

ITUC

FRONTLINE CAMPAIGNS AND FOUR PILLARS FOR ACTION 2022

**RIGHTS NOT OPPRESSION
DEMOCRACY NOT DICTATORSHIP
FREEDOM NOT FASCISM
SOLIDARITY NOT DIVISION
SAFETY NOT EXPLOITATION
TAX NOT AUSTERITY
TRUST NOT DESPAIR
FAIRNESS NOT INEQUALITY
COURAGE NOT FEAR
99% NOT 1%**

**A NEW SOCIAL CONTRACT FOR RECOVERY AND RESILIENCE
CLIMATE- AND EMPLOYMENT-PROOF OUR WORK WITH JUST TRANSITION
DEMOCRACIES FOR PEOPLE**



ITUC CSI IGB

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Introduction

The ITUC World Congress in Copenhagen gave us an ambitious mandate with four pillars to frame our strategic plans to 2022. Organising to build workers' power has always been fundamental to our success and the devastating impact of Covid-19 has created a stark reminder of this for all of us. As we fight for a New Social Contract that will respond to the social, economic and health consequences of the pandemic, organising to build workers' power is even more critical to winning our five global demands for recovery and resilience along with any nationally specific priorities.

- **Jobs: Climate-friendly jobs with Just Transition - a jobs plan in every country.**
- **Rights: The promise of the ILO Centenary Declaration of rights and protections for all workers irrespective of employment arrangements including Occupational Health and Safety.**
- **Universal Social Protection: Social protection for all with a global social protection fund for the poorest countries.**
- **Equality: Equality of incomes and equality of gender and race.**
- **Inclusion: a peaceful world with a just, rights-based development model realised through the promise of the SDGs and multilateral reform**

With more than 250 million jobs lost in 2020 and as many as 130 million lost or at risk in 2021 along with some two billion informal workers facing a daily struggle to survive, the human cost of the Covid-19 pandemic is staggering. As we pay tribute to the frontline workers, the majority of whom are women, who put their own lives at risk every day we will fight to secure their jobs with just wages and safe conditions. But we also know that poverty and inequality have increased and can only be reduced if countries commit to full employment, minimum living wages, collective bargaining and universal social protection. Decent work will only be guaranteed where fundamental rights are respected. We will also work to see that occupational health and safety is secured as a fundamental right at the 2022 ILO Conference.

This recovery must be funded with tax reform, debt relief or elimination and equitable distribution of the special drawing rights as well as targeted support for developing economies including

for social protection. It will not be achieved with austerity! Monopoly power and exploitation of workers must be eliminated with the rule of law and an end to corporate impunity including through mandated due diligence.

With restrictions on personal contact to slow the spread of the virus, unions have used technology for organising and campaigning. Engaging members and recruiting new ones in the struggle for a New Social Contract is possible and 2022 will challenge us to deepen these capacities as we reflect on where it's feasible to marry technology with on the ground organising. The ITUC has also deepened its skills and capacity to provide virtual training and organising support to assist our Regional Organisations, Global Union Federations and affiliates.

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 measure our progress towards the ambitions of a New Social Contract and report to the General Council. 2022 plans are focused on securing progress to lay the foundations for the next ITUC World Congress in 2022 framed by our demand for a New Social Contract.

Incorporating the key ambitions of the pillars, the three Frontline campaigns bring together the public demands through coordinated global action.

- **A New Social Contract for Recovery and Resilience**
- **Climate- and Employment-Proof Our Work with Just Transition**
- **Democracies for People**

Trade union members are central to winning the Frontline campaigns, organising to win advances on the social contract and ensure Just Transition as we deal with the climate emergency to stabilise the planet and to rebuild trust in democracy.

Workers and their unions are on the front lines in a struggle to win a New Social Contract for rights, recovery, and the resilience of shared prosperity. Where there are challenges to monopoly power or human and labour rights violations, unions are there. Without unions there will be no Just Transition in the face of

climate change and technological change. And where there is a struggle for peace and democracy, union men and women will be making their voices heard for rights and representation.

We will leave no one behind. Women, migrant workers, workers in the informal sector, workers in 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 are at risk of climate inaction or new technologies must be at the centre of our efforts. Without security and hope, many people are attracted to the false promises of the extreme right.

The ILO Centenary Declaration maps out the foundations for a New Social Contract and this was reinforced at the ILC in 2021 with the ILO Covid response Resolution. The Sustainable Development Goals chart a pathway to a resilient zero-poverty, zero-carbon future that is rights-based and just. However, none of this can be realised without full employment and decent work. With the focus of our four pillars for action and our three Frontline campaigns, we have a formidable agenda.

The General Council hears a report on progress and endorses the priorities annually. The Elected Leadership Group provides advice and helps evaluate our work and that of our regions. These bodies reflect our global coverage and diversity.

Working with affiliates, the regional structures and GUFs, we can organise workers everywhere to demonstrate that workers' power can change our fractured world.

Our aspirations for a just world with an economic model where rights and shared prosperity are realised are winnable. Covid-19 has shown working people the critical need for reform of the economic model with a New Social Contract and global solidarity for health and sustainable development. This must include an end to vaccine nationalism with not just a temporary TRIPS waiver but a capacity for production, shared knowledge and technology in many more locations across the globe. No one is safe until everyone is safe.

Sharan Burrow
General Secretary

Frontline Campaign: A New Social Contract for Recovery and Resilience

Jobs Participation of Women **Wages**
Tripartite Decisions **Just Transitions**
A Labour Protection Floor
UN Treaty on Business and Human Rights
Freedom of Association **Equal Pay**
Strengthened Collective Bargaining
Mandated Due Diligence **Social Dialogue**
Universal Social Protection

51%

of people think a decent minimum wage is more important than before the pandemic.

