

TWARO

ITGLWF-APRO

CONSTITUTION



ASIAN AND PACIFIC REGIONAL ORGANIZATION
International Textile, Garment and Leather Workers' Federation

ARTICLE 1: CONSTITUTION

The ITGLWF Asian and Pacific Regional Organization (hereunder referred to as TWARO) shall be composed of trade union organizations of textile, garment, footwear, leather, and other appropriate light industries workers in Asian and Pacific countries affiliated to it and which recognize in their rules the aims and objects of the International Textile, Garment and Leather Workers' Federation (ITGLWF) and International Confederation of Free Trade Unions (ICFTU).

ARTICLE 2: HEADQUARTERS

The headquarters of the TWARO shall be located in such a place as decided by the Executive Committee, hereinafter provided.

ARTICLE 3: OBJECTS

The objects of the TWARO shall be as follows:

1. To secure the cooperation of textile, garment, footwear, leather and other appropriate light industries workers organizations in Asia and the Pacific and to foster consciousness of fellowship among all workers in the trades, without distinction of nationality, race, sex, religious denomination, creed or sect.
2. To preserve and further economic, social and cultural interests of textile, garment, footwear, leather and other appropriate light industries workers.
3. To secure reduction in hours of work and to improve wages, conditions of work and employment, to achieve the maximum protection of workers and to eliminate adverse discrimination on grounds of race, sex, nationality or creed.
4. To ensure the integration of women into trade union organizations and to promote their participation in activities and decision-making bodies at all levels.

ARTICLE 4: TASKS

To attain the objects in the above, it shall be the task of TWARO:

1. To endeavor to secure affiliations to the ITGLWF.
2. To assist existing trade union organization of textile, garment, footwear, leather and other appropriate light industries workers in the region, and to promote and help in

the establishment of new ones where none exist.

3. To undertake research, and disseminate and exchange information on textile, garment, footwear, leather and other appropriate light industries in Asia and the Pacific with regard to working conditions, wages, production, imports, exports and various other related subjects.
4. To coordinate the activities of the trade unions of textile, garment, footwear, leather and other appropriate light industries workers in the region and to secure representation at international institutions on matters affecting textile, garment, footwear and leather workers.
5. To carry out publicity for the achievement of the aims and objects of the ITGLWF and TWARO.

ARTICLE 5: SCOPE

The ITGLWF Asian and Pacific Regional Organization shall exercise its jurisdiction in all the countries of Asia and the Pacific.

ARTICLE 6: MEMBERSHIP

1. Only organizations affiliated with the ITGLWF in the region shall be eligible to become members of TWARO, subject to the acceptance of and compliance with the Constitution of the TWARO.
2. The Executive Committee of TWARO shall have power to suspend from membership of the Regional Organization any member organization which in its judgement, acts against the interests of TWARO, or which is in arrears for more than two annual payment with its affiliation fees and does not pay it in spite of a reminder. The ITGLWF shall immediately be informed of the action taken and the reason therefore.
3. A suspended organization may appeal to the Executive Committee of the ITGLWF whose decision shall be final.
4. Disciplinary action taken by the ITGLWF against an affiliated organization shall automatically be applied by the TWARO.

ARTICLE 7: OBLIGATIONS

It shall be the responsibility of each affiliated organization:

1. To promote maximum amount of cooperation among all the textile, garment, footwear, leather and other appropriate light industries centers affiliated to the ITGLWF and TWARO.
2. To keep its constituent bodies fully informed of the work and progress of the TWARO.
3. To keep the TWARO fully posted of all the developments concerning textile, garment, footwear, leather and other appropriate light industries in their respective countries.
4. To advise the TWARO regularly of the dates of annual congress and decisions reached there as well as composition of executive committee.

ARTICLE 8: FINANCE

1. a) The cost of running the TWARO shall be met out of an annual affiliation fees payable by affiliates on or before 31st March of each year.

b) The rate of affiliation fees shall be determined by the Regional Conference.

c) The Executive Committee is authorized to fix another rate of affiliation fees for such affiliates that, due to special circumstances, cannot pay their affiliation fees in full.
2. The Regional Conference shall be empowered to levy supplementary contributions to meet additional expenditure. Unless the payment of such levies is optional, the decision to impose them shall require a favourable vote of not less than two-thirds of the paid membership of the TWARO.
3. The TWARO may receive donations and other financial assistance from time to time in furthering its aims and objects.
4. The Secretary (hereinafter provided) shall prepare an annual budget for submission and approval of the Executive Committee.

ARTICLE 9: AUDITORS

The Regional Conference shall appoint not more than two internal auditors outside the membership of the Executive Committee to audit the accounts of the TWARO and report in writing to the Regional Conference.

