



International Trade Union Confederation Pan-European Regional Council (PERC)

CONSTITUTION

(as amended by the 5th PERC General Assembly on the 5th of December 2023)

I. Principles, aims and objectives.

A Pan-European Regional Council (PERC) of the International Trade Union Confederation (ITUC) is hereby established.

The PERC shall work generally to promote in the region the strategies, priorities and policies of the ITUC. It intends to contribute to social development, to the consolidation of democracy and to a better respect of human and workers' rights in all the countries and territories that are listed below. It shall determine policies and action on matters that affect the interests of working people in the region, support bilateral and multilateral cooperation and promote trade union action and representation through the strengthening of the trade union movement in all its constituencies.

It shall in particular:

- Strive for the universal respect of all fundamental rights at work, defend freedom of association and liberty of collective bargaining;
- Strive for a model of development that integrates decent work for everyone, and comprehensive system of social protection for all the categories of workers, particularly with the most fragile or the most precarious of them;
- Promote the value of solidarity between the different categories of people, active and inactive, but also between the generations;
- Emphasise the responsibility of the State and the Public Institutions in the development of their countries and region, in providing jobs and existence security for all; underline in this perspective the crucial role of the public services and of the services of general interests that could not be left to the only forces of the market;

- Insist on the key role of social dialogue – at all the levels – as the most democratic way to prevent conflicts and to find appropriate solutions that give the possibility to the trade unions to express their points of views, to defend their interests and to take part in the decisions that will affect their live, their situation and their working conditions;
- Promote an all-inclusive society by putting an end all discrimination on the basis of sex, religion, colour, nationality, ethnicity, sexual orientation, gender identity, political opinion, social origin, age or disability;
- Promote equal opportunities and equal treatment between men and women, both in the trade union movement as well as in the workplace, and in particular promote gender mainstreaming;
- Promote the growth and strength of the independent and democratic trade union movement by initiating and supporting action to increase the representativeness of trade unions through the recruitment of women and men working in the informal as well as the formal economy, and by supporting trade union education.

The PERC shall cooperate closely with the European Trade Union Confederation (ETUC).

It shall maintain relations with regional intergovernmental institutions, and with international institutions insofar as they are working in the region.

It shall seek to establish relations with employers' organisations in the region with a view to advancing social dialogue and negotiations.

II. Membership

Article 1

The PERC shall consist of national trade union confederations affiliated to the ITUC in:

Albania; Andorra; Armenia; Austria; Azerbaijan; Belarus; Belgium; Bosnia and Herzegovina; Bulgaria; Croatia; Cyprus; Czech Republic; Denmark; Estonia; Finland; France; Georgia; Germany; Greece; Hungary; Iceland; Ireland; Italy; Kazakhstan; Kyrgyzstan; Kosovo; Latvia; Liechtenstein; Lithuania; Luxembourg; North Macedonia;; Malta; Moldova; Monaco; Montenegro; Netherlands; Norway; Poland; Portugal; Romania; Russian Federation; San Marino; Serbia; Slovakia; Slovenia; Spain; Sweden;

Switzerland; Tajikistan; Türkiye; Turkmenistan; Ukraine; United Kingdom; Uzbekistan; Vatican City.

Article 2

Organisations with associated organisation status in the ITUC shall, mutatis mutandis, hold the same status in the PERC.

III. Institutions

Article 3

The institutions of the PERC shall be the General Assembly, the Executive Committee, the Steering Committee and the Secretariat.

General Assembly

Article 4

The PERC General Assembly shall meet at least every 4 years to:

- determine priorities for action in the region
- receive reports on activities
- consider any rules changes
- approve the composition of the Executive Committee
- elect the PERC President, General Secretary and Vice-Presidents

An extraordinary meeting of the General Assembly may be convened by the Executive Committee or by the ITUC and PERC General Secretaries acting jointly.

Article 5

The PERC President shall be elected for a 4-year term, renewable once. In case the President has to withdraw in the course of the period of office, the Executive Committee will decide on the election of a replacement with absolute majority votes cast.

The number of Vice-President shall be determined by the General Assembly. Gender balance and sub-regional representation shall be taken into account in nominating the President and Vice-Presidents.

The ETUC General Secretary is the ex-officio candidate for the PERC General Secretary position. The General Assembly elects the General Secretary by ratifying this candidature.

The General Assembly shall be presided over by the PERC President or, in his or her absence, by one of the Vice-Presidents.

Article 6

Representation in the General Assembly shall be based on the paid membership of organisations as follows:

- 1 seat for up to 500,000
- 2 seats for 500,001 – 1,000,000
- 3 seats for 1,000,001 – 5,000,000
- 4 seats for 5,000,001 – 7,000,000
- 5 seats for over 7,000,001

Taking into account the aim to actively promote gender parity, at least 40% representation of either women or men should be achieved in the General Assembly meetings. Women shall constitute half of the delegations of organisations having 2 or more delegates.