ITUC GLOBAL POLL 2021

Overview

Without the promise of a New Social Contract which delivers these five demands, trust in a just recovery cannot be rebuilt.

- Jobs – climate friendly jobs;
- Rights;
- Universal social protection;
- Equality of income, gender and race;
- Inclusion.

The global economic model has failed working people. Covid-19 has exposed the fractures that were already driving despair and anger: inequality with declining wages and inadequate social protection; the insecurity of a broken labour market with the majority of workers in informal or precarious employment; the collapse of supply chains; an uneven recovery; the scandalous underfunding in health and care; and the low pay of frontline workers, the majority of whom are women and migrant workers, who during the pandemic have been holding our communities together.

In 2022, the struggle for recovery and resilience against further shocks must include the union movement's demands for a New Social Contract plus any nationally specific priorities of affiliates.

We know that governments committing to jobs plans including climate-friendly jobs and investment in health, care, infrastructure, sustainable agriculture, livable cities; education, skills and lifelong learning will help rebuild trust. Universal social protection, vital public services and the delivery of our demand for a global social protection fund can build the security and resilience which working people want.

The failure of governments to invest in their people has been driven by the power and greed of huge global corporations that have captured political leaders despite those corporations acting against the rights and security of their people. 94% of the global

supply chain workforce is a hidden workforce where the obscurity of business contracts facilitates exploitation and oppression, including modern slavery. It is time to end corporate impunity with mandated due diligence and compliance measures to handle grievances and ensure remedy.

This corporate model has been exposed for its lack of resilience, with profitable companies needing bailouts because they didn't have operating reserves of even three months. Despite the bailouts, many supply chains collapsed and many jobs were lost. Withdrawal of support has exposed the vulnerability of insecure employment particularly for workers in small business and the self-employed. Women have been the hardest hit with an estimated loss of \$800 billion in income – equivalent to the combined GDP of 98 countries. Two thirds of unemployed young workers are young women who are also not in education or training.

The prevalence of low wages, short-term or precarious contracts and often unsafe work environments that dominate supply chains, along with the absence of regulatory environments and social protection that would formalise informal work, cannot stand as a basis for the full employment and decent work that SDG Goal 8 calls for. Nor can we accept the rise of platform businesses that use technology to deny all responsibility for employment and other obligations.

There are great examples of unions winning advances in the Social Contract in the face of the pandemic, but the struggle to maintain these gains and build on them is being faced by affiliates everywhere. A global economy fueled by the denial of freedom of association and exploitation is inhumane and constitutes both an economic and a political risk, as it drives people towards right-wing extremism. The world is more than three times richer than twenty years ago, yet some 55% of people have no social protection and more than 70% of people are still denied full social protection, while 79% of countries have allowed violations of the right to collective bargaining – this is inequality by design.

The New Social Contract with our five key demands and must be underpinned by universal social protection and a Labour Protection Floor which encompasses the four elements contained in the ILO Centenary Declaration:

- ILO fundamental rights
- Occupational health and safety, which must also become an ILO fundamental right;
- Adequate or minimum living wages;
- Maximum limits on working hours

These protections are for all workers, including those in informal work, in self-employment and in platform businesses. And all workers must have universal social protection.

Beyond that floor, the elements of a New Social Contract must begin with jobs plans - jobs with the right to join a union and bargain collectively - and social protection.

SDG 8, Decent Work and Economic Growth, will require 575 million new jobs and the formalisation of at least one billion informal jobs. And child labour must be eliminated once and for all with good jobs and social protection for parents and quality public education for all children.

A transformative agenda for women is the bottom line for equality. Gender parity could add some \$13 trillion to the global economy. And inclusion of young people and other excluded workers with Just Transition for climate action and technology is essential for a just future.

Financing a just recovery requires taxation reform to fund vital public services and to enable investment in jobs, in care, in infrastructure, in transport, social housing, liveable cities, repair

of ecosystems – all of which are central to a sustainable recovery. And global solidarity must start with a commitment to a global fund for social protection for the poorest countries.

Governments are responsible for the rule of law and compliance. Equally, it is their responsibility to convene unions and employers in social dialogue to ensure the elements of the New Social Contract are agreed and delivered.

Exploitation by employers cannot be tolerated. Responsible business conduct requires that all employers ensure that the Labour Protection Floor is implemented in their operations and that collective bargaining is strengthened. Equal treatment of women and all workers excluded from the labour market or secure employment – along with Just Transition measures for both climate action and technology – must be negotiated through social dialogue with trade unions.

