relevant section and for the period until the following Section Conference, Section Chairpersons, in case any of these offices become vacant between Section Conferences.

(q) Deciding on the dismissal of the General Secretary and/or Assistant General Secretaries in case of gross neglect of duty.

(r) Selecting and approving the date, venue and agenda of the next Congress.

(s) Establishing special committees, working groups, missions, and/or projects for specific work on areas deemed to be relevant for the work of IndustriALL.

(t) Establishing regional organizations and regional offices.

(u) Setting guidelines for sectoral work, add sections in between Congresses and establish clusters between sections.

~~THE FINANCE COMMITTEE~~

~~Article 20 – Finance Committee Members~~

~~The Finance Committee shall consist of the President, three Vice Presidents, the General Secretary and six (6) members of the Executive Committee chosen by the Executive Committee from the different regions.~~

~~Article 21 – Finance Committee Meetings~~

~~The Finance Committee shall meet at least once a year.~~

~~The President shall preside at all meetings of the Finance Committee. Should the President be unable to do so, one of the Vice Presidents shall temporarily take her or his place.~~

~~The General Secretary, after consultation with the President, shall convene the meetings of the Finance Committee. The date and place of the meetings shall be communicated to the members at least four months prior to the meeting, except in extraordinary circumstances, when notice shall be given as far in advance as possible.~~

~~The General Secretary, in consultation with the President, shall draft an agenda for each meeting. The agenda shall be provided to the members at least two weeks prior to the meeting, along with any written reports on questions to be~~

~~dealt with at the meeting. Exceptions may be made in the case of urgent or important matters arising at a later date.~~

~~Two internal Auditors, shall attend the Finance Committee meetings as observers.~~

Article 22 - Duties of the Finance Committee

~~The Finance Committee shall discuss and make recommendations to the Executive Committee on the following:~~

- ~~(a) Long term financial planning~~
- ~~(b) Analysis of income needs and investment policy~~
- ~~(c) Annual budgets~~
- ~~(d) Externally funded projects.~~
- ~~(e) Terms of reference for collective bargaining negotiations with staff.~~

THE WOMEN'S COMMITTEE

Article xx - The Women's Committee Members and Meetings

The Women's Committee is a standing committee of the Executive Committee. Its members are the female titular and substitute Executive Committee members.

The Women's Committee will elect two Co-chairs.

The Women's Committee will meet at a minimum prior to every Executive Committee meeting.

THE PRESIDENT

Article 23 - Duties of the President

(a) The President shall preside over all meetings of the Congress **and** the Executive Committee ~~and the Finance Committee.~~

(b) The President shall ensure that all business of such meetings is conducted in accordance with the Statutes and the relevant Standing Orders.

(c). The President shall, jointly with the General Secretary, be responsible to IndustriALL for the supervision and general direction of the work of the Secretariat and regional offices.

(d) In the event ~~of the President leaving office prior to completion of his or her term~~ **vacates her/his elected union position at any time during her/his term of office at IndustriALL, she/he shall immediately vacate her/his position at IndustriALL. In the event this occurs,** the Vice-Presidents will consult with one another and determine which of them will assume the Presidency temporarily

until the following meeting of the Executive Committee, which shall elect one of the Vice-Presidents to serve in a temporary capacity as Acting President until the next Congress. ~~The Executive Committee shall elect a new Acting Vice-President.~~

THE VICE-PRESIDENTS

Article xx - Duties of Vice-Presidents

The Vice-Presidents shall support the President as representatives of their respective regions.

If the President in exceptional cases cannot attend a meeting, he/she will be represented by a Vice-President. The Vice-Presidents agree among themselves on a system of rotation.

The President and the Vice-Presidents work closely together. They can serve as contacts for the General Secretary in the regions, with the aim of ensuring an effective implementation of the decisions taken by the Executive Committee.

The Executive Committee has the mandate to give specific further tasks to the Vice-Presidents.

In the event a Vice-President vacates her or his elected union position at any time during their term of office at IndustriALL, she or he shall immediately vacate her or his position at IndustriALL.

INTERNAL AND EXTERNAL AUDITORS

Article 24 - Internal and External Auditors

The Congress shall elect five internal Auditors, who cannot be titular members of the Executive Committee.

The internal Auditors shall be responsible for internal audits as well as related procedures, policies, and methods utilised for such audits, and issue a report to the Executive Committee twice a year. The internal Auditors shall also undertake other responsibilities as directed by the Executive Committee.

A minimum of three internal Auditors shall inspect the books at least twice a year.

The internal Auditors shall verify that these books are kept in accordance with the applicable law, with good accounting practices and with the Statutes. In addition, they shall verify if the economic activity corresponds to the decisions of the Executive Committee and the Congress.

The internal Auditors shall submit a written report on their findings to the Executive Committee.

