



With the support of the
national trade union confederations
of the G7 countries

Framing the Future of Work with Just Transition Principles

Trade Union Statement to the
G7 Labour and Employment Ministers' Meeting
Turin, September 2017

The G7 Ministers of Labour and Employment are meeting in Turin on 29 and 30 September to address the Future of Work in the context of rising inequalities and gaps in job quality, coupled with major structural changes to our economies driven by digitalisation, demographic changes and migration.

The discussion on the Future of Work should be firmly based on **Just Transition principles**ⁱ - by which special attention should be paid to regions and sectors that may be impacted by climate changeⁱⁱ - to ensure that workers are not paying the cost of adjustment **to the Next Production Revolution and the digitalisation of our economies**. G7 Ministers are urged to identify principles and concrete actions to secure an equitable distribution of the gains from globalised and digitalised economies. Ministers should:

- Endorse Just Transition principles for workers by committing to strengthening the role of labour market institutions, including collective bargaining;
- Commit to tripartite social dialogue frameworks at national and sector level on the impact of automation and digitalisation and the design, development and introduction of digital and green technologies;
- Support social dialogue at firm-level through worker participation mechanisms to help anticipate changes and incrementally improve innovation;
- Ensure fundamental labour rights – including freedom of association and the right to bargain collectively – decent wages and social protection across the digital economy, and specifically in the platform economy, in the face of rising forms of non-standard jobs, self-employed workers or the use of civil contracts. Employers, including platform providers, should be held responsible for the wage and working conditions of their employeesⁱⁱⁱ;
- Stimulate job creation, public and private investment in the green and care economies, ICT and STEM related sectors and high-speed broadband coverage;
- Enable the labour market participation of women and youth by formalising informal work with targeted active labour market policies, investing in quality child care, minimum wages and universal social protection and introducing measures on equal pay legislation and effective wage policies;

- Introduce a lifelong learning guarantee^{iv} for all categories of workers including through publicly administered learning time accounts and well-funded, accessible quality training, VET and higher education systems to cater to different skills needs across all age and social groups, and economic sectors and involve social partners in the design, oversight of financing and implementation;
- Promote quality apprenticeships and equality of access to them by identifying best practices and funding opportunities towards creating inclusive and effective VET systems together with social partners.

While the G7 Labour Ministerial is focussed on the Future of Work, the current context calls for urgent action to address the alarming **failure of governments to resolve the migrant and refugee crisis** and to strengthen **responsible business conduct in global supply chains**. Ministers should commit to:

- Guaranteeing migrants and refugees the right to work, training and equal treatment, including the enforcement of anti-discrimination laws and facilitating their access to quality education, language, skills and vocational training along with social protection and access to public health care services, including trauma counselling; and taking decisive measures against human trafficking and forced labour;
- Strengthening respect for human rights, including workers' rights and improving working conditions in global supply chains, by implementing the UN Guiding Principles on Business and Human Rights through National Action Plans, enacting national legislation making corporate human rights due diligence mandatory, promoting the OECD Due Diligence Guidance, strengthening the National Contact Points of the OECD Guidelines for Multinational Enterprises^v and committing to eradicate modern slavery, forced labour and human trafficking^{vi}.

15 September 2017

Previous trade union statements to the G7 & the G20 in 2017

G7

- Our jobs, our planet – Trade Union Statement to the G7 Environment Summit, Bologna, Italy, June 2017^{vii}
- Trade Union Key Messages to the G7 Taormina Summit, Italy, 26-27 May 2017^{viii}

G20

- L20 Statement to the G20 Hamburg Summit, 7-8 July 2017^{ix}
- L20 Statement to the G20 Labour and Employment Ministers' meeting - Bad Neuenahr, Germany, 18-19 May 2017^x
- Trade Union Statement to the G20 Finance Ministers and Central Bank Governors, 17-18 March 2017, Baden-Baden^{xi}

ⁱ Key principles of a Just Transition include: Research and early assessment of social and employment impacts; Social dialogue and democratic consultation of social partners and stakeholders; Active labour market policies and regulation, including training and skills development; Social protection, including securing of pensions; Community renewal and economic diversification plans; and sound investments leading to high quality, decent jobs. Source DIGITALISATION AND THE DIGITAL ECONOMY - TRADE UNION KEY MESSAGES, TUAC, February 2017 http://www.tuac.org/en/public/e-docs/00/00/13/2A/telecharger.phtml?cle_doc_attach=6940

ⁱⁱ Paragraph 57, Communiqué G7 Bologna Environment Ministers' Meeting, Bologna, Italy (11-12 June 2017) http://www.g7italy.it/sites/default/files/documents/Communiqu%C3%A9%20G7%20Environment%20-%20Bologna_0.pdf#search=%27Italia+G7+Environment+Ministerial+Meeting+Communi%27

ⁱⁱⁱ This implies, amongst others things, systematically addressing the misclassification of employees, making good use of the principle of joint employer responsibility all along the chain of work, giving precedence of the right to bargain collectively over anti-competition law principles, by an upwards streamlining of the tax and social treatment of all workers and by introducing multi-employer plans where appropriate.

^{iv} A guarantee to universal, non-discriminatory access to learning and training opportunities at and outside of the workplace for all and the funding thereof.

^v Including by introducing “consequences” for companies that refuse to participate in mediation.

^{vi} By ratifying and implementing the ILO's 2014 Protocol to the Forced Labour Convention and enacting legislation on the model of the UK Modern Slavery Act.

^{vii} http://www.tuac.org/en/public/e-docs/00/00/13/51/document_news.phtml

^{viii} http://www.tuac.org/en/public/e-docs/00/00/13/D8/document_doc.phtml

^{ix} <http://www.ituc-csi.org/l20-statement-to-the-g20-hamburg>

^x <http://www.ituc-csi.org/l20-statement-to-the-g20-labour>

^{xi} http://www.tuac.org/en/public/e-docs/00/00/13/2C/document_doc.phtml