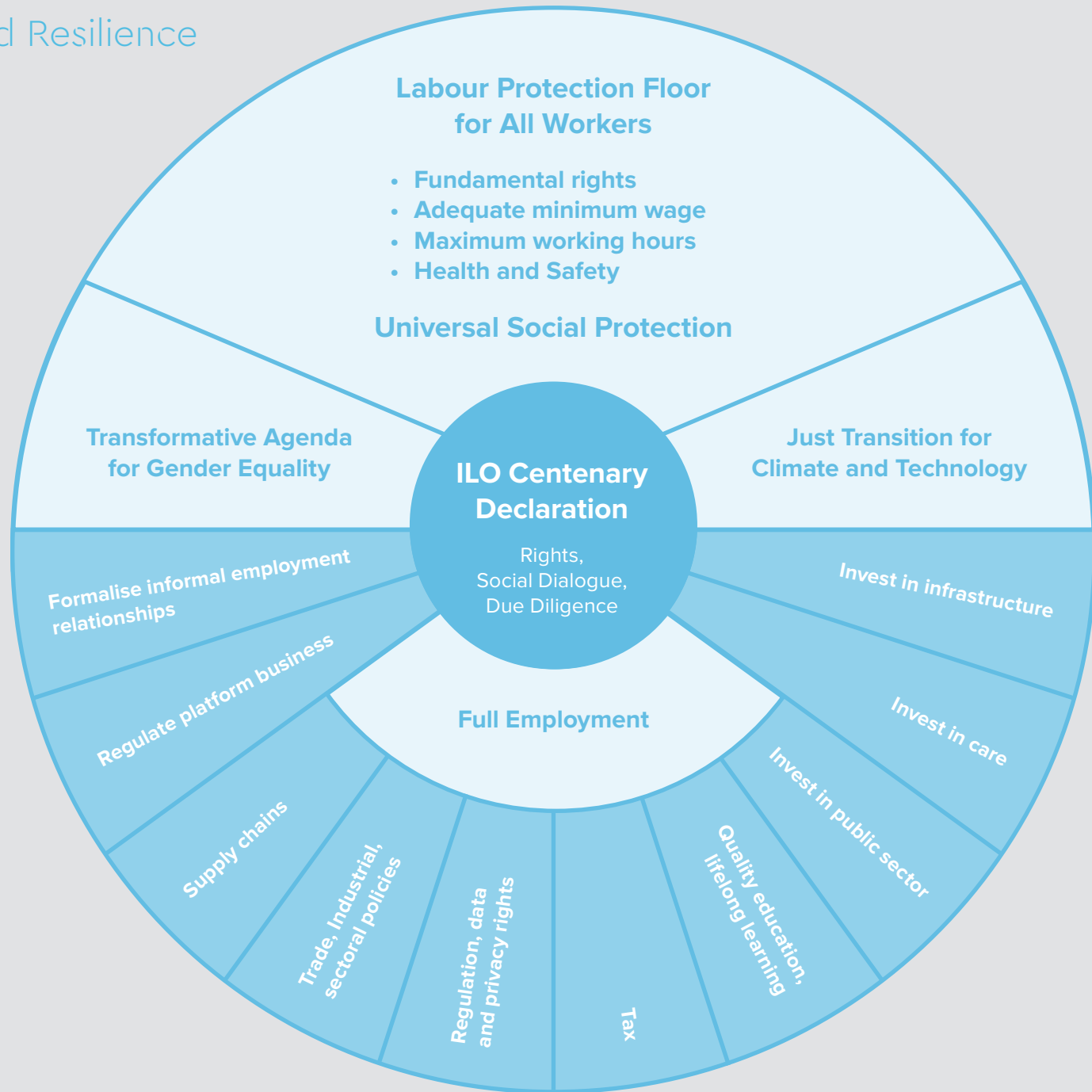
For the International Financial Institutions, it means that their policies and conditionality cannot undermine jobs, rights or social protection. Debt relief, the fair distribution of liquidity from Special Drawing Rights and other financial support must continue to be delivered for countries that need them. The only conditionality should be investing in the elements of a New Social Contract to realise the SDGs.

For the ILO, it means being at the centre of international policymaking, taking the lead that other institutions must follow – with multilateral reforms that ensure human and labour rights and environmental standards as the foundations for their policies, including trade reform.

A New Social Contract will ensure significant progress towards the SDG goals, which the ITUC Copenhagen Congress recognised as priorities.



A New Social Contract for Recovery and Resilience



A New Social Contract for Recovery and Resilience

GLOBAL:	Labour Protection Floor including adequate minimum wages, fundamental rights, OH&S, maximum hours of work.	UN Treaty Business and Human Rights. Responsible business conduct regulation.	Tech regulation and governance.	UNFCCC Paris Agreement.	Equal economic participation of women.	Ratification of C190. Occupational safety and health as a fundamental right.	ILO Forced Labour Protocol. Implement global standard on formalizing work.	Vocational education and lifelong learning guarantees.	
NATIONAL:	Minimum wage legislation/increases. Universal social protection.	Mandated due diligence legislation, grievance and remedy, legislative reform.	Rights and data privacy in digital business. Just Transition plans for technology.	Just Transition plans for climate.	Equal pay legislation; Care economy industry plans.	Healthy and safe workplaces free from violence and harassment.	Rights for migrant workers, refugees. Formalising informal work.	Investment in skills, vocational education, lifelong learning.	
Global Architecture:	1. ILO Centenary Declaration with a Labour Protection Floor at its heart.		2. Mandatory Due Diligence legislation – including EU and other countries.		3. UN Treaty on Business and Human Rights.		4. ILO – OH&S as fundamental right.		5. Big Tech regulation and taxation.

Air

Covid-19 Recovery and Resilience:

Global advocacy and media on government and employer responses to the economic, workplace and health consequences of the virus and its impact on frontline workers, including women, informal workers and migrant workers. OH&S as a fundamental right.

Global Social Protection Fund: Media and advocacy to deliver a fund for least developed countries.

Break Up Amazon Campaign: Data privacy, worker surveillance and regulation of monopoly power and fair taxation.

ILO C190 Campaign: For a world of work free of violence and harassment.

UN Treaty on Business and Human Rights, Big Tech regulation and taxation:

Campaign and lobby with G20, OECD, EU and nationally.

Media/Social media: Exposing corporate greed and why we need a New Social Contract.

Time 2 Act (Digital Action Centre): Demands for a New Social Contract and gains made during 2022, Regulation of Big Tech.

Legal: OECD complaints, ILO complaints, legal clinics and case support.



Ground

Covid-19: National campaigns on government and employer responses to economic, social and health consequences of the virus, including job creation, income support measures, and health and safety at work. Covid-19 recognised as an occupational disease.

Just Jobs campaigns: Job plans in 10 countries and a global campaign for 575 million new jobs and formalisation of a billion informal economy jobs.

Wages and social protection campaigns: Asia Fights for 50 -> ASEAN, 100% Africa ->AU, Cerrar La Brecha Central America ->EU, Fair pay to eat to live to stay ->EU. National campaigns in support of a Global Social Protection Fund. Investment in the care economy and job creation.

Break Up Amazon campaign: Organising support with GUFs.