They shall work in cooperation with the external Auditors. The external Auditors shall carry out an ordinary audit.

THE SECRETARIAT

Article 25 - Management of the Secretariat

The management of the Secretariat shall be entrusted to the General Secretary. He or she shall appoint the members of the staff in consultation with the President. All staff engaged shall be under the supervision of the General Secretary and perform such duties as may be assigned to them.

Article 26 - Duties of the General Secretary

The General Secretary shall have the following duties, subject to the direction of the Congress **and the** Executive Committee ~~and Finance Committee~~:

(a) Implement the policy and decisions of the Congress **and** the Executive Committee ~~and the Finance Committee~~.

(b) Safeguard at all times and in every respect the interests of IndustriALL.

(c) Serve as the legal representative of IndustriALL.

(d) Manage and direct all key operations and handle all staff and other personnel issues, including the appointment of regional staff and project coordinators after consultation with the President and affiliates in the respective regions. The General Secretary, in consultation with the President and the Executive Committee, shall establish working conditions through negotiations with the staff.

(e) Act as treasurer and be responsible for general financial management. This includes monitoring the collection of annual affiliation fees, implementing financial and other business operations and transactions, maintaining financial accounts and records of income and expenses, preparing financial reports, and submitting the books for inspection to the internal and external Auditors as soon as possible after the end of the fiscal year.

Unless the Executive Committee decides otherwise, the General Secretary or his or her designee is authorised to sign documents on behalf of IndustriALL. The General Secretary shall also sign all major financial instruments, together with the staff member with senior responsibility for financial control or another staff member designated by the Executive Committee.

(f) Prepare all documentation for the Congress and other statutory meetings. The General Secretary shall report on the activities at each Congress and at all statutory meetings, and inform all affiliates of the key decisions taken by the Congress and Executive Committee.

(g) Act as the principal spokesperson, representing IndustriALL towards outside institutions.

(h) Have the editorial responsibility for all materials, publications, and other communications to affiliates and the public.

Article 27 - Duties of the Assistant General Secretaries

~~The Assistant General Secretaries shall perform such duties as may be assigned to them by the General Secretary in consultation with the President. They shall attend all meetings of the Congress, the Executive Committee and the Finance Committee.~~

[The General Secretary together with the Assistant General Secretaries form the leadership team, which operates under the authority of the General Secretary. In consultation with the President, they agree on a distribution of political and administrative responsibilities and inform the Executive Committee accordingly.]

SECTIONS

Article 28 - Sections

The ~~Congress and the Executive Committee~~, shall ~~can~~ establish sections for specific industrial sectors, ~~women workers~~ and ~~Non-Manual white collar~~ ~~W~~workers coming within the organizational scope of the affiliated unions. These sections shall comprise representatives of the affiliated unions representing the workers concerned.

The Executive Committee shall organise the work of the ~~s~~Sections, which may for administrative purposes be grouped into clusters.

~~There shall be at least one conference for each Section or Cluster between Congresses.~~

Each ~~s~~Section or ~~e~~Cluster ~~e~~Conference shall elect ~~two a~~ Co-Chairpersons, ~~one woman and one man~~, who shall work with the Executive Committee and the Secretariat to ~~organize the section and arrange necessary meetings and actions~~ to carry out international work in the relevant section, and work on specific cross-sectoral issues.

REGIONAL AND NATIONAL STRUCTURES

Article 29 - Regions

IndustriALL shall work in the following regions:

- North America
- Latin America and the Caribbean

- Sub-Saharan Africa
- Middle East and North Africa
- Asia-Pacific
- Europe

The Congress or the Executive Committee may establish regional organizations.

~~Where regional organizations exist, they~~ ~~The regional organizations~~ shall ~~decide regional Action Plans and general policies to address priorities and matters specific to the region and~~ assist in the implementation of IndustriALL's general policies and priorities as decided by the Congress and the Executive Committee, ~~based on priorities and resources in the regions~~, and shall address matters specific to the region.

~~Where regional organizations exist, a~~ ~~A~~ Regional Conference of all affiliates in the region will be held at least every four years. The Regional Conference may also decide to set up smaller coordination bodies.

Each Regional Conference shall elect ~~a Chairperson~~ ~~two Chairpersons, one woman and one man~~, from among the members of IndustriALL's Executive Committee to coordinate the work in the region. ~~The Executive Committee members of the region shall meet to discuss, among other things, regional Action Plans and general policies.~~

The Executive Committee may establish Regional Offices in one or more regions to facilitate the regional work under the leadership of IndustriALL.

~~The Regional Offices shall support the activities of the regional Executive Committee, cooperate with the Chairpersons, and perform activities of the regional organization.~~

The accounts of all Regional Offices shall be audited annually. A report on all such audits shall be submitted annually to the Secretariat and to the Executive Committee.

