

INTERNATIONAL TRADE UNION CONFEDERATION (ITUC)/  
COMMONWEALTH TRADE UNION GROUP (CTUG)

# CTUG submission to the 2022 Commonwealth Heads of Government Meeting (CHOGM)

Kigali, Rwanda, June 2022



CLIMATE-FRIENDLY JOBS  
WAGES  
RIGHTS  
SOCIAL PROTECTION  
EQUALITY  
INCLUSION

A New Social Contract



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# A New Social Contract for Recovery and Resilience

The Commonwealth Trade Union Group (CTUG) represents 71.8 million workers in 41 Commonwealth countries. Most of our national organisations are part of the International Trade Union Confederation (ITUC) which brings together over 200 million workers around the world.

On behalf of those working people, their families and communities, we call on the Commonwealth

and the Commonwealth Heads of Government Meeting (CHOGM) to agree actions to promote human and trade union rights and decent work in a New Social Contract. The COVID19 global pandemic has revealed fundamental flaws we need to overcome, together, to deliver recovery and resilience. And the Sustainable Development Goals will not be achieved without progress on these key issues.

## In particular, we call for:

1. The re-establishment of a regular meeting of Commonwealth Labour Ministers to agree action on the future of work, decent work and the rights of working people.
2. Adoption of a target for full ratification of the ILO Fundamental Rights Conventions by all Commonwealth countries, especially the 2014 protocol to ILO Convention 29 on forced labour, and the recently adopted ILO Convention 190 on violence and harassment.
3. Support for occupational health and safety to become a fundamental right for working people.
4. The development of a coherent and robust peer review mechanism to audit performance by member states against the Commonwealth Charter.
5. Reference of eSwatini to the Commonwealth Ministerial Action Group for persistent breaches of the Commonwealth Charter & clear human rights conditions for the readmission of Zimbabwe.
6. Commonwealth countries to adopt ambitious Nationally Defined Contributions under the Paris Accord in collaboration with social partners and including Just Transition plans.
7. Commonwealth countries to join the ILO [Climate Action for Jobs Initiative](#).
8. Support for access for all to health coverage, free education for all and universal social protection, delivered through fair taxation and a Global Fund for Social Protection.

9. Commonwealth countries to develop nationally mandated due diligence and access to remedy so that the UN Guiding Principles on Business and Human Rights are implemented.
10. Support for nationally mandated due diligence with access to remedy and a UN Treaty on Business and Human Rights.
11. Explicit support for the rights of LGBTI people in the CHOGM Declaration.
12. Action to address racism in the global economic system, migration and discrimination.
13. Commonwealth countries to join the [Equal Pay International Coalition \(EPIC\)](#) and discuss measures to implement equal pay with social partners.
14. Practical measures to ensure equal participation of women in the labour market (including access to education and increased investment in the public sector care economy.)
15. Commonwealth countries to join the [Centre for Sport and Human Rights](#).

## Democracies for people

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Around the world, trust in democracy is broken and the space for civil society engagement is shrinking. ITUC surveys show that only 30% of the world's people believe their voice matters. People want governments to rewrite the economic rules to promote growth and shared prosperity. They want governments to act in the interests of people, not elites.

That means going beyond free and fair elections, and ensuring that people have a voice between elections through civil society, tripartite structures

and social dialogue. This is the only way to stem the rising tide of authoritarianism and right-wing extremism, and the Commonwealth needs to play a key role by promoting the values in the Commonwealth Charter.

We call for:

- The development of a coherent and robust peer review mechanism to audit performance by member states against the Commonwealth Charter.

## A new social contract

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The global economic model has failed working people. The power and greed of huge global corporations, especially in information technology, have encouraged governments to act against the rights of their own working people. We need to change the rules.

The 2019 centenary ILO Conference adopted a declaration on the future of work based on a

new social contract which provides a universal labour guarantee, whether people work in the formal or informal sector, as employees or in the gig economy – a key recommendation of the ILO Global Commission on the Future of Work co-chaired by South African President Cyril Ramaphosa. Decent work and social justice must be the objectives of every Commonwealth country, but the Commonwealth has rarely if ever taken part

in the work of the ILO and has ignored the needs of working people.

We call for:

- The re-establishment of a regular meeting of Commonwealth Labour Ministers to agree action on the future of work, decent work and the rights of working people.

## Just transition

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Dealing with massive change – whether in the environment or the workplace – leads to instability, fear and lack of trust. We need to ensure that no one is left behind as climate change and the fourth industrial revolution – among other massive changes – transform the world in which we live and work. The trade union movement has developed the concept of just transitions, which is acknowledged in the Paris Agreement to ensure that working people’s voices are heard and their needs are taken into account when developing climate plans and policies.

