

# ITUC

## FRONTLINE CAMPAIGNS AND FOUR PILLARS FOR ACTION 2019

HOPE NOT HATRED

RIGHTS NOT OPPRESSION

DEMOCRACY NOT DICTATORSHIP

FREEDOM NOT FASCISM

SOLIDARITY NOT DIVISION

TRUST NOT DESPAIR

FAIRNESS NOT INEQUALITY

COURAGE NOT FEAR

99% NOT 1%

DIGNITY NOT EXPLOITATION

**#CHANGETHERULES**

DEMOCRACIES FOR PEOPLE

A NEW SOCIAL CONTRACT

JUST TRANSITION FOR CLIMATE AMBITION



# Contents

Introduction	5
Summary Frontlines and Pillars	7
ITUC Frontline Campaigns	8
<b>Democracies for People: Change the Rules</b>	8
<b>A New Social Contract</b>	11
<b>Just Transition for Climate Ambition</b>	14
ITUC Pillars and Thematic Areas	18
<b>Peace, Democracy and Rights</b>	18
Countries at Risk	
Migration and Slavery	
Peace and Disarmament	
<b>Regulating Economic Power</b>	20
Jobs, Shared Prosperity	
Corporate Power	
Multilateralism	
<b>Global Shifts - Just Transitions</b>	22
Industrial Transformation and Just Transition – Climate	
Industrial Transformation – Future of Work	
<b>Equality</b>	24
Economic Integration of Women	
Organising against Discrimination and Exclusion	
Annex	26
<b>Sustainable Development Goals and Targets – Trade Union Highlights</b>	26



# Introduction

The ITUC World Congress in Copenhagen gave us an ambitious mandate with four pillars to frame our strategic plans for the next four years. Organising to build workers' power is fundamental to success, and with a ten percent membership growth target, we are determined to grow the movement.

This summary of the ITUC strategic priorities and plans includes the four pillars of Peace, Democracy and Rights; Regulating Economic Power; Global Shifts - Just Transitions; and Equality. These are core business for the ITUC, and each pillar has thematic areas of focus with goals against which we will measure our progress and report to the General Council each year and to the next ITUC World Congress in 2022.

From key ambitions across the pillars, the ITUC plans three Frontline campaigns. These will be our public demands that will help us to change the rules to win democracy, rights, decent work and social justice. They are:

- **Democracies for People: Change the Rules**
- **A New Social Contract**
- **Just Transition for Climate Ambition**

Trade unions are on the front lines in a struggle to claim democratic rights and freedoms against the corporate greed that has captured governments such that they act against the rights and the interests of people. We need a New Social Contract between governments, workers and business to rebuild trust as people lose faith in democracies, and we must stop hot-house earth with ambitious action on climate change.

We will leave no one behind. Women, migrant workers, workers in the informal sector, workers contracted by platform businesses, workers at risk of loss of jobs due to climate change or technology and other workers who are marginalised or discriminated against – all those who are exploited in the endless quest for profit or at risk of climate action or new technologies must be at the centre of our efforts. Without security and hope, many of our people are attracted to the false promises of the extreme right.

The Sustainable Development Goals chart a pathway to a zero-poverty, zero-carbon future that is rights based and just, but they cannot be realised without decent work. With the focus of our four pillars for action and our three Frontline campaigns, we have a formidable agenda. Our aspirations for a just world are winnable.

The Elected Leadership Group will advise us and help evaluate our work and that of our regions. The General Council will review and endorse annual plans and outcomes as well as the budget recommended by the Executive Bureau.

Working with affiliates, regions and GUFs, we can organise workers everywhere to demonstrate that workers power can change the rules.

**Sharan Burrow**

General Secretary,  
International Trade Union Confederation



# Summary Frontlines and Pillars

## Frontline :

### Democracies for People – Change the Rules

Freedom of Association  
Data Privacy  
Listening  
Transparency  
Living Standards  
Accountability  
Environment  
Jobs for Women and Young People  
Social Protection  
Workers  
Collective Bargaining  
Voting  
Rule of Law  
Right to Strike  
Surveillance Protection  
Rebuilding Trust  
Rights

## Frontline : A New Social Contract

Social Protection  
Wages  
Just Transitions  
Mandated Due Diligence  
UN Treaty on Business and Human Rights  
Equal Pay  
Freedom of Association  
Social Dialogue and Collective Bargaining  
Tripartite Decisions

## Frontline :

### Just Transition for Climate Ambition

Net-Zero Emissions  
Government Ambition  
National Development Plans  
Investment Transparency  
Investment in Infrastructure  
Climate-Proof Industries  
Decent Jobs on a Living Planet  
Just Transition  
1.5



## Pillar 1: Peace, Democracy and Rights

Thematic Areas	Countries at Risk	Migration and Slavery	Peace and Disarmament
Goals	<ol style="list-style-type: none"><li>1. Claim democratic space.</li><li>2. Establish a Universal Labour Guarantee.</li></ol>	<ol style="list-style-type: none"><li>1. Eliminate slavery.</li><li>2. Rights for migrant workers.</li></ol>	<ol style="list-style-type: none"><li>1. Treaty on the Prohibition of Nuclear Weapons (TPNW) enters into force.</li><li>2. Recognition of the role of trade unions in peacebuilding.</li></ol>