Mandatory due diligence

legislation (UN Guiding Principles): Campaigning and advocacy.

Organising: National support for wages and decent work and social protection.

Legal: Reform of national legislation: e.g., Bangladesh, Brazil, Guatemala, Hungary, India, Indonesia, Kyrgyzstan, Ukraine.

Monitoring: Platform workers and teleworkers – expose scandals, legal cases, organising leads

Explore care sector and journalism sector.

Monitoring: Supply chains – expose scandals, recovery plans, legal cases, organising leads

Corporate targets in sectors of textiles, electronics, food, non-payment of contracts due to Covid-19. Future of work and recovery plans in vulnerable sectors (aviation, hospitality, manufacturing) with GUFs.

Global

2022 Key Dates and Activities

Dates are subject to confirmation and will be updated in February 2022.

National

Frontline Campaign: Climate- and Employment-Proof Our Work with Just Transition

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

**Investing in public transport creates
1.4 times as many jobs as road
construction per \$1.**

**ITUC, WORLD RESOURCE INSTITUTE: CLIMATE JOBS
RESEARCH**

Overview

We are now in a race against time to stabilise the planet. The 2021 IPCC report shows that we are far from on track to realise the Paris Agreement. More than 50% of emissions reduction needs to be achieved by 2030. This means that every sector must transition with clean energy and other technologies. Security for working people and their communities requires Just Transition.

Hothouse earth is now our lived experience with heat records along with rapidly melting glaciers and ice shelves, “polar vortex” episodes, frequent forest fires and floods, toxic oceans and rivers, and biodiversity loss. Millions of climate refugees have fled from disaster and have lost livelihoods. The social and economic costs are growing.

We have just 9 years, yet governments are not taking responsibility for the 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. Too many governments are hiding behind Covid-19 rather than investing in a recovery that ensures jobs in a sustainable future.

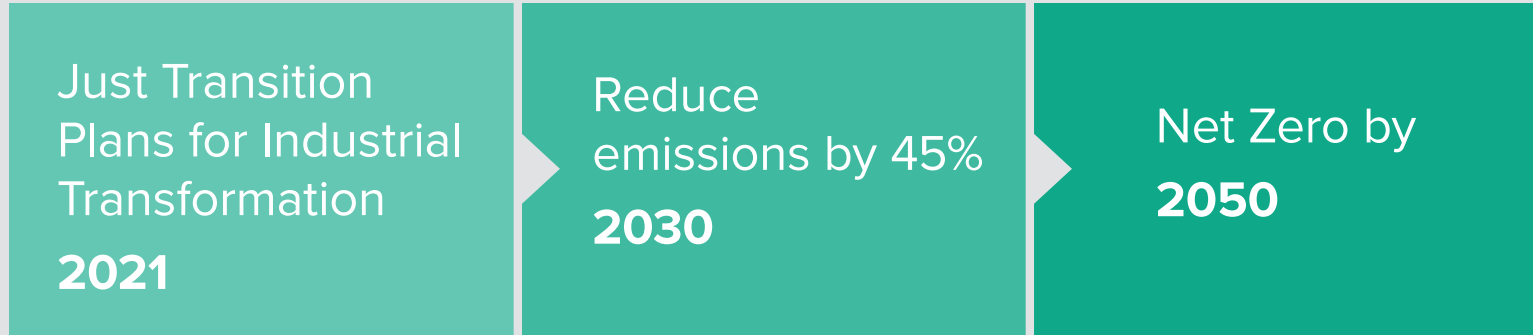
Unions must be engaged in dialogue at all levels to ensure that the Just Transition measures are agreed and are adequate to build people’s trust in a process that they understand is urgent. Without Just Transition, the ambition we need will be blocked by fear – often fear that is fueled by corporate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

2020 was the year governments were required to again make commitments to ambition for reducing emissions in accordance with the Paris Agreement. With the delay of COP26, 2021 was largely a lost year. The year ahead is critical for demanding further action from politicians and from employers and investors in implementation - not merely on paper.

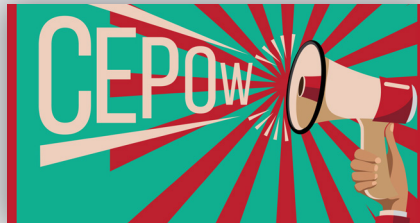
Students have not given up their activism and neither must we. We will mobilise for Just Transition in every sector from governments and employers. CEPOW 2021 saw new levels of demand in workplaces and we will build on this as we fight for investment in climate friendly union jobs, re- skilling and redeployment support, and social protection.

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

Climate- and Employment-Proof Our Work with Just Transition



Just Transition Centre



CEPOW



NDC Scorecard



UN Climate Change Conference

**JUST TRANSITION IS THE PATHWAY TO HIGH AMBITION –
DECENT JOBS ON A LIVING PLANET**

Climate- and Employment-Proof Our Work with Just Transition

Global Architecture:

UNFCCC/COP: Paris Agreement and NDCs, Economic Diversification and Just Transition

UN Climate and Jobs Initiative

ILO Jobs and Action Platform

Air

Alliances: (Civil Society, Investors & Pension Funds, Cities, Business)

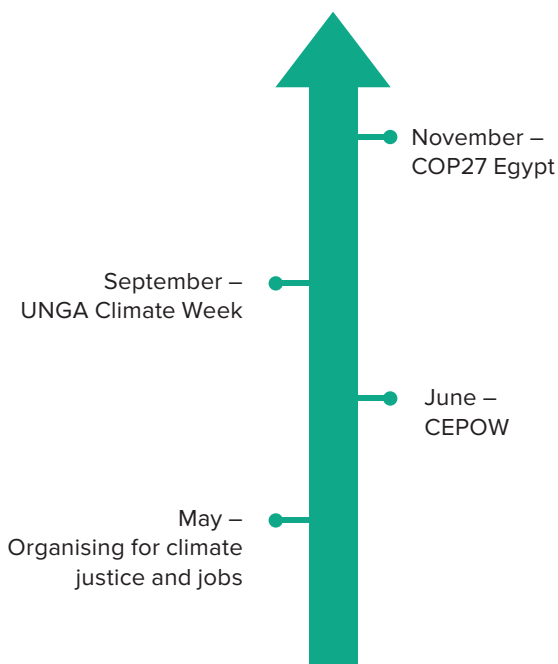
CSO/NGOs, AODP, UNPRI, CWC

NCE, C40, B Team, We Mean Business.

