



THE CLOCK IS TICKING FOR
A NEW SOCIAL CONTRACT

#TIMEFOR



2022

A NEW SOCIAL CONTRACT WITH SDG 8 AT ITS CENTRE

More than two years on since the outbreak of Covid-19, our world is more unstable and unsafe. We face an increasing number of conflicts, growing global inequality, and a worsening climate crisis.

Covid-19 has also triggered an extraordinary wave of destruction across the world of labour. We lost the equivalent of 255 million full-time jobs in 2020, and some 130 million jobs were lost or at risk in 2021. The global jobs deficit, the number of jobs that must be created to reach full employment, is some 575 million. In addition, around 2 billion people are trapped in informal work.

At the same time, workers' share of the world's wealth continues to decline, labour rights violations are increasing, more than half the population has no social security coverage, and some two billion informal workers struggle to survive on a daily basis.

Rewriting the social contract for our societies is a must, and it is feasible. The SDGs show us the way forward, and SDG 8 has a leading role in boosting recovery and resilience.

We call for a New Social Contract with SDG 8 in its centre, rooted in a gender-transformative agenda based on (1) jobs – the creation of decent, climate-friendly jobs with just transition; (2) rights for all workers; (3) minimum living wages and equal pay; (4) universal social protection for all; (5) equality, and an end to all discrimination; and (6) inclusion, ensuring development systems that empower developing countries.

Building back better is not enough. The SDGs tell us that we need to build forward differently, sustainably, and fairly. But this can only be realised with full employment and decent work!

THE LEVERAGE OF SDG8 AT THE HLPF 2022

The 2022 UN High-level Political Forum on Sustainable Development (HLPF) will revise five SDGs: Goal 4 on access to quality education, Goal 5 on gender equality, Goal 14 on life below water, Goal 15 on life on land and SDG 17 on partnerships to achieve the Goals.

Although it is not listed for this year's review, SDG 8 on decent work and economic growth is key for a human-centred recovery. Through its targets on jobs, workers' rights, decent work, social protection, inclusive growth and environmental preservation, Goal 8 provides strong leverage for other goals, including the five goals under review this year.

We will remind all stakeholders gathering at the HLPF that by calling to eradicate child labour (SDG 8.7) and to reduce the "proportion of youth not in employment, education or training" (SDG 8.6), Goal 8 contributes to ensuring that more children

access education (SDG 4). That by pushing to "achieve decent work for all women and men, (...), and equal pay for work of equal value" (SDG 8.5), SDG 8 acts positively on increasing the number of women working and holding managerial positions (SDG 5). And that by calling for "decoupling economic growth from environmental degradation" (SDG 8.4), it effectively sustains progress in SDG 14 and 15.

This is why we will continue to call for **SDG-8-driven recovery and resilience** and to support the vision for a better world enshrined in the 2030 Agenda and the UN Secretary General's Report "**Our Common Agenda**" and the UN Global Accelerator for Jobs and Social Protection.

The clock is ticking for a New Social Contract with SDG 8 in its centre, based on a gender-transformative agenda!

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To save our planet, it is indisputable that world economies must decarbonise without further delay. Consequently, while new employment will be created many jobs will be lost. It is essential that governments and employers commit to supporting policy principles underpinning a just transition and the development of decent and sustainable jobs.

Patricia King.
General Secretary of the Irish Congress of
Trade Unions (ICTU)



1. INVESTING IN DECENT CLIMATE-FRIENDLY JOBS WITH GENDER-RESPONSIVE JUST TRANSITION

We need to return to full employment, which means the creation of 575 million new climate-friendly jobs by 2030 to ensure recovery and resilience.

This will only be possible through sustainable investments in all industrial sectors and vital care services, with just transition measures to ensure that we stabilise the planet.

The urgency of industrial transition means we have to cut carbon emissions in half by 2030. Just transition measures must be gender responsive.

Ensuring decent climate-friendly jobs with gender responsive just transition is the way towards a sustainable recovery!

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The pandemic highlighted that care work is vital to a gender-transformative recovery, which supports the wellbeing of our families, communities and our economy.

Siobhan Vipond.
Executive Vice-President of the Canadian
Labour Congress (CLC)



2. INVESTING IN THE CARE ECONOMY WILL CREATE MILLIONS OF NEW JOBS AND BOOST WOMEN'S ECONOMIC PARTICIPATION

Health, education, childcare, aged care and other care services are vital for equitable and inclusive societies.

Doubling investments in the care sector can create 269 million new jobs by 2030, helping women regain their place in the labour force and promoting shared responsibility within families.

Care jobs must be decent, with safe working conditions, adequate salaries – including minimum living wages and equal pay for work of equal value – and covered by social protection.

Investments in the care economy are vital for a gender-transformative recovery and inclusive societies.

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In the face of digital and climate transitions, working people must be able to keep themselves updated and have access to lifelong learning. Women must have full and permanent access to education, vocational training and employability, with equal and fair treatment, in order to have equal opportunities for decent work.

Fanny Sequeira.

Secretary General of the Confederation of Workers Rerum Novarum (CTRN, Costa Rica)



3. WORKERS' LIFELONG LEARNING WILL PUT PEOPLE AT THE CENTRE OF GREEN AND DIGITAL TRANSITIONS

Today's digital and climate transitions require workers to constantly reskill and upskill. Workers must be entitled to access to effective lifelong learning systems that provide transitions to decent climate-friendly jobs.