## Climate change

By CHOGM 2022 we will have barely a decade to stabilise the planet at a 1.5C temperature rise. Commonwealth trade unions are concerned about the increased frequency of extreme weather events, the growing threat to small island states, and the lack of concerted multilateral action to address climate change and its impacts. The social and economic costs are already evident. Every Commonwealth government must raise its ambition and determine national development plans including just transition measures to protect workers, their families and communities. Every employer must have a plan for climate proofing their operations, agreed with their workforce and unions.

- Support for occupational health and safety to become a fundamental right for working people.
- Support for access for all to health coverage and universal social protection, delivered through fair taxation and a Global Fund for Social Protection.

We call for:

- Commonwealth countries to adopt ambitious Nationally Defined Contributions under the Paris Accord, in collaboration with social partners and including Just Transition plans.
- Commonwealth countries to join the ILO [Climate Action for Jobs Initiative](#).

## The future of work

Technological change can provide enormous new opportunities, but it will also disrupt jobs and current supply chains. Digitalisation, automation and data all need to be managed and regulated (nationally and globally) to protect and improve jobs and living standards. Full employment – but potentially shorter working weeks - and a universal labour guarantee remain our goals, so we need a just transition to deal with the challenges. That will require consultation and collective bargaining with unions, including over surveillance protection, tax rules and, most urgently, digital platforms.

We call for:

- Commonwealth support for a global standard of governance of digital platform businesses.
- Free education for all, including increased participation rates for girls in secondary education.

## Peace, democracy and rights

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The ITUC's 2021 Global Rights Index put Bangladesh and Zimbabwe in the ten worst countries for workers' rights. Over the past year we have expressed serious concern about the reforms of labour laws in India and continued repression in eSwatini which we believe justifies formal reference to the Commonwealth Ministerial Action Group for flagrant breaches of the Commonwealth Charter. We believe that before Zimbabwe is re-admitted to the Commonwealth, it must demonstrate its adherence to the Charter, and in particular that freedom of association, assembly and speech are guaranteed, and that this must also apply to other new and reapplying member states.

The CTUG supports the work that the Commonwealth does on peace-building and election monitoring, and we stand ready to take part, emphasising the role trade unions play in promoting peace. Trade unions are taking part in the [Commonwealth Human Rights Initiative's Commonwealth 8.7 Network](#), and want to see more countries adopt the 2014 ILO protocol on modern slavery.

We welcome the role that the Commonwealth Games Federation (CGF) continues to play in promoting human rights in mega-sporting events.

## Regulating economic power

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The current global economic model based on corporate greed has resulted in massive inequality, low wage levels, unsafe workplaces and the exclusion of women, migrants and young people from formal work. And the growth of giant technology companies has had a serious impact on democracy, tax revenues and data rights. Meanwhile the departure of the UK from the European Union adds to the threat of trade wars around the world and increases the need for due diligence to ensure workers' rights in supply chains.

The CGF and ITUC have helped to create the Centre for Sport and Human Rights along with NGOs, business and governments.

We call for:

- Adoption of a target for full ratification of the ILO Fundamental Rights Conventions by all Commonwealth countries, and especially promote ratification and implementation of the 2014 protocol to ILO Convention 29 on forced labour and ILO Convention 190 on violence and harassment.
- Reference of eSwatini to the Commonwealth Ministerial Action Group for persistent breaches of the Commonwealth Charter.
- Clear human rights conditions for the readmission into membership of Zimbabwe.
- Commonwealth countries to join the Centre for Sport and Human Rights.

We call for:

- Commonwealth countries to develop nationally mandated due diligence and access to remedy so that the UN Guiding Principles on Business and Human Rights are implemented.
- Support for a UN Treaty on Business and Human Rights.

## Fairness and equality

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The Commonwealth Charter makes clear the importance of fairness and equality. They are values we need to put into practice through instruments from global regulation to collective bargaining. As well as extending rights to LGBTI communities, and recognising the way racism has affected the economic system, migration and discrimination, we need practical measures to challenge violence and harassment, deliver equal pay and increase participation of women in the labour market.

We call for:

- Explicit support for the rights of LGBTI people in the CHOGM Declaration.
- Action to address the role of racism in the global economic system, migration and discrimination.
- Commonwealth countries to join the Equal Pay International Coalition (EPIC) and discuss measures to implement equal pay with social partners.
- Practical measures to ensure equal participation of women in the labour market (including raising participation rates in secondary education and increased investment in the public sector care economy.)
- Commonwealth countries to ratify and implement the 2019 ILO Convention 190 on violence and harassment.

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