Just Transition Centre: Supporting labour at the table: national, workplace and industry, city and community.

Media/Social Media: NDC Scorecard.

Climate-Proof our Work Campaign: Global Day of Action – June.



Ground

Legal: Support for cases.

Organising for Climate Justice and Jobs: GOA pilot course.

Just Transition Dialogues Sectors: Heavy industry, manufacturing, transport, construction.

Just Transition Dialogues Cities: Partnership with C40.

Just Transition Dialogues Countries: (eg) Bulgaria, Brazil, Canada, South Africa, Scotland, Indonesia.

Bargaining Agreements for a Just Transition: Enterprise workplace (CBAs), Sectoral/Industry+Supply Chains (GFAs), National Employment Plans (NDCs, SDG Plans).

Funding a Just Transition:

Company: Skills training

Government: JT Funds for industrial, regional development.

Workers hearings: on climate and Just Transition.

Rally for Climate Ambition: Support for virtual actions and in-person events.

Global

2022 Key Dates and Activities

Dates are subject to confirmation and will be updated in February 2022.

National

Frontline Campaign: Democracies for People

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

54% of people believe that their government should be doing more to create jobs for workers affected by the pandemic.

ITUC GLOBAL POLL 2020

Overview

Trust in democracy is broken. Covid-19 has exposed a failure of governance in too many countries as governments have neglected the needs of their people. Less than 50% of the world's people live in democracies and even within democratically elected governments authoritarianism is growing and further destroying trust. More than one in three people (36%) say that their government's inaction on listening to the needs of them and their family makes them angry or despairing.

People want their governments to rewrite economic rules to improve living standards and security through shared prosperity. They want governments to act in the interests of people. They want jobs, living wages, rights and social protection, and they want strong public services and action on climate. And they want privacy online.

Rebuilding strong democracies will require governments to reframe their approach to planning for priorities that people want and to reporting to ensure accountability and transparency and respect for 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 work;
- 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, but is not collected and invested in vital public services including free public education, vocational education and lifelong learning, free healthcare, childcare and aged care, housing and in sustainable infrastructure;
- if equal economic participation of women and inclusion of young people is not guaranteed;
- if equal economic participation of women and inclusion of young people is not guaranteed;
- if fundamental human and labour rights are not enforced to end corporate exploitation and impunity with mandatory due diligence with grievance and remedy; and
- if environmental responsibility for massive reductions in greenhouse gas 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 guaranteed voting rights and fair electoral boundaries and processes, and if they are not engaged beyond the ballot box through consultation, tripartite structures and social 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 continue to lure those who feel excluded.

The ITUC Global Rights Index shows that democratic space is shrinking – 64 countries denied or constrained freedom of speech and assembly in 2021. Wages and social protection are declining, and unemployment has escalated with the pandemic. Progress for women slumped, and young people are worried they won't be able to achieve what previous generations have achieved.

More people go to bed hungry than before the pandemic and millions have been thrown back into poverty. Two billion people are in informal work with no social protection. They face destitution every day there is no work – all this despite the growing number of billionaires.

Covid-19 has seen millions of jobs lost and the world faces a massively unequal recovery. Governments must invest in jobs: climate-friendly jobs and social protection to ensure security for people and the economy.

It's way past time to hold governments to stronger account.

This Frontline campaign frames a set of demands on governments. Affiliates could consider these and amend them to national circumstances for consultation with their governments around what things government should publicly report on to measure progress in a framework 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 an agenda for argument with the International Financial Institutions as to their responsibility to help build democratic policy foundations and to end the 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 democracy is under attack and where workers' rights are undermined, or people repressed. Companies that deny workers' rights and base their business model on exploitation must be exposed and put on notice that these practices will not be tolerated.



Democracies for People: Reframing Government Planning and Reporting

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 and Coverage of Social Protection
- Coverage of Services - Health, Education, Child Care and Aged Care
- Other Public Services
- Tax Revenue
- Tax Equity

Environment

- Progress Towards Net-Zero Emissions
- Workplace Health and Safety
- Adaption Ensures 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
- Collective Bargaining

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 AND ACCOUNTABILITY
RULE OF LAW



Democracies for People

Government Transparency and Accountability

Rights and Rule of Law

Institutions that Work for People

Universal Suffrage and Community Consultation

Building Trust

Global Architecture: Charter for Democracy – beyond GDP

Air

Countries at Risk campaigns:

Rapid reaction response to breakdown in rule of law.

Measuring government accountability: Challenge governments to commit to broader engagement with people, and improved governance lessons from Covid-19.

No to Nuclear Weapons: Support for NPT and TPNW.

Media/Social media:
#DemocraciesAtRisk
#DemocracyDefenders.

Time 2 Act (Digital Action Centre): Act for Democracy.

Reports: 2022 Global Poll, 2022 Global Rights Index.

Research: Country and city models on engagement with people, national dialogues, Citizen Assemblies.

Intergenerational conference: engagement on governance, peace and democracy.

November – G20 Summit

15 September – International Day for Democracy

June – G7 Summit

June – ITUC Global Rights Index

January – NPT Review Conference

Ground

Union strategies to counter authoritarianism: support for national strategies.