ARTICLE 10: MANAGEMENT

The management of the affairs of the TWARO shall be in the hands of the Regional Conference, the Executive Committee and the Secretary whose respective authorities shall rank in the order indicated.

ARTICLE 11: REGIONAL CONFERENCE

- 1. The member organizations shall be entitled to representation with voice and vote at the Regional Conference on their membership for which affiliation fees have been paid to the TWARO up to the year in which the Conference takes place.

The representation at the Conference will be as follows:

Up to 10,000 members	~ 1 voting delegate
10,001 to 20,000 members	~ 2 voting delegates
20,001 to 35,000 members	~ 3 voting delegates
Over 35,000 members for every 20,000 members or part thereof	~ one additional voting delegate

Affiliated organizations shall select their delegates taking into account their membership composition. Any organization with women members representing more than one-third of its membership shall nominate at least one woman as delegate.

With proxy voting available upto the maximum voting rights of affiliated organizations.

- 2. Any affiliated organization which is not in arrears for more than one annual payment with affiliation fees shall be entitled to representation with voice but without vote.
- 3. The Regional Conference shall meet ordinarily once in every five years at such place and dates as the Executive Committee shall decide from time to time.
- 4. The affiliates of the TWARO and General Secretary of the ITGLWF shall receive notification of such meetings and copies of the agenda and relevant documents not less than three months before the meeting.
- 5. Extraordinary meetings of the Regional Conference may be called at the discretion of the Executive Committee and also shall be called at the written request of not less than one half of the member organizations from different countries representing not less than one-third of the paid membership.
- 6. The expenses of delegates attending meetings of the Regional Conferences shall be

ordinarily borne by the organizations they belong to.

7. It shall be the endeavor of the Regional Conference to secure the largest possible measure of agreement rather than to carry decisions by majority vote. Voting shall normally be by show of hands, but any two or more organizations represented at the Conference may call for a card voting, in which case the motion shall not be carried unless the vote in favour represents a majority of the paid-up membership of the TWARO.
8. The Regional Conference shall:
 - a) Elect a Credentials Committee and such other committees as may be deemed necessary to deal with the items on the agenda.
 - b) Elect the members and substitute members of the Executive Committee and confirm the appointment of the Secretary.
 - c) Consider reports on the activities; proposals for future activities; proposals for the amendment to the Constitution or to the Standing Orders; financial reports and audited statement of accounts; and such other items as the Executive Committee may decide to place before the Conference.
9. Procedures for election of Executive Committee Members at the Regional Conference :
 - a) Only affiliated organizations having paid their affiliation fees for the last two preceeding years will be entitled to submit candidates for election to the Executive Committee.
 - b) Only affiliated organizations of at least two year's standing and being up to date with their payment of affiliation fees will be entitled to submit candidates for election to the Executive Committee.
 - c) All candidates standing for election to the Executive Committee must be active members of their organization and hold a position of responsibility therein; the same condition shall apply to becoming or remaining a member of the Executive Committee.
 - d) Nominations submitted by affiliated organizations shall take into account the geographic composition of the Executive Committee in accordance with Article 12: Executive Committee Sub-clause (3) and its gender composition as stated in Article 12 Sub-clause (2).
 - e) With regard to the election of the nine Executive Committee members in the

geographic composition as stated in Article 12 Sub-clause (3), no candidate of one sub-region is allowed to stand for election in a different sub-region.

- f) Of the two TWARO Executive Committee members reserved for women as stated in Article 12 Sub-clause (2), one shall be elected from nominations submitted by affiliates in developing countries and the other from nominations submitted by affiliates in industrialized countries.
- g) The nominations from affiliated organizations are to be submitted to the TWARO Secretariat not later than six weeks prior to the opening of the Regional Conference.

ARTICLE 12: EXECUTIVE COMMITTEE

1. Between Regional Conferences, the highest authority within the TWARO, subject to the general policy laid down by the Regional Conference and the Congress of the ITGLWF, shall rest with the Executive Committee elected at the Regional Conference and shall ordinarily meet once a year.
2. The Executive Committee shall be composed of the following: (a) nine members to be elected by the Regional Conference, (b) two members reserved for women to be elected by the Regional Conference, one of whom shall be from the developing countries and the other shall be from the industrialized countries; (c) the elected Chairperson of TWARO Women's Committee; and (d) the Secretary. The twelve elected members shall include the President and the Vice-President.

Excepting the Secretary, the Chairperson of TWARO Women's Committee, and the two members reserved for women; no country shall be entitled to more than one member on the Executive Committee. Where there are more than one textile, garment, footwear, leather and other appropriate light industries workers' organizations affiliated to TWARO, such affiliated organizations shall jointly put up one nominee for election. In case of dispute, the final decision on the question of election of the representative from that particular country shall be left to the Regional Conference.