## Pillar 2: Regulating Economic Power

Thematic Areas	Jobs, Shared Prosperity	Corporate Power	Multilateralism
Goals	<ol style="list-style-type: none"><li>1. New Social Contract with floor of labour guarantee.</li><li>2. Standard for digital business.</li><li>3. Fair taxation and public services.</li></ol>	<ol style="list-style-type: none"><li>1. UN Treaty on Business and Human Rights.</li><li>2. Nationally mandated due diligence and access to remedy.</li><li>3. ILO Supply Chains Convention.</li><li>4. A New Social Contract.</li></ol>	<ol style="list-style-type: none"><li>1. Multilateral reforms labour rights and union participation.</li></ol>

## Pillar 3: Global Shifts – Just Transitions

Thematic Areas	Industrial Transformation and Just Transition – Climate	Industrial Transformation – Future of Work
Goals	<ol style="list-style-type: none"><li>1. Just Transition for climate ambition through strong union participation/representation in developing national climate plans.</li></ol>	<ol style="list-style-type: none"><li>1. A global standard for governance of digital platform businesses.</li><li>2. Surveillance protection and worker control over data.</li><li>3. Tax rules on digital business.</li></ol>

## Pillar 4: Equality

Thematic Areas	Economic Integration of Women	Organising against discrimination and exclusion
Goals	<ol style="list-style-type: none"><li>1. Equal participation of women in the labour market.</li><li>2. Eradication of violence and harassment in the world of work.</li></ol>	<ol style="list-style-type: none"><li>1. Increasing representation of marginalised workers in unions.</li></ol>

# Frontline Campaign: Democracies for People: Change the Rules

Freedom of Association Workers  
Data Privacy Listening Collective Bargaining  
Transparency Voting Rule of Law  
Living Standards Accountability Right to Strike  
Environment Surveillance Protection  
Jobs for Women and Young People Rebuilding Trust  
Social Protection Rights

**85%** of people want to  
**change the rules**  
of the global economy.

**“We still wonder whether we should go to  
vote or not; if we go, the CPP wins. If we do  
not go, the CPP still wins.”**

Noan Sereiboth, Sociologist, Cambodia

Behind Cambodia's electoral silence,  
Eduard Merigo



## Overview

Trust in democracy is broken. Only thirty per cent of the world's people believe that their voice matters.

People want their governments to rewrite economic rules to promote growth and shared prosperity. They want governments to act in the interests of people.

To rebuild democracy will require governments to reframe their approach to planning and reporting such that it ensures accountability and transparency and is based on the rule of law.

If people cannot see how the wealth of their economy is being used to facilitate jobs growth with a target of full employment;

if living standards are not based on minimum living wages and collective bargaining to guarantee decent jobs;

if universal social protection and quality public services are not the bulwark against poverty;

if fair taxation, where corporations pay their share in the country where profit is earned, is not collected and invested in vital public services including free public education, vocational education and lifelong learning, free healthcare, childcare and aged care, and in sustainable infrastructure;

if equal economic participation of women and inclusion of young people is not guaranteed;

if fundamental human and labour rights are not enforced including mandated due diligence with grievance and remedy; and

if environmental responsibility for net-zero emissions and biodiversity protection with ocean and water purity are not all high on the political and legislative agenda and accounted for in annual accounts, then trust can never be rebuilt.

Moreover, if people are not engaged through consultation, tripartite structures and dialogue along with other measures that capture the voices of the community, then the rise of

authoritarianism will not be checked. And extreme right-wing groups will lure those who feel excluded.

The ITUC Global Rights Index shows that democratic space is shrinking in more than 50 countries. Wages and social protection are declining and unemployment is high. Progress for women has stalled and young people are facing generational exclusion.

More people go to bed hungry than the world claims to have lifted out of poverty – all this despite the world being three times richer than it was just twenty years ago.

**It's way past time to hold governments to account  
for more than only GDP.**

This Frontline campaign frames a set of demands on governments. Affiliates could consider these for consultation with their governments around what things government should publicly report on to measure progress in a frame which is broader than simply GDP. This would help guarantee participatory democracy and support the demand for legislation that guarantees transparency and accountability.

It provides the framework for argument with the International Financial Institutions as to their responsibility to help build democratic policy foundations and not apply conditionality that destroys the social contract and is a catalyst for social unrest.

The global trade union movement's commitment to democratic rights and freedoms means workers are on the front lines of struggles against increasingly autocratic governments and the extreme right. We will work with affiliates and our regions to target countries where democracies that serve and include people are under attack and companies where freedom of association and collective bargaining is denied and exploitation is part of the business model.

Where governments repress workers' rights, the ITUC will act.





