

# **Empowering people and ensuring inclusiveness and equality**

**Workers and Trade Unions Major Group**

Submission to HLPF 2019





## *Introduction*

The trade union movement calls for a **New Social Contract** for governments, business and workers, with a *Universal Labour Guarantee* that provides a protection floor for **all** workers. This means rights and women's equality are respected, jobs are decent with minimum living wages and collective bargaining, workers have some control over working time, social protection coverage is universal, due diligence and accountability drive business operations, and social dialogue ensures Just Transition measures for climate, technology and displacement.

## *Recommendations to governments*

### *LABOUR RIGHTS IMPLEMENTATION (SDG 8 AND SDG 16)*

Labour rights, freedom of association and collective bargaining, hand in hand with social dialogue, are not only key factors for sustainable economic growth and job creation, but are also pillars of democracy. Building democratic processes is in turn a cornerstone for sustainable development.

1. The ratification of ILO Conventions 87 and 98 on freedom of association and collective bargaining must be followed by effective implementation and enforcement systems.
2. Ensure that systems are in place to grant the enforcement at national level of the ILO Protocol on Forced Labour Convention 29 and Recommendation 203, as well as ILO Conventions on Child Labour.
3. Ensure business accountability and transparency in investments and “due diligence” in global supply chains as prescribed by the UN Guiding Principles on Business and Human Rights and the ILO Tripartite Declaration of Principles on Multinational Enterprises and Social Policy.
4. Establish a Universal Labour Guarantee that provides a labour protection floor for all workers, which includes fundamental workers' rights, an adequate living wage, limits on hours of work and ensures safe and healthy workplaces.

### *INCLUSIVE LABOUR MARKETS POLICIES (SDG 8 AND SDG 4)*

5. Through social dialogue, design and implement pro-employment policies – including on youth employment – aligned to the ILO Declaration on Fundamental Principles and Rights at Work.
6. Governments must urgently allocate at least 6 per cent of GDP for social protection floors and a further 6 per cent on quality and free public education.
7. In the context of climate action and technological shifts, develop systems to support life-long learning, as well as support the establishment of an international governance system and standard(s) for digital platforms business, as well as regulations to govern data use.
8. Take concrete actions for the formalisation of the informal economy according to ILO Recommendation 204, supported by ILO Recommendation 202 on social protection floors.



#### *EXPANSIVE POLICIES ON WAGES (SDG 8 AND SDG 10)*

9. Implement and enforce statutory minimum wages that guarantee dignity for all workers and their families. Minimum wages should take into account the cost of living, be evidence based and regularly reviewed by social partners and adjusted for inflation. Collective bargaining rights must be ensured to achieve fair wages above the minimum wage level, and collective agreements with sectoral coverage should be promoted.
10. Put in place and enforce robust equal pay and gender-based anti-discrimination legislation, including implementation of pay transparency measures.

#### *IMPLEMENTATION OF SOCIAL PROTECTION SYSTEMS (SDG 8 AND SDG 10)*

11. Social protection systems should be extended to ensure universal coverage to workers in all forms of work through a combination of tax-based social protection floors and contributory social security, in line with ILO standards (Convention 102 and Recommendation 202).

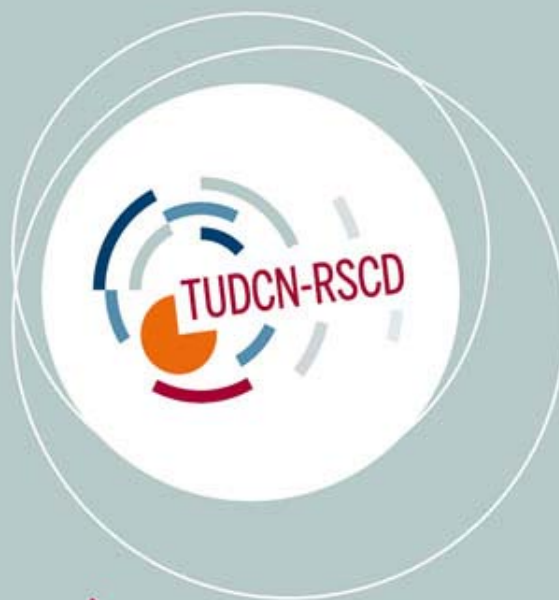
#### *CLIMATE JUSTICE AND JUST TRANSITION (SDG 8 AND SDG 13)*

12. Social partners must be involved in the development and implementation of policies and strategies for ambitious emissions reductions in order to ensure a Just Transition that guarantees decent jobs.

**The Trade Union Development Cooperation Network (TUDCN)** is an initiative of the International Trade Union Confederation (ITUC), bringing together affiliated trade union organisations, solidarity support organisations, regional ITUC organisations, the Global Union Federations (GUFs), the European Trade Union Confederation (ETUC) and the Trade Union Advisory Committee to the OECD (TUAC). TUDCN's objective is to bring the trade union perspective into the international development policy debates and improve the coordination and effectiveness of trade union development cooperation activities.



Le **Réseau syndical de coopération au développement (RSCD)** est une initiative de la Confédération syndicale internationale (CSI) réunissant des organisations syndicales affiliées, des organisations de solidarité, les organisations régionales de la CSI, ainsi que les Fédérations syndicales internationales (les fédérations sectorielles - FSI), la Confédération européenne des syndicats (CES) et la Commission syndicale consultative auprès de l'OCDE (TUAC). Le RSCD a pour but de traduire la perspective syndicale dans les débats sur la politique en matière de développement international et d'améliorer la coordination et l'efficacité des activités syndicales dans le domaine de la coopération au développement.

La **Red Sindical de Cooperación al Desarrollo (RSCD)** es una iniciativa de la Confederación Sindical Internacional (CSI), que agrupa a diversas organizaciones sindicales afiliadas, organizaciones solidarias (OS), organizaciones regionales de la CSI, las Federaciones Sindicales Internacionales (FSI), la Confederación Europea de Sindicatos (CES) y la Comisión Sindical Consultiva ante la OCDE (TUAC). El objetivo de la red es aportar la perspectiva sindical a los debates políticos y mejorar la coordinación y la eficacia de las actividades sindicales relacionadas con la cooperación al desarrollo.



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