Democracy campaigns: Union-led campaigns, e.g., Belarus, Brazil, Chile, Hong Kong, India, Myanmar, Philippines, UAE and Somalia.

Workers' hearings: Networked conversations about democracy and worker demands, case studies for beyond GDP report.

Global

2022 Key Dates and Activities

National

Dates are subject to confirmation and will be updated in February 2022.

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. Peace is dependent on democracy and decent work and a world free of weapons of mass destruction as well as on progress towards general disarmament. Peace, democracy and rights are also a foundation for realising the SDGs.

Around the world, unions are on the front lines of conflict, peace and struggles for 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, rights and freedoms including freedom of association, collective bargaining and the right to strike, such as Myanmar, Hong Kong, Belarus, Brazil, Turkey, Colombia, Bangladesh, Honduras, Haiti, Zimbabwe and Eswatini. Through the solidarity of our affiliates, support for countries at risk is central.

For workers denied fundamental rights, the campaign for a Labour Protection Floor is critical. The ILO Centenary Declaration outlines the guarantees of rights, including health and safety (OSH) as a fundamental human right with minimum living wages and

maximum hours of work for all workers irrespective of employment arrangements. The ITUC and affiliates are mobilising to ensure OSH is included in the list of Fundamental Rights at Work at the 2022 ILC.

Organising for migrant rights and the elimination of slavery in all its forms is fundamental to ensure democratic rights and freedom for all workers.

No decent work is possible without peace. The global risk of nuclear rearmament requires us to join with allies in support of the Treaty on the Prohibition of Nuclear Weapons (TPNW) and to protect the Nuclear Non-Proliferation Treaty (NPT). A global arms race is emerging and must be stopped. The Common Security 2022 High Level Advisory Commission is considering a framework which also includes security risks such as poverty and inequality, totalitarianism and environmental degradation amongst other matters vital for stability and resilience.

Labour activists must be recognised as both human rights defenders and peace builders.

Peace, Democracy and Rights

Thematic Areas	Countries at Risk	Migration and Slavery	Peace and Disarmament
Goals	<ol style="list-style-type: none"> 1. Claim democratic space. 2. Establish a Labour Protection Floor. 3. Support Universal Social Protection. 	<ol style="list-style-type: none"> 1. Eliminate slavery. 2. Rights for migrant workers. 	<ol style="list-style-type: none"> 1. Nuclear Weapon Ban Treaty (TPNW) enters into force. 2. Recognition of the role of trade unions in peacebuilding.

2021 Highlights

- The ITUC Human and Trade Union Rights Rapid Response Mechanism has by now supported 317 union activists in 123 countries. Global labour solidarity responded to attacks on democracy and rights in Belarus, Zimbabwe, eSwatini, Philippines, Myanmar, Hong Kong, Haiti and Cambodia among others. Labour leaders were released from prison in Iran, Jordan, DRC and Turkey; a constitutional reform process has started in Chile; regressive trade union legislation was vetoed in Kyrgyzstan; the Omnibus Law was withdrawn in Turkey; a roadmap for labour reform was adopted in Bangladesh, and for Myanmar, a strong ILC resolution was adopted, a first ever global crowd funding initiative for striking workers was set up and recognition of the military junta was blocked at the UNGA, WHO, FAO and ILC.
- The **Committee on Workers Capital (CWC)** leads investor action on rights in Countries at Risk and in 2021 has increased asset owner engagement with the world's largest institutional investors. Major investment funds have withdrawn from illegal settlements in the Occupied Palestinian Territories and from Myanmar following trade union campaigns.
- The **ITUC Global Rights Index** is now an authoritative global interactive digital platform with data on workers' rights that can be used by unions in national activities, media and advocacy. The launch was covered by CNN, BBC and the Guardian and the Index is regularly referred to in media reports in various languages.
- Affiliates engaged in the campaign for recognition of Occupational Health and Safety as a fundamental human right and secured this on the ILC agenda for 2022. COVID-19 is recognised as an occupational disease in many countries through union action.
- The target of **50 ratifications of the ILO Forced Labour Protocol 29** was reached on 17 March 2021. Further ratifications have followed. An award winning article on Equal Times put the spotlight on child labour in mining in DRC and social partner engagement was secured on eliminating child labour from fishing in Ghana.
- The persistence of the Kafala system in the UAE was exposed with an analysis of the law in UAE and documentation of violations of migrant workers' rights driving campaigns actions around EXPO; while an **online grievance mechanism was set up in Qatar** to speed up the resolution of cases. A system of transparent employment contracts has been introduced in Saudi Arabia.
- The **Migrant Recruitment Advisor** was updated and successfully expanded to new countries in Africa and Asia as a tool for union organising and advocacy for migrant worker rights, with specific progress in fair recruitment legislation was achieved in Saudi Arabia, Indonesia, Nepal and Bahrain.
- The **Common Security Commission 2022** including labour, political and peace leaders was successfully launched to promote a common security vision for the future. A strong alliance exists with the International Peace Bureau through the mobilisation of trade union participation in the International Peace Bureau congress and youth network
- The **Treaty on the Prohibition of Nuclear Weapons (TPNW) entered into force** on 22 January 2021.
- With ITUC support, unions in Colombia filed a case with the National Special Peace Court to demand justice for anti-union violence committed during the conflict and in Somalia unions are now a key player in democratic reforms.