# Democracies for People: Change the Rules

## Reframing Government Planning and Reporting

BUILDING THE POWER OF WORKING PEOPLE

### Living Standards

Cost of Living  
Wage Growth  
Minimum Wage  
Average Wage  
National Poverty Benchmark

### Tax, Social Protection & Public Service

Adequacy & Coverage of Social Protection  
Coverage of Services - Health, Education, child Care & Aged Care  
Other Public Services  
Tax Revenue  
Tax Equity

### Environment

Progress Towards Net Zero Emissions  
Workplace Health and Safety  
Adaptation Ensures for Climate Resilience  
Agreed Just Transition Measures for Climate and Technological Change  
Managing Resources to Protect Planetary Boundaries  
Reduction in Pollution including Air, Water and Oceans  
Strengthening Biodiversity

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### Economy

GDP  
GDP per Capita  
Balance of Trade  
Inequality  
Net Jobs Growth/ Full Employment  
Gender Employment Gap

### Democratic Rights and Freedoms

Human Rights  
Labour Rights  
Right to Protest and Freedom of Speech  
Data Privacy and Surveillance Protections  
Workplace Democracy

### Engagement of People

Policy Consultation  
Voting Rights  
Tripartite Institutions and Processes  
Community Meetings with Government Leaders  
Anti-corruption Institutions and Measures  
Internet Access and Electronic Access to Government to Ensure Transparency

TRANSPARENCY & ACCOUNTABILITY  
RULE OF LAW



## Global Risks

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**Increasing Authoritarianism** - 90% of the Latin America's economy is controlled by right-wing governments.

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**Rights Under Attack** - 95% of countries exclude workers from some or all rights.

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**Age of Anger** - 85% of people want to change the rules of the global economy.

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**Young People Give Up on Democracy** - Only 30% of Americans born in the 1980s think it's "essential" to live in a democracy while just 32% of European millennials see democracy as one of their top five most important social values.

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**Informal Jobs on the Rise** - 40% of the global workforce suffers in informal work. Countries like India have up to 93% of people in informal work, and the rise of platform business across all economies is increasing informal work where rights and minimum incomes are not guaranteed.

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**Unemployment** - Officially 193 million people are jobless, but this underestimates the challenge of full employment.

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**Wage Decline** - 59% of people in work are only just managing, struggling to make ends meet or not managing at all.

## Global and National Targets

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Governments - where affiliates are making demands on them and campaigning to reframe democracy and rebuild trust.

Corporations or groups supporting fascism and the destruction of democracy by extreme right groups.

International Financial Institutions where policy or conditionality is undermining just democracies.

## Global and National Actions

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Support for India union campaign to overturn an authoritarian Government - Modi Must Go.

Support affiliates in countries heading towards elections, especially with voter outreach and multi-media campaigns promoting union concerns.

Target Saudi Arabia to end modern slavery.

Map global funding of extreme-right groups.

Support the ETUC campaign for A Fairer Europe For Workers.

Campaign for the Universal Labour Guarantee for all workers including informal, self-employed and platform workers.

New flagship report – the economic and social outlook beyond GDP.

Briefing – the scandal of central bank mandates and full employment.

# Frontline Campaign: A New Social Contract

**Social Protection Wages**  
**Just Transitions Mandated Due Diligence**  
**UN Treaty on Business and Human Rights**  
**Equal Pay Freedom of Association**  
**Social Dialogue and Collective Bargaining**  
**Tripartite Decisions**

**70%** of countries in 2018  
had a **decline** in  
**fundamental rights.**

**“This government is appalling, it is undermining workers’ rights and rights in general. Behind its big speeches, Fidesz is betraying the people, for the benefit of the multinationals.”**

Lajos, Retired Biology Professor, Hungary

The deregulation of overtime in Hungary  
has triggered a social uprising,  
Corentin Léotard



## Overview

The global economic model has failed working people. The power and greed of huge global corporations have captured governments which are acting against the rights and security of their own workers. Ninety-four per cent of the global workforce is a hidden workforce where the obscurity of business contracts facilitates exploitation and oppression, including modern slavery.

The prevailing low-wage, short-term or precarious contracts and often unsafe work environments that dominate supply chains, plus the absence of regulatory environments and social protection that would formalise informal work, cannot stand as a basis for the decent work that Sustainable Development Goal 8 calls for – nor can the rise of platform businesses that use technology to deny all responsibility for employment.

An economy fuelled by denial of freedom of association and exploitation of people is inhumane and constitutes both an economic and a social risk, as it drives people towards right-wing extremism. The world is three times richer than twenty years ago, yet seventy per cent of people are still denied universal social protection, eighty-four per cent of people say the minimum wage is not enough to live on and eighty-one per cent of countries have allowed violations of the right to collective bargaining without sanctions – this is inequality by design.

## The world needs a New Social Contract.

The floor of a New Social Contract must be underpinned by a Labour Protection Floor which encompasses the four elements of the ILO Centenary Declaration:

- ILO fundamental rights
- plus occupational health and safety;
- an adequate wage;
- maximum limits on working hours.

These protections are for all workers including those in informal work, self-employment and contracted by platform businesses.

Beyond that floor, the elements of a New Social Contract will be different in different contexts, depending on what unions decide, at all levels, to demand.

Governments are responsible for the rule of law and compliance is their responsibility too. Equally, it is their responsibility to convene unions and employers to ensure the elements of the New Social Contract beyond the Universal Labour Guarantee are also agreed, where necessary through legislation, and are funded. Mandated due diligence with grievance procedures that deliver remedy must be part of the law.

