



# IUSY WORLD CONGRESS

26-29  
MARCH  
2026

ISTANBUL  
TURKIYE

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**Title | Título | Titre:**

Resolution for International Solidarity  
and Institutional Reforms Toward an  
Asia–Pacific Free from Overwork

**Organization | Organización |  
Organisation:**

**Country | País | Pays:**

**New Zealand**

2

3 We reaffirm the principle that sustainable development in the Asia–Pacific is possible  
4 only when the human dignity and the right to health of all workers are guaranteed. The  
5 reality that workers' lives and safety are threatened in the name of economic  
6 performance is a shared challenge that demands our urgent action.

7 We express deep concern that “death from overwork” has emerged as a serious social  
8 problem across the region, driven by excessively long hours and severe job stress.  
9 This is not an individual failing but a structural problem produced by societies that  
10 undervalue labor.

11 The recent death of a young worker at “London Bagel Museum” in South Korea is a  
12 painful example showing how structural hazards impose the harshest sacrifices on the  
13 most vulnerable workers. This tragedy starkly warns us about the poor working  
14 conditions hidden behind glossy commercial success and the grave human-rights  
15 violations that persist in the blind spots of labor law.

16 We oppose management practices that prioritize profit over workers' lives and all  
17 attempts—under the pretext of “working-time flexibility”—that threaten workers' right to  
18 health. We also note that many governments have failed to fulfill their responsibility to  
19 strengthen labor inspection and the legal and institutional safeguards needed to  
20 prevent such tragedies.

21 Therefore, we will not remain in grief. We will stand together across borders and  
22 resolve as follows to drive real change.

## 23 Resolutions

- 24 ● We express our deepest condolences for the young worker at “London Bagel  
25 Museum” and for all workers in the Asia–Pacific who have lost their lives due to  
26 overwork, and we offer our heartfelt sympathy to their families.



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29 ● We strongly urge a thorough fact-finding process and genuine accountability for  
30 all companies—including the company involved—that disregard workers' lives  
31 and safety. We also demand immediate and substantive improvements to  
32 working conditions to prevent any recurrence.  
33

35 ● We call on Asia–Pacific governments to abolish unreasonable systems that  
36 induce long working hours—such as the “inclusive wage system” (a fixed-sum  
37 pay scheme that encourages excessive hours)—and to legislate and strictly  
38 enforce clear compensation based on actual hours worked alongside effective,  
39 enforceable caps on working time.  
40

42 ● We affirm that the right of all workers to freely form unions and bargain  
43 collectively without discrimination or retaliation—the “right to organize”—is the  
44 most essential right for ending overwork and building safe workplaces.  
45 Governments must guarantee this right in practice.  
46

48 ● We propose strengthening regional cooperation on overwork as follows:  
49

50 **(Information & case sharing)** Hold regular forums to share country-level  
51 realities of overwork, relevant case law, union responses, and exemplary  
52 government policies.

53 **(Joint research & campaigns)** Conduct joint surveys of emerging high-risk  
54 sectors—such as platform, IT, and services—and launch international  
55 awareness campaigns for the “right not to die at work.”

56 **(Policy recommendations)** In cooperation with international organizations,  
57 develop Asia–Pacific-specific “Overwork Prevention Guidelines” and urge their  
58 implementation by national governments.

59 Nothing is more urgent than protecting workers' lives. We will unite and act to build an  
60 Asia–Pacific community where labor is respected and every worker can work in good  
61 health and live with dignity.