

UNION GROWTH

The ITUC has 175 million members with 353 affiliates in 157 countries.

Notwithstanding the proud fact that the ITUC family is the largest democratic force on Earth, we are currently organised to 7% of the global workforce.

We recognise that we must organise to grow. If we are to build the power of workers necessary to secure democracy, decent work, equality and social justice, we must break through the 7% barrier.

ITUC global polling tells us that people demand what unions offer:

More than two out of three respondents (68 percent) agree that workplaces with a union provide better wages, conditions and health and safety for workers.

There is exceptionally strong support for a range of labour laws.

99 percent of people favour laws that protect the right to strike for better wages, conditions and health and safety.

96 percent of people are in favour of laws that establish and protect a decent minimum wage for workers.

91 percent of people support laws that give people the right to collectively bargain, and 89 percent support laws that give workers the right to join a union.

The challenge is to identify targets, develop a plan, build capacity and act.

FACTS

The global workforce is 2.9 billion.

The formal workforce is 1.7 billion.

The unionised workforce is 200 million.

50% of workers are in vulnerable employment, most of them women.

40% of the global economy is informal.

UNION TARGETS

Workers around the world are facing concerted attacks on rights with the aggressive export of US-style employment practices. The attacks on freedom of association and collective bargaining are designed to ensure employers have absolute control over the workforce. This dehumanisation of work poses huge challenges for union organising, collective bargaining and social dialogue.

Many unions are developing and implementing counter-strategies in response to, or in anticipation of, the incursion of these practices into the workplace and industrial relations systems. The global trade union movement has a vital role to play in helping unions equip themselves to organise against this onslaught against fundamental rights.

The ITUC and the Global Union Federations (GUFs) have agreed on shared responsibility for three pathways to growth. These include corporate organising, national targets and areas of democratic risk to freedom of association.

BUILDING WORKERS' POWER

ITUC Organising Framework

1. Corporate Campaigning GUF(s) Led Corporate (issue) strategic organising campaigns	2. Global Issues Regional/National Targets ITUC Led Global Issues Strategic Campaigning e.g. Play Fair, Domestic Work, EPZ	3. Agenda Setting Strategic Global Campaigns that are in their Genesis e.g Qatar ITUC : <ul style="list-style-type: none">- may lead the starting of these campaigns- may help GUF's in starting these campaigns- ITUC may lead these campaigns NB: <ul style="list-style-type: none">- These strategic campaigns should be limited to 1 in planning and 1 in implementation- As they mature with organising possibilities they should ne shifted to 1 or 2
Added Value / Partnership ITUC National centres Union affiliates Allies	Added Value / Partnership GUF's National Centres Union Affiliates Allies	

Many ITUC and GUF affiliates and have set growth targets and have stories of successes and challenges to share. You will have the possibility to see these and send us your union's ambitions here when the Congress section of the website is up and running: www.ituc.org/Congress2014

ACTION POINTS:

Congress agrees that building capacity for organising is top priority for unions everywhere. 200 million members is the target for 2018.

This requires the following:

- strategic research and mapping
- identifying key groups and growth targets
- transparent planning and evaluation
- capital strategies to support corporate organising
- training organisers, lead organisers and strategic campaign coordinators through a strengthening of the ITUC Global Academy
- deepening the partnership with the Council of Global Unions with organising campaigns in agreed corporate sectors, countries and major global issues
- building an organising fund

Organising campaigns must be inclusive with measurable outcomes for

- global corporations identified by global unions
- women, migrants and young workers
- workers in the informal sector
- regional and affiliate target groups and sectors