Employers must ensure that the Universal Labour Guarantee is implemented in their operations and that respect for collective bargaining, equal treatment of women and all marginalised workers along with Just Transition measures for both climate action and technology are negotiated with trade unions.

For the International Financial Institutions, it means that their policies and conditionality cannot undermine the Universal Labour Guarantee and the New Social Contract.

For the ILO, it means being at the centre of international policy making, taking the lead which other institutions must follow.

A New Social Contract will ensure significant progress regarding the Sustainable Development Goals (SDGs) the ITUC Congress recognised as priorities.



# A New Social Contract



## Global Risks

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**Declining Wages** - 59% of people in work are only just managing, struggling to make ends meet or not managing at all.

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**Informal Work** - Less than 69% of workers have formal contracts.

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**Failure to Provide Universal Social Protection** - 70% of people are not covered.

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**Poverty** - More people go to bed hungry than the world claims to have lifted out of poverty.

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**Progress for Women Has Stalled** - Just 48% of women are in the workforce, compared to 75% of men.

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**Men control twice as much wealth** as women and 86% of the world's companies.

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**Corporate Greed** - 82% of wealth generated goes to the richest 1% of the global population.

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**Monopoly Power** - 10% of publicly listed companies control 80% of the world's wealth.

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**Uberisation of the Economy** - New business models use technology to avoid responsibility for employment.

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**Collective Bargaining Under Attack** - 81% of countries have violated the right to collective bargaining.

## Global and National Targets

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National governments for collective bargaining and minimum living wage mechanisms.

Governments and IFIs to ensure universal social protection.

UN Treaty on Business and Human Rights.

National governments mandating due diligence.

IFIs and national governments to realise economic equality for women.

Reform of the WTO with the Universal Labour Guarantee as the floor of fair competition.

ILO standards and government regulation of platform businesses.

IFI monitoring policy and conditionality that undermines a New Social Contract.

## Global and National Actions

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Campaigns - Global, regional and National for universal social protection.

Regional wage campaigns: 100% Africa, Dignity, Wages; Asia Fights for +50; Europe Needs a Pay Rise; Cerrar La Brecha.

Investment in the Care Economy advocacy and campaigns.

Reform competition policy to allow collective bargaining for non-standard forms of work.

Campaign and advocacy support for national legislation for mandated due diligence (UN Guiding Principles).

Exposing Amazon as the world's corporate leader in monopoly power and exploitation – representative of giant digital companies.

# Frontline Campaign: Just Transition for Climate Ambition

Net-Zero Emissions **Just Transition**  
Government Ambition  
National Development Plans **1.5**  
Investment Transparency Investment in Infrastructure  
**Climate-Proof Industries**  
Decent Jobs on a Living Planet

**2018**  
global emissions of **CO2**  
hit new **high.**

**“The transition to clean energy is very important because in Puerto Rico we suffered the onslaught of Hurricane Maria, and many of the deaths were people with health issues who depended on electric machines,”**  
Rosalina Alvarado, Science Teacher, Puerto Rico

Puerto Ricans want a clean and just energy future,  
Nithin Coca



## Overview

Climate change left unchecked threatens everyone and will leave whole regions uninhabitable. Extreme weather events with lasting devastation are already destroying jobs and livelihoods.

Hothouse earth is our lived experience with heat records, rapidly melting glaciers and ice-shelves, “polar vortex” episodes, frequent forest fires and floods, toxic oceans and rivers and biodiversity loss. More than eighty-three million climate refugees are have fled from disaster and have lost livelihoods. The social and economic costs are already evident.

We have eleven years to stabilise the planet at a 1.5 degree temperature rise, yet governments are not taking responsibility for the high ambition that is vital. Every government must raise its ambition and determine national development plans including Just Transition measures to protect workers, their families and their communities. Every employer must have a plan for climate proofing their operations, and Just Transition measures must be at the heart of such plans.

Unions must be engaged in dialogue at all levels to ensure that the Just Transition measures agreed are adequate to build people’s trust in a process that they understand is urgent. Without Just Transition, the ambition we need will be blocked by fear, often fear that is fuelled by corporate greed, extremist politicians, and violation of rights.

In 2020, governments will again make commitments to ambition for reducing emissions in accordance with the Paris Climate Agreement. This makes 2019 a critical year for demanding action from our politicians and from our employers.