Women must have equal access to education and vocational training, while young people must get support to move from education to decent jobs.

No one can be left behind, including persons with disabilities, migrants, indigenous people and other workers in vulnerable situations.

Workers' lifelong learning is central for a recovery that leaves no one behind.

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Corporate greed hinders progress towards SDGs. A world that leaves no one behind holds companies to account, ensures labour protection of all workers, and considers health and safety at work a fundamental right.

Florence Tarivunga.
1st Vice-President of the Zimbabwe
Confederation of Trade Unions (ZCTU)



4. END CORPORATE GREED AND ENSURE SECURE WORKPLACES WHERE RIGHTS ARE RESPECTED

The quest of business for profit at all costs triggers exploitative labour practices that include labour rights violations and unsafe working conditions.

It's time to end corporate greed and implement a labour protection floor for all workers (ILO Centenary Declaration).

Labour rights need to be part and parcel of recovery strategies. Governments and employers must adopt and implement occupational health and safety standards and recognise them as fundamental rights.

Corporations must be held to account by mandated due diligence, and there must be grievance procedures to effect remedy for violations.

A rights-based recovery requires a labour protection floor for all, along with the recognition of occupational health and safety as a fundamental right. It also requires mandated due diligence for corporate accountability!

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We have eight years left to achieve the SDGs. Yet, more than half of the world still lacks any social protection coverage, and some two billion informal workers struggle daily to survive. We must build universal and gender-sensitive social protection systems to create resilient societies.

Elly Rosita Silaban.
President of the Confederation of Indonesian Prosperous Trade Unions (KSBSI)



5. UNIVERSAL SOCIAL PROTECTION IS AN ESSENTIAL BUILDING BLOCK OF RESILIENT SOCIETIES

Today more than half of the world's population is totally uncovered by social protection measures.

This is especially true for women, who are the majority in the informal economy. It is essential to reach the formalisation of at least one billion informal workers by 2030, and putting in place universal and gender- responsive social protection systems is a top priority to create resilient societies.

This is a political choice for many but not for all countries: poorest countries need support on the way through international solidarity with a Global Social Protection Fund in place.

Universal social protection and a Global Social Protection Fund are the only way forward to build a resilient world!

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Fair societies are the ones where workers earn enough to live in dignity, and where women are paid the same as men for the same work. We call for minimum living wages and equal pay for work of equal value.

Tomoko Yoshino.
President of the Japanese Trade Union
Confederation (RENGO)



6. MINIMUM LIVING WAGES AND EQUAL PAY FOR WORK OF EQUAL VALUE EVERYWHERE ARE A STEPPING STONE TO GENDER EQUALITY AND SOCIAL PROGRESS

Millions of workers across the world are not earning enough to live in dignity. Statutory minimum living wages, with collective bargaining, are essential to fight poverty and inequalities.

At the same time, women earn on average 20 per cent less than men worldwide. Ending the gender pay gap requires effective laws on equal pay, pay transparency and anti-discrimination, measures on gender segregation in the labour market and policies that uphold work life balance and care services.

This is essential for women's full and equal participation in work and life.

Wages and equal pay for work of equal value are at the basis of social progress.

A global pay rise and tackling gender pay gap are essential for gender and societal equality.

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Ending gender violence and discrimination in the workplace is a top priority for trade unions! We work relentlessly to ensure that equality is crosscutting in all recovery plans and that all existing legal instruments are applied.

Zingiswa Losi.
President of the Congress of South African
Trade Unions (COSATU)



7. ENDING DISCRIMINATION, GENDER-BASED VIOLENCE AND HARASSMENT IN THE WORLD OF WORK IS KEY FOR EQUAL SOCIETIES

In the wake of Covid-19, discrimination, harassment and violence have increased across the world.

Women pay the highest price, as they are losing their jobs and are particularly exposed to violence and harassment at work.

Everyone has the right to work in a workplace free from discrimination and violence, no matter their gender, class, race, ethnicity, ideology, religion, sexual orientation and disability status.

Therefore, governments' recovery plans must foster equality and include ratifying and implementing key legal instruments, such as ILO Convention 111 on discrimination and 190 on violence and harassment.

A world free of discrimination, harassment and violence is the only way to ensure a recovery that bears equality in its heart!

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Jobs, jobs and jobs!
Full employment must sit at the heart of recovery and resilience. A New Social Contract with decent, climate-friendly jobs, rights, just wages, social protection and equality is central to realise Goal 8. Multilateral action with social dialogue is critical for success.

Sharan Burrow,
General Secretary of the International Trade Union Confederation (ITUC)



8. WORKING TOGETHER THROUGH SOCIAL DIALOGUE TO REINFORCE GLOBAL GOVERNANCE AND BUILD A SUSTAINABLE WORLD

The world stands at an historic crossroads. Poverty levels are on the rise amid soaring inequality and climate instability.

We need a new model of global governance to redress the current imbalance of power and uneven distribution of wealth at international level.

Inclusive, gender-transformative approaches to development are essential to ensure that no one is left behind.

Only a renewed multilateralism based on social dialogue can deliver a New Social Contract centred on SDG 8.

Social dialogue will design a recovery that works for people and the environment and leaves no one behind.

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