Article 30 - National Councils

National Councils may be established by affiliates in countries where IndustriALL has more than one affiliate, in order to promote common action and maintain relations between the affiliates and the Secretariat.

OBLIGATIONS OF AFFILIATED ORGANIZATIONS

Article 31 - Expenses of Affiliates in Relation to IndustriALL Meetings

All expenses incurred by delegates to attend IndustriALL meetings including the Congress, the Executive Committee ~~and the Women's Committee~~ ~~and the Finance Committee~~, are to be paid by the affiliates concerned. The General Secretary, on the basis of principles agreed by the Executive Committee, may

permit exceptions, authorising the payment of expenses for certain delegates, in part or in full.

DISSOLUTION

Article 32 - Dissolution

IndustriALL may be dissolved only by the Congress. A decision to this effect must obtain a majority of at least two-thirds of the total number of votes cast by affiliated unions present or represented at Congress in accordance with Article 14.

In case of dissolution, under no circumstances can the remaining assets be returned to the founding members of IndustriALL or used for their benefit, in whole or in part, in any manner whatsoever. The remaining assets must be transferred to an institution pursuing a similar public purpose and benefiting from a tax exemption.

STATUTES - GENERAL RULES

Article 33 - Interpretation of the Statutes

In case of any disagreement concerning the interpretation of these Statutes, the Executive Committee shall be the competent body to decide and may make recommendations to Congress concerning necessary changes to the Statutes arising from such interpretations.

In case of any disagreement concerning the wording in these Statutes, the reference language of origin shall be the French language.

Article 34 - Changes to the Statutes

The Congress shall be the only competent body to amend the Statutes.

Any decision to amend the Statutes must obtain a majority of at least two-thirds of the total number of votes cast by affiliated unions present or represented at Congress in accordance with Article 14.

APPENDIX

List of industrial sectors within IndustriALL's jurisdiction

Manufacturing and production workers, administrative, clerical, scientific, professional, supervisory and technical staffs, **including** in the following industries:

I. Aerospace

Manufacturing, assembling, designing, developing, and servicing of airframes, parts, engines, and other components and supplies in all commercial and defense aerospace and related industries, including but not limited to, space launch, missiles, satellites, maintenance, repair and overhaul, composites, specialty metals, chemicals, electronics, interiors and avionics.

II. Automotive

Production, research and development, distribution and service in the automotive industry and in the supply chain.

III. Base metals

Production, research and development and recycling of iron, steel, aluminium, precious and non-ferrous materials and products.

IV. Chemical, Pharmaceutical and Bio-science

Research, production and refining of chemical elements, compounds and products, pharmaceuticals, chemo-technical products, petro-chemical products, agrochemicals, plastics, plastic products and composites and artificial fibres. Research and manufacture of products and materials resulting from bio-technical methods or genetic engineering techniques.

V. Energy

Exploration, production, generation, refining and distribution of all types of primary and secondary energies.

VI. Industrial and Environmental Services

Waste disposal and recovery, pollution control, recycling, cleaning and maintenance, laundry, dry cleaning and hygiene services, portage and security and associated activities.

VII. Glass, Ceramic, Cement and Associated Industries

Research, production and fabrication of flat glass, container glass, glass fibres, household glass, technical glass and all other glass products; all types of pottery, clay and ceramic materials, composites and products; cement, non-metallic minerals, composites and products.

VIII. ICT, Electrical and Electronics

Production, research and development of electronic components and instruments, computers, communications equipment, consumer electronics, white goods and electrical equipment.

IX. Mechanical engineering

Production of machine tools, machinery for metallurgy, mining and construction, machinery for textile, apparel and leather production, agricultural and forestry machinery, lifting and handling equipment, pumps and compressors, bearings, engines and turbines, industrial furnaces and burners, power transmission engineering, environmental technology equipment.

X. Mining and DGOJP

Exploration, extraction and processing of hard coal and lignite, metallic and non-metallic minerals, clays, sands and gravels. diamond and gem sorting, cutting and polishing; pearl farming and setting; watch making; ornament and jewellery manufacture (DGOJP)

XI. Pulp and Paper

Research, production and conversion of pulp, paper, board, kraft, paper packaging and other paper and board products.

XII. Rubber

Research and production of synthetic rubber and composites and fabrication of both natural and synthetic rubber products.

XIII. Shipbuilding and Shipbreaking

Production, research and development, construction, rigging, dismantling and the related works of shipbuilding, marine equipment, ship repair and maintenance, shipbreaking and ship recycling.

XIV. Textile, Leather, Garment Shoes and Textile Services

Manufacture of textile, garment, shoe and leather products, technical textiles, textile car suppliers, carpeting, other light industries, textile services including laundries.

XV. Service and Miscellaneous Industries

Service and Miscellaneous industries not falling within the scope of other Global Union Federations.