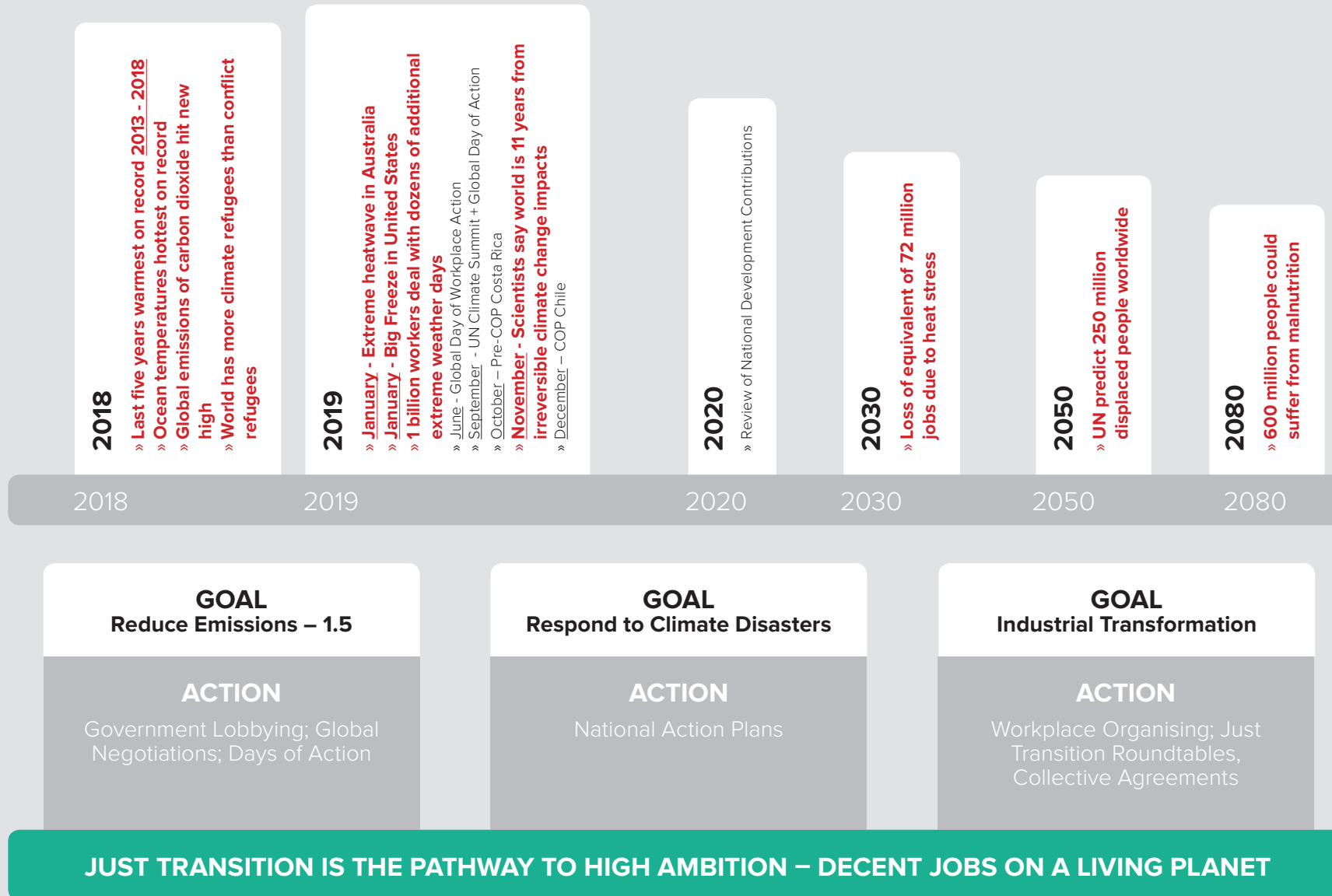
Students across the world are taking action and so must we. We will mobilise towards the UN Climate Summit in September and the COP in Chile with demands of our governments. Equally, we must make demands on employers. In June we will invite our affiliates to work with union representatives to ask all employers to meet with workers and union representations to discuss plans for climate proofing work and workplaces.

**There are no jobs on a dead planet – the alternative is to build good jobs on a living planet.**



# Just Transition for Climate Ambition

## Timeline and Tipping Points



Global Risks

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**Irreversible Global Warming** - The world needs to cut carbon dioxide emissions by 50% in the next ten years.

**Hot House Earth** - Glaciers are retreating almost everywhere around the world – including in the Alps, Himalayas, Andes, Rockies, Alaska, New Zealand and Africa.

**Rising Sea Levels Threaten Cities** - Global sea levels rose eight inches in the last century.

Global and National Targets

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National governments through UNFCCC/COP25 to secure the Paris Agreement with ambitious NDCs and national development plans for economic diversification and Just Transition.

ILO implantation of the Just Transition Guidelines.

Increased numbers of Just Transition Commissions at country/sector/city levels.

Global and National Actions

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Organising for climate- proof workplaces and secure jobs.

A “Climate Proof Our Work” global day of action.

Expanding Just Transition roundtables and support unions in Just Transition commissions and committees.

Government lobbying for climate ambition and Just Transition.

Global negotiations for climate action through UNFCCC.

Global Day of Action for Just Transition and high ambition.





# Pillar 1: Peace, Democracy and Rights

## Overview

The ITUC’s Founding Declaration of Principles commits us to promote and to act for the promotion of democracy everywhere. This is the only foundation for democratic rights and freedoms. We know that secure lives require social protection, just wages and safe and secure work with the guarantee of fundamental rights and the rule of law. However, peace is both dependent on democracy and decent work and a world free of weapons of mass destruction as well as progress towards general disarmament. Peace, democracy and rights is also a foundation for realising the SDGs.