The Executive Committee shall determine the procedure for the allocation of 8 seats for women delegates and 3 seats for youth delegates, defined by the PERC Women's Committee and Youth Committee respectively, all with voting rights.

The European Industry Federations / Global Union Federations shall each be entitled to a representative with the right to speak.

The ITUC and PERC General Secretaries shall participate at the General Assembly. ITUC GS has a right to speak at the GA and PERC GS has a right to speak and vote. Should they be unable to attend, they shall have the right to appoint their personal representatives to attend the session on their behalf with the same voting and speaking rights. The PERC Executive Secretary shall attend meetings with the right to speak.

Article 7

The General Assembly shall endeavour to reach the widest possible agreement. If a vote is necessary, the General Assembly shall decide by

an absolute majority votes cast, except for Constitutional amendments which shall require a majority of two-thirds of the votes cast.

Executive Committee

Article 8

The PERC Executive Committee shall meet at least once a year to:

- receive reports on activities in the region and agree further activities
- agree on the setting up of networks, programmes, task-forces on specific actions, committees that would support the PERC action; receive audited accounts
- prepare meetings of the General Assembly

Article 9

The Executive Committee shall be presided over by the PERC President or, in his or her absence, by one of the Vice-Presidents.

Article 10

The Executive Committee sets up a Women's Committee and a Youth Committee with accountability to Executive Committee and determine their mandate, composition, and procedural rules, as well as their relation to the ETUC's Women's and Youth Committees and the existing Women's and Youth networks operating in the PERC region, recognising the important role of these networks in the democratisation, transformation and strengthening of the trade union movement in those regions. Women and Youth Committees report to the Executive Committee with activity report.

Article 11

Representation in the Executive Committee shall be based on the paid membership of organisations as follows:

- up to 1 000 000 members: 1 representative;
- 1 000 001 – 3 000 000 members: 2 representatives;
- Over 3 000 000 members: 3 representatives.

The Executive Committee shall determine the procedure for the allocation of 3 seats for women representatives and 1 seat for a youth representative, all with voting rights.

A deputy member shall be appointed for each full member.

Taking into account the aim to actively promote gender parity, at least 40% representation of either women or men should be achieved in the Executive Committee meetings. According to this, organizations represented by one or more full members should nominate the deputy member(s) of the other sex.

The European Industry Federations / Global Union Federations shall each be entitled to one representative with the right to speak.

The ITUC and PERC General Secretaries shall participate at Executive Committee. ITUC GS has a right to speak and PERC GS has a right to speak and vote. Should they be unable to attend, they have the right to appoint their personal representatives to attend the session on their behalf with the same voting and speaking rights. The PERC Executive Secretary shall attend meetings with the right to speak.

Article 12

The Executive Committee shall endeavour to reach the widest possible agreement. If a vote is necessary, the Executive Committee shall decide by an absolute majority of the votes cast, except for Constitutional amendments which shall require a majority of two-thirds of the votes cast.

Steering Committee

Article 13

The PERC Steering Committee composed of the General Secretary, President, Vice-Presidents, Executive Secretary, and presidents of Women's and Youth Committees shall meet at least twice a year to:

- assure the continuity of the PERC operation;
- treat matters of urgency as mandated by the Executive Committee;
- prepare meetings of the Executive Committee.

The Steering Committee shall be presided over by the PERC President or, in his or her absence, by one of the Vice-Presidents.

Secretariat

Article 14

The Secretariat shall be composed of the PERC General Secretary, the Executive Secretary and of officers designated by ETUC and ITUC General Secretaries.

An Executive Secretary shall be appointed by the ITUC and PERC/ETUC General Secretaries acting in concert, taking into account nominations from affiliated organisations. The appointment shall be endorsed by the PERC Executive Committee. He or she shall report directly to the PERC General Secretary.

The General Secretary shall be the spokesperson of the PERC and shall have overall responsibility for the internal organisation of the Secretariat in consultation with the ITUC General Secretary.

The PERC General Secretary shall be a full member of the ITUC General Council and Executive Bureau. He or she shall present an annual report on PERC activities to the General Council.

IV. Finances

Article 15

Organisations members of the PERC that do not contribute to the ETUC shall contribute an additional 30 per cent of the contribution they make to the ITUC, for PERC activities.

Specific activities, such as the PERC Summer School, Women's School, Youth Conference, etc., may be financed by extra-budgetary resources.

Other funds will be provided from ITUC and ETUC sources.

Auditing of PERC finances shall be carried out by the ITUC auditors.

V. Authoritative Text

Article 16

In the case of a conflict in meaning between different language versions of the text of the Constitution, the English text shall prevail.