3. In accordance with Article 12 Sub-clause (2), the nine Executive Committee members in the general section to be elected by the Regional Conference shall comprise:

East Asia	- 3 Executive Committee Members
South East Asia	- 2 Executive Committee Members
South Asia	- 2 Executive Committee Members
Oceania	- 1 Executive Committee Member
Middle East	- 1 Executive Committee Member

The position of the TWARO Executive Committee members in each of the sub-regions mentioned above may be shared by affiliates from different countries but belonging to the same sub-region if they so wish. However, no country shall be entitled to sharing more than one position on the Executive Committee through such arrangement.

4. The Executive Committee shall, immediately following the Regional Conference, elect from amongst its members a President and a Vice-President. The President, and in her/his absence, the Vice-President shall preside over all meetings of the Executive Committee and the Regional Conference.
5. Vacancies occurring on the Executive Committee shall be filled by the organizations to which such persons belong. Vacancy in the office of the President and Vice-President shall be filled by the Executive Committee.
6. Should any member of the Executive Committee be unable to attend the meeting of the Committee, her/his substitute shall attend in her/his place as a member. It shall be the duty of such a member of the Committee to advise her/his substitute and the Secretary, at the earliest possible moment, of her/his inability to attend such meeting.
7. Expenses incurred by members of the Executive Committee in the fulfillment of their duties shall be borne by the TWARO, provided that finances permit.
8. It shall be the duty of the Secretary to keep the Executive Committee fully informed of all important activities of the TWARO and to supply its members with any information relating to such activities as they may request.
9. The Executive Committee's functions shall be to advise the Secretary and supervise the TWARO and to make recommendations to the Regional Conference on all the matters which the Executive Committee considers appropriate.
10. The Executive Committee shall fix date and place of the Regional Conference and any other sectional conferences in the region convened by the TWARO, and shall fix the agenda of these conferences on the basis of proposals received from the affiliated organizations.
11. The Executive Committee shall approve the annual budget of the TWARO.
12. Seven members shall form a quorum for the Executive Committee meeting.

ARTICLE 13: SECRETARY AND STAFF

1. The Secretary shall be appointed by the Executive Committee in consultation with

ITGLWF. She/He shall remain in office as long as her/his conduct of affairs is deemed by the Executive Committee and/or Conference of the TWARO to be satisfactory.

2. The Secretary, in consultation with the Executive Committee, shall appoint all personnel as the TWARO may require.
3. The Secretary shall act under the advice of the Executive Committee. She/He shall attend all congresses and meetings of the ITGLWF, Regional and sectional conferences of the TWARO and meetings of the Executive Committee.
4. In addition to such tasks as may be entrusted to her/him by the Regional Conference and the Executive Committee, it shall be her/his duty to send regularly to the Secretariat of the ITGLWF all important decisions and other relevant information.

ARTICLE 14: SPECIAL COMMITTEE

There shall be a TWARO Women's Committee, the composition and terms of reference of which will be decided upon by the Executive Committee.

ARTICLE 15: AMENDMENT TO CONSTITUTION

The Constitution of the TWARO and any amendment thereto shall become effective after the adoption by the Regional Conference. For any amendment to the provisions of the Constitution, thirty days notice shall be necessary.

ARTICLE 16: DISSOLUTION

The TWARO may be dissolved by a decision of the Regional Conference for which more than two-thirds majority of the paid-up membership shall be necessary.

ARTICLE 17: PROPERTY AND ASSETS

In case of dissolution of the TWARO, any asset belonging to the ITGLWF shall be reverted to the said organization and the disposal of the remaining shall be decided in accordance with the resolution passed by the Regional Conference prior to dissolution.

Itglwf asian and pacific regional organization

CONSTITUTION

Adopted at the Preparatory Committee Meeting
Manila, 3rd November, 1960

Amended by Second Regional Conference
Tokyo, 23rd-24th October, 1962

Amended by Fifth Regional Conference
Singapore, 18th-20th September, 1974

Amended by Sixth Regional Conference
Bombay, 12th-13th December, 1977

Amended by Seventh Regional Conference
Tokyo, 15th-16th June, 1981

Amended by Eighth Regional Conference
Hong Kong, 16th-17th December, 1985

Amended by Ninth Regional Conference
Taipei, 14th-15th May, 1990

Amended by Tenth Regional Conference
Singapore, 7th-8th July, 1994

Amended by Twelfth Regional Conference
Okayama, Japan, 15th-16th November 2002

Amended by Thirteenth Regional Conference
Bangkok, Thailand, 7th-8th December 2006