In many parts of the world, unions are on the front lines of conflict and struggles for democracy and democratic rights and freedoms. The ITUC Global Rights Index details a rise in the number of countries where conflict, authoritarianism and right-wing governments are destroying democratic space and rights and freedoms including freedom of association, collective bargaining and the right to strike. Labour activists are both human rights defenders and peace builders and this must be recognised.

Through the solidarity of our affiliates, support for countries at risk is central. And organising for migrant rights and the elimination of slavery in all its forms is fundamental to ensure democratic rights and freedom for all workers.

For workers denied fundamental rights, the campaign for the Universal Labour Guarantee is critical.

The global risk of nuclear rearmament requires us to join with allies in support of the Treaty on the Prohibition of Nuclear Weapons (TPNW) entering into force and to protect the Nuclear Non-Proliferation Treaty (NPT); even countries in Europe are rearming and this must be stopped.

Peace is a pre-requisite for democracy, democratic rights and freedoms, equality and decent work and thus a cornerstone for realisation of the SDGs.

## Peace, Democracy and Rights

Thematic Areas	Countries at Risk	Migration and Slavery	Peace and Disarmament
Goals	<div>1. Claim democratic space.</div> <div>2. Establish a Universal Labour Guarantee.</div>	<div>1. Eliminate slavery.</div> <div>2. Rights for migrant workers.</div>	<div>1. Treaty on the Prohibition of Nuclear Weapons (TPNW) enters into force.</div> <div>2. Recognition of the role of trade unions in peacebuilding.</div>

## Plans for 2019

- Build campaign actions to defend the NPT and see the TPNW come into force.
- Legal clinics to support affiliates on labour law reforms.
- Build recognition of the role of unions in peace building with affiliates in conflict zones and climate disaster areas with strategic plans developed with affiliates and expand inter-generational conversations to share both historical union struggles and the aspirations young people have for a peaceful and secure future.
- Work with affiliates in countries that are in categories 4 and 5 of the Global Rights Index with a specific set demands on governments and develop rapid response capacity for unions on the front lines of anti-union repression.
- The ITUC will maintain the flagship of the Global Rights Index and seek to expand the use of the data in targeted national activities designed to claim democratic space, and union advocacy on R205 and SDG 16.
- Support national campaigns for ratification of Conventions 87 and 98 and expose violations by countries and companies.
- Campaign for recognition of a Universal Labour Guarantee and social protection as a floor for a New Social Contract.
- Expose IFI conditionality which damages rights, social protection, secure jobs and collective bargaining.
- Investigate the capacity to take national court cases to defend the right to strike.
- Expand the reach of the Recruitment Adviser, expand cooperation agreements between sending and receiving countries and advocate for legislation of ILO fair recruitment principles.
- Work for elimination of kafala in Gulf countries and maintain the campaign for ratification of the C29 Protocol and monitor implementation.
- Targeted support for affiliates campaigning for the right to work and equal treatment for refugees.

### Lead Department: Human and Trade Union Rights

The number of countries where  
**workers experienced violence increased**  
from **fifty nine** in 2017 to  
**sixty five** in 2018.

**“I am angry with the government because the situation has taken away our dignity, especially as women. We cannot feed our families. We cannot even afford to get to work by normal means. Imagine as a woman having to travel in a pick-up truck just to get to work because conventional transport is now unaffordable.”**

Getrude Tembo, Second-hand Clothing Vendor, Zimbabwe

In Zimbabwe, an unpopular government is lashing out because “it fears its own people”,

Christopher Mahove



# Pillar 2: Regulating Economic Power

## Overview

With a failed global economic model based on corporate greed that has resulted in massive inequality, low wage levels, unsafe workplaces and the exclusion of women, migrants and young people from formal work, regulating economic power is the only answer. The power of big business over democratically elected governments and statutory regulators was exposed by the banks and financial institutions at the height of the Great Recession with little redress. Now the emergence of the monopoly dominance of giant technology companies and the power they exercise by controlling data is a new frontier.

The world has three times more wealth today that over twenty years ago, yet our taxation systems are not fit for purpose and our public services and social protection systems are in disrepair. The predatory power of global corporations and their impact on the labour market have added to a growing number of workers forced into informal work. Now platform businesses are adding to that number with a business model that has little or no connection to national laws, taxation systems or employment responsibility. Governments are even entering bidding wars with taxpayers' money to buy the physical location of corporate giants in their countries or cities.

As corporate monopoly power grows, so does the opposition to freedom of association and collective bargaining.

Corporate and financial power can only be tamed by a determined regulatory approach at national and international level.

The world needs a New Social Contract, and in this, the 100th anniversary of the ILO, the conditions for widespread social unrest and economic instability exist. The ILO was conceived in 1919 as a means to prevent mass conflict, and the Philadelphia Declaration too grew out of the mass destruction of World War II and the Great Depression. The world must learn the lessons of the last century and recognise that economic security and rights are cornerstones of peace.

A New Social Contract must have the Universal Labour Guarantee proposed in the report of the ILO Global Commission on the Future of Work as a floor for all workers. Further, we must see a new standard on platform business.

Equally, the ILO has the authority to be a lighthouse in the crumbling multilateral system and the vital need for reform with a global economic and social report that goes beyond GDP to provide a barometer of the true state of the world.