Plans for 2022

- Support affiliates on the frontlines for democracy in Belarus, Myanmar, Brazil, Hong Kong, Turkey, Palestine, Eswatini, Haiti and Zimbabwe.
- Support affiliates in countries where labour rights and activists are at risk - Guatemala, Honduras, Philippines, India, Colombia, Bangladesh, Cambodia, Kazakhstan, Indonesia, Ukraine.
- Win recognition of occupational health and safety as a fundamental principle and right at work at the 2022 International Labour Conference and secure agreement at the subsequent ILO Governing Body that ILO C155 and ILO C161 should be designated as core labour standards.
- Drive further pressure on abolishing kafala in the Gulf region and the establishment of robust grievance procedures, in line with reforms in Qatar for the World Cup 2022, targeting UAE in the global spotlight with the Dubai Expo.
- Strengthen the migrant worker organising programme with the Migrant Recruitment Advisor in Africa and Asia and expand to Central Asia and the Americas, further progress in fair recruitment regulation in Ghana, Bahrain, Hong Kong, UAE and Saudi Arabia.
- Mobilise affiliates in a renewed global campaign in solidarity with refugees from countries in crisis.
- Support affiliates in Ghana and DRC organising workers in the informal economy in fisheries and mining respectively to eliminate child labour.
- Launch the Common Security 2022 report to promote an inclusive vision on common security for the future.
- Mobilise trade union delegations to the NPT Review Conference and the 1st Conference of State Parties to the TPNW in Vienna to reinvigorate the campaign for nuclear disarmament; involvement of trade unions in economic conversion plans making trade union priorities central to the campaign.

Lead Department – Human and Trade Union Rights

87% of countries have violated the right to strike.

ITUC GLOBAL RIGHTS INDEX 2021

Pillar 2: Regulating Economic Power

Overview

The global economic model had failed people and the planet prior to Covid-19. The inequality resulting from a corporate model of greed has been starkly exposed by the pandemic. Income, race and gender inequality in every country are compounded by the inequality of trade and development and the destruction of the environment.

Regulating economic power requires shared prosperity that is the result of a New Social Contract that puts people and the planet at the centre of recovery and resilience. This is even more urgent as inequality has escalated. The number of billionaires has increased in sharp contrast to the increase in poverty. The dominance of giant technology companies and the power they exercise by controlling data is growing, and platform businesses are further exacerbating precarious work. The business models that have profited from the pandemic increasingly flout national laws, taxation systems and employment responsibility.

Many governments are fueling monopoly power with a lack of regulation, weakening of progressive taxation systems and attacks on labour rights.

As corporate monopoly power grows, so does the opposition to freedom of association and collective bargaining. The big tech companies demonstrate the corporate impunity of these giants with denial of freedom of association and other core labour standards and with appalling conditions, including poor health and safety and surveillance of both workers and customers that explodes privacy rights. Companies like Amazon have become too big to touch for too many governments – leaving people as the victims.

While some multinationals are making commitments for living wages, ensuring dignified livelihoods for workers cannot be left to the discretion of individual companies. Minimum living wages and strengthened collective bargaining are needed in order to avoid downward competition on the basis of wages and working conditions.

Corporate and financial power can only be tamed by a determined regulatory approach at national and international level. And tax evasion and avoidance must be eliminated with new digital taxation and wealth taxes to fund universal social protection including vital public services.

Workers need the hope of a secure job with fundamental rights and just wages - decent work. Governments must recommit to full employment - 575 million new jobs and 1 billion informal jobs formalised by 2030 if we are to realise SDG Goal 8 for Decent Work and Economic Growth.

The ILO Centenary Declaration recognises the crisis in the labour market and has laid out a plan for a floor of rights, wages and maximum hours of work that, when married with universal social protection, would build a foundation for decent work everywhere. The plan also reinforces the need for a transformative agenda for women and reaffirms that Just Transition is vital to manage the labour market changes due to climate change and technology.

In the face of Covid-19, unions have made advances in the social contract, in access to healthcare, wages and income support, job guarantees and shorter working hours with income guarantees. However, this is not true for many of the least wealthy countries and extreme poverty is projected to increase by 150 million people by the end of 2021 since the start of the pandemic. And there have been many losses as employment is more vulnerable and millions dropping out of the labour market, the majority being women. These realities continue to fuel the conditions for widespread social unrest and economic instability in too many countries, and the destruction of secure labour markets exacerbated by the job and income losses of the health crisis generated by the pandemic has only deepened this despair and anger.

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 also include a new standard on platform business and standards for telework. Progress has been made in a number of countries but this remains a major challenge for the movement.

Equally, the ILO has the authority to be a lighthouse in the crumbling multilateral system and to meet the vital need for reform as a global economic and social authority – that goes beyond GDP – to provide a barometer of the true state of the world; the solutions for change and the tripartite model of governance must be adopted in other multilateral institutions to ensure governance for economic and social justice.

The UN treaty on Business and Human Rights is a priority, and governments which fail to support this and don't mandate due diligence to end corporate impunity must be exposed. Multilateral reform remains a priority. Despite some progress on debt relief and financing for poorer countries the IMF's conditionality remains unchanged, the World Bank still promotes a reductionist safety net view of social protection and the ideology of the 'doing business' indicators even though the report under that name has now been terminated. The WTO must support a reformed trade system, where human and labour rights are a foundation for fair competition floors and development is not constrained by monopoly interests, rather than continuing to fuel national retreat. Trade rules must help, rather than hinder, access to vaccines and other health goods in order to allow all of the world's people to access these vital protections, and to enable the world to recover from this pandemic.

Regulating Economic Power

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

2021 Highlights

- **The ITUC Just Jobs Campaign established a full employment target of 575 million new jobs and the formalization of 1 billion informal jobs to realise goal 8 by 2030; 8 affiliates developed jobs plans or targets including Argentina, United Kingdom, South Africa, Australia, United States and Philippines.** New ITUC research showed how to create quality, climate-friendly jobs and jobs in the care economy.
- **New ITUC research on the economic benefits of social protection raised** union demands for increased investment for universal social protection in high-level discussions with governments and international organisations. The UN joined the call for a New Social Contract and universal social protection.
- **The ILC Covid Response Resolution and the ILC Conclusions on Social Protection included union** demands by tri-partite agreement for a New Social Contract and established a strong mandate for the ILO to engage with IFIs to ensure coherence with international labour standards, with a call for the ILO to initiate concrete discussions to establish a Global Social Protection Fund.
- **#Timefor8 Campaign for a New Social Contract supported by affiliates in more than 40 countries resulting in the UN Secretary General supporting the demand.** Social dialogue within the UN country systems took place in more than 20

countries and national centres in 14 countries produced SDG Country reports exposing governments' responses to the global community. Trade union demands were successfully put on the agenda of UN discussions on "Financing for Development in the Era of COVID-19 and Beyond", including the need to scale up universal social protection coverage and investments for jobs creation.

