



## **PREAMBLE**

### **1. WOW is a worldwide organization of workers in various sectors**

The World Organization of Workers – WOW is an international movement of national trade unions uniting workers. Member organizations are trade unions of the sectors as follows:

- administration
- commercial and technical services
- metal and electro industries
- financial institutions
- ITC sectors
- retail sectors
- graphic industries
- security services
- media
- other business services
- the informal economy

and of other sectors, which are decided upon by the Board. Moreover, the Board is entitled to decide about supplementary sectors.

### **2. WOW has a view of mankind based on belief**

Man is driven by its individual and social nature. Man is part of, and not submitted to decisions of economical and social importance. Each man is given its own dignity and its fundamental rights! Man is important to oneself. As a creation of God, man's mission is to lead a meaningful, self-responsible and self-achieving life, given the principles of subsidiarity and solidarity as a fruitful basis.

Only in society, man is able to develop its own self!

### **3. WOW pursues a solidarity-based community of free and dignified people**

Basically, man is a social being, which results in the obligation to look not only after himself but also after his fellowmen. The activities, actions and views of WOW are based on the creation and preservation of a solidarity-based community in which everybody, in freedom and dignity, considers his fellowmen with respect.

### **4. WOW pursues optimum freedom of association for workers**

WOW takes the view that workers should enjoy freedom of association in order to be able to optimally protect the workers' interests as solidarity-based community. In this respect workers should have the possibility, both national and worldwide, to freely choose their trade union organization.

### **5. WOW stands up for a Social Dialogue between workers and employers**

Despite the fact that workers and employers can have different interests, WOW assumes that in the end they need each other to create welfare and capital for all people at national, regional and world level. The Social Dialogue is the precondition for the solving of socio-economic and other disputes between employers and workers.

### **6. WOW wants the authorities to promote and support the Social Dialogue between workers and employers**

WOW takes the view that national governments as well as regional and international institutions should promote and protect the Social Dialogue between workers and employers by every means, if necessary through legislation and the creation of consultation platforms and forums.



**7. WOW regards the Collective Bargaining Agreement as the basis for regulating the worker-employer relationship**

The proper basic instrument for the worker-employer relationship is the Collective Bargaining Agreement, which can be concluded in various sectors and levels such as company level, branch level, national level and also at regional level.

**8. WOW pursues mandatory respect of existing collective bargaining agreements by national and international legislations**

Governments and international authorities should create proper legal instruments that guarantee respect for the existing collective bargaining agreements by all the parties.

**9. WOW pursues a fair community**

WOW aims its activities on a world community marked by a fair and social distribution of work, power and income.

**10. WOW pursues a global economy at the service of human development**

WOW commits itself to the creation of economic, social, cultural and political structures that guarantee human development. In this respect WOW primarily focuses on worldwide trade union action while involving international institutions and organisations aimed at the development of the world community. Its sources of inspiration for this are the Universal Declaration of Human Rights, the ideals contained in the United Nations Charter, the standards and values as established by the ILO in conventions and recommendations.