## Regulating Economic Power

Thematic Areas	Jobs, Shared Prosperity	Corporate Power	Multilateralism
Goals	<div>1. New Social Contract with floor of labour guarantee.</div> <div>2. Standard for digital business.</div> <div>3. Fair taxation and public services.</div>	<div>1. UN Treaty on Business and Human Rights.</div> <div>2. Nationally mandated due diligence and access to remedy.</div> <div>3. ILO Supply Chains Convention.</div> <div>4. A New Social Contract.</div>	<div>1. Multilateral reforms labour rights and union participation.</div>

## Plans for 2019

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- A new flagship report - The ITUC Economic and Social Outlook to be released at the time of the IMF/World Bank meetings.
- Continue to lobby for a UN Treaty on Business and Human Rights and with affiliates for nationally mandated due diligence, grievance efforts and remedy legislation.
- Prepare a model Due Diligence Law.
- Economic policy briefs on social protection and reform of the WTO.
- Deepen the reach of the Centre for Sport and Human Rights to ensure mega-sporting events comply with fundamental rights including in the associated supply chains.
- Deepen the global wages and social protection campaigns at regional and national level.
- Regional forums on platform workers.
- Maintain the dialogue with the G20 and the G7 on multilateral reform, investment in jobs through infrastructure and the care economy, social protection and raising labour income share through minimum living wages and strengthened collective bargaining.
- Support the Global Deal for cross-border dialogue and collective bargaining.
- Ensure the power of workers with support for national legal challenges on the right to strike.
- Strengthen the Committee on Workers' Capital.
- A zero-cancer campaign kit.

**Lead Department: Legal**

**59%**  
of **people in work** are  
**only just managing,**  
**struggling to make ends meet or**  
**not managing at all.**

**“Nobody wants to take responsibility for  
paying us what we are owed.”**

Saepudin, Textile Worker, Indonesia

Indonesia's textile workers face a tough  
battle for severance pay,  
Laura Villadiego



# Pillar 3: Global Shifts - Just Transitions

## Overview

The global economic model has failed working people. Governments are massively in debt; more people go to bed hungry than have been lifted out of extreme poverty; conflict and displacement of people are at historic levels; and the global challenges of climate change and the economic and social disruption of rapidly changing technology are huge global shifts facing working people. These global shifts require just transitions.

The lack of ambition on climate change has the world heading towards more than 3.5 degrees above current temperatures. With the IPCC prediction that there is just a decade to stop this trend, then ambition is critical. Just Transition is the pathway to high ambition. Unions must be at the table at all levels to negotiate the Just Transition measures required to ensure trust in the necessary shifts in energy, and in technological advances to ensure both mitigation and adaptation across all industries and sectors.

Technology can provide opportunity, but it will also disrupt jobs and current supply chains. Digitalisation, automation and data all need to be managed to protect jobs and living standards. Full employment remains a goal of the union movement and no compromise will be accepted on the Universal Labour Guarantee. Just Transition measures are vital to realise these shifts.

Equally, global and national regulation is vital. Global governance of technological shifts must include a new standard on platform business, global standards on data management including protection and privacy, surveillance protections and more. These require union intervention and cross-border social dialogue with the collective bargaining strength to ensure Just Transition and employment plans.

## Global Shifts - Just Transitions

Thematic Areas	Industrial Transformation and Just Transition – Climate	Industrial Transformation – Future of Work
Goals	<div>1. Just Transition for climate ambition through strong union participation/representation in developing national climate plans.</div>	<div>1. A global standard for governance of digital platform businesses. 2. Surveillance protection and worker control over data. 3. Tax rules on digital business.</div>

## Plans for 2019

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### Climate and Just Transition

- Expand the work of the Just Transition Centre in supporting unions to negotiate Just Transition measures.
- Participate in the UNFCCC - COP negotiations.
- Workplace Day of Action – Climate Proof Our Work, in June.
- Mobilise for ambition in the lead-up to the UN Climate Summit and the COP.

### Technological Shifts

- Map data protection laws that impact the world of work.
- Map the breakdown in competition policy.
- Campaign for the Universal Labour Guarantee as a floor for a New Social Contract.
- Use collective bargaining to ensure protection and sharing best practice.
- Build best practice from unions and support affiliates regarding use of digital technologies.
- Expose the monopoly power of Amazon and its exploitation of workers.
- Document the exclusion of women in technological shifts.

### Lead Department: Economic and Social Policy

**Last five** <sup>years</sup> **2013-2018**  
**warmest** on record.

**“I’m seeing a lot of changes. Climate change is here. Fifteen years ago, we would already be on sea ice in November, looking for something to hunt, but nowadays there is no ice at all.”**

Kyle Sage, Iñupiat, Alaska

Alaska: home of the next internal displacement caused by climate change,  
Alberto Barba Parda



# Pillar 4: Equality

## Overview

Progress for women has stalled and discrimination, harassment and violence are again on the rise. The ITUC Congress Statement makes it clear that we have a responsibility to frame a feminist agenda that is focused on the equal economic participation of women and women’s leadership everywhere. Workforce participation of women is below fifty per cent, and unpaid care has risen to the value of nine per cent of global GDP. Investing in care is a priority if we are to raise women’s participation in the workforce. The pay gap is still twenty-three per cent and social protection, care and minimum living wages with stronger collective bargaining remain the solutions to eliminate this discrimination.

Business cannot continue discriminatory practices without exposure.

Women on average have only three-quarters of the legal protections given to men during their working life with only six countries providing equal rights and protections. This ranges from bans on entering some jobs to a lack of equal pay or freedom

from sexual harassment, and it includes family law, property rights and other freedoms or entitlements.

Our determination to change the rules includes legislative change.

The ITUC is also committed to the elimination of violence against women, and we are working to achieve an ILO Convention in this Centenary year. Beyond the Convention, this will remain a focal point for women to organise to see legislative and workplace justice with domestic-violence leave a priority.

All groups at risk of marginalisation must find a home in trade unions. The first priority will be to organise to include all workers. We are committed to building youth leadership and to supporting unions working for rights and for equal treatment for our indigenous people, LGBTQI+ people and those with a disability.

Workers and their families must know and trust that unions are there for them.

Equality is a centrepiece in realising the SDGs.

## Equality

Thematic Areas	Economic Integration of Women	Organising against discrimination and exclusion
Goals	<div><div>1.</div><div>Equal participation of women in the labour market.</div></div> <div><div>2.</div><div>Eradication of violence and harassment in the world of work.</div></div>	<div><div>1.</div><div>Increasing representation of marginalised workers in unions.</div></div>



## Plans for 2019

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- Support affiliates to lobby for a strong Convention on the elimination of violence in the workplace.
- Plan for a ratification and implantation campaign for the new Convention.
- Support affiliates in the push for domestic violence leave through bargaining and legislation.
- A series of national activities to support affiliates campaigning for formalisation and investment in care.
- UN Commission on the Status of Women: a focus on social protection and access to public services.
- Contribute to the regional campaigns for social protection and minimum living wages.
- Leadership training.
- Support women in peace building.
- A series of workers' hearings to expose the daily injustice of working lives for women.
- Initiating the "Worst Companies in the World for Women" list.
- Target organising campaigns with ITUC regions and affiliates to include identified groups of marginalised workers.

**Lead Department:** Equality

**Discriminatory laws**  
for women cost  
**US\$16 trillion** in lost  
earnings worldwide each year.

**"I lost that job because they wanted me to work longer hours and I couldn't do it. I have to collect my son from school, cook the meals, and everything else. It wasn't possible. So now we survive somehow."**

Jana Molková, Cleaner, Czech Republic

The battle for gender equality rages on  
in the Czech Republic,  
Clare Speak



# Annex: Sustainable Development Goals and Targets – Trade Union Highlights

## Goal 1 - End poverty in all its forms everywhere

**1.1** - By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day.

**1.2** - By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.

**1.3** - Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.

**1.4** - By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.

**1.5** - By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.

**1.b** - Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions.

## Goal 3 - Ensure healthy lives and promote well-being for all at all ages

**3.8** - Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

**3.9** - By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

## Goal 4 - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

**4.1** - By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.

**4.3** - By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.

## Goal 5 - Achieve gender equality and empower all women and girls

**5.2** - Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

**5.4** - Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.

**5.5** - Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

**5.a** - Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.

## Goal 8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

**8.5** - By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

**8.6** - By 2020, substantially reduce the proportion of youth not in employment, education or training.

**8.7** - Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

**8.8** - Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

**8.b** - By 2020, develop and operationalise a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization.

## Goal 10 - Reduce inequality within and among countries

**10.1** - By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average.

**10.4** - Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.

**10.5** - Improve the regulation and monitoring of global financial markets and institutions and strengthen the implementation of such regulations.

**10.6** - Ensure enhanced representation and voice for developing countries in decision-making in global international economic and financial institutions in order to deliver more effective, credible, accountable and legitimate institutions.

## Goal 13 - Take urgent action to combat climate change and its impacts

**13.2** - Integrate climate change measures into national policies, strategies and planning.

## Goal 16 - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

**16.1** - Significantly reduce all forms of violence and related death rates everywhere.

**16.3** - Promote the rule of law at the national and international levels and ensure equal access to justice for all.

**16.4** - By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organised crime.

**16.5** - Substantially reduce corruption and bribery in all their forms.

**16.6** - Develop effective, accountable and transparent institutions at all levels.

**16.7** - Ensure responsive, inclusive, participatory and representative decision-making at all levels.

## Goal 17 - Strengthen the means of implementation and revitalise the global partnership for sustainable development

**17.4** - Assist developing countries in attaining long-term debt sustainability through coordinated policies aimed at fostering debt financing, debt relief and debt restructuring, as appropriate, and address the external debt of highly indebted poor countries to reduce debt distress.

**17.10** - Promote a universal, rules-based, open, non-discriminatory and equitable multilateral trading system under the World Trade Organization, including through the conclusion of negotiations under its Doha Development Agenda.

**17.13** - Enhance global macroeconomic stability, including through policy coordination and policy coherence.

**17.17** - Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.