- **New Social Contract priorities reflected in international development processes.** Following extensive trade union advocacy, gender equality, youth empowerment, decent jobs, and social protection were set as key priorities by the G20 Development Ministers. With ETUC support, the European Union included decent work, social protection, social dialogue and due diligence as priorities in its new legislative instrument on development cooperation policy. For the first time the OECD Development Assistance Committee recognised the role of trade unions in development cooperation and recommends donors promote social dialogue.
- **ITUC and affiliate support of debt relief and special drawing rights helped to secure extensions of debt relief for the poorest countries and \$650 billion allocated by the IMF.** World Bank member countries replenished funds for recovery as well.

- **The Global Organising Academy supported affiliates' breakthroughs in organising informal workers.** Following GOA trainings, 4,915 informal workers were recruited to CSC in the Democratic Republic of Congo alone.
- **Advances in the international legal architecture for regulating supply chains.** The ILO Governing Body called for a review of global governance gaps in supply chains, the UN Treaty on Business and Human Rights drafts are more reflective of union demands, and EU commitment to implement mandatory due diligence at EU and national level opened dialogue for ETUC and affiliates. The tripartite COVID-19 Call for Action for the Global Garment Industry including the ITUC, IndustriAll and UNI worked to secure the protection of garment workers' incomes, health and jobs during the pandemic. The independent Centre for Sports and Human Rights was established to oversee human and labour rights in major sporting events and in supply chains.
- **The ITUC called for comprehensive WTO reform** to ensure, a labour committee, respect for labour rights as a floor for fair competition, as well as a waiver on WTO TRIPS rules and increased production space for COVID-19 vaccines, which led to increased Government support.
- More than 50 **Multinational companies made concrete commitments to minimum living wages.**

Plans for 2022

- **Secure concrete government commitments for increased investment in social protection and the establishment of a Global Social Protection Fund** working with the ILO, the G20, the IFIs and development agencies including the OECD DAC and the EU. Undertake new research showing the different ways social protection can be financed at the national level, building on the recently-published ITUC study, in order to support unions' arguments that financing social protection is possible.
- **Develop strong international and national legal frameworks on due diligence and responsible business conduct** through continued engagement in the UN Treaty on Business and Human Rights process, supporting ETUC work on EU mandatory human rights due-diligence legislation and affiliates with regards to the developments of national legislation as well as TUAC in the review of the OECD standards. With the GUFs, support the capacity of trade unions in supply chain corridors to monitor and demand human rights due diligence in host countries including building capacity to use the ITUC model grievance mechanism and possible litigation.
- **Advance the development of an international labour standard on supply chains** through follow-up work to the ILO supply chain and decent work gaps analysis.
- **Support Asia-Pacific unions in pressing for a binding labour safeguard** at the Asian Development Bank, the last multilateral without one.
- **Support affiliates in influencing negotiations with creditors and the international financial institutions** in countries facing high debt levels or defaults.
- **Expose evidence on world progress towards SDG 8 through the ITUC SDG 8 Monitor 2022 and policy recommendations towards the 2022 HLPF and within UN Regional Fora.** Following up UN processes on SDGs financing and enhancing dialogue with key development cooperation donors – the EU and the OECD-DAC- to promote trade union priorities for an SDG 8 driven recovery and for resilience.
- **Support affiliates in delivering the trade union SDG country reports to influence National Development Plans and to enhance dialogue processes with UN Resident Coordinators** at country level in 25 countries. Launching global campaign “#TimeFor8 - the clock is ticking for a New Social Contract” towards the UN HLPF 2022.
- **Continue advocacy for concrete government job creation commitments** within the G20, UN, and with IFIs, combined with technical support to affiliates to develop their job creation demands and publishing research on industrial policy and trade agreements to support the evidence base for unions' advocacy demands around industrial policy and job creation.
- **Promote comprehensive indicators for governments to measure progress on our ‘Beyond GDP’ agenda** with affiliates, and with TUAC and the ETUC, influence OECD and EU developments.
- **Undertake new research on the link between workers' rights violations and inequality, income and living standards** to shed light on the detrimental social and economic effects of rights violations.

Lead Department – Legal

More than two-thirds (69%) of people support increasing taxes on the wealthy and large corporations to fund areas such as education, job training and healthcare.

ITUC GLOBAL POLL 2021

Pillar 3: Global Shifts – Just Transitions

Overview

The global challenges of climate change and the economic and social disruption of rapidly changing technology are global shifts with significant impacts on job security, the creation of decent work and fundamental worker’s rights. These global shifts require Just Transitions. Covid-19 has exposed the dangers of pandemics where environmental devastation makes human health even more vulnerable. Increased risks of surveillance and loss of privacy at work are evident.

There is a lack of ambition on climate change. The world is nearly one degree warmer than it was before widespread industrialisation. In 2018 the global average temperature was 0.98C above the levels of 1850-1900. With the 2021 IPCC assessment outlining the race against time to avoid dangerous climate change it is clear that by 2030 we must eliminate at least 50% of global emissions. To meet the aim of the Paris Agreement of limiting global temperature rise to 1.5 degrees Celsius, ambition is critical and Just Transition is the pathway to high ambition. Every industrial and economic sector must transition. 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. There are jobs in transition with investment in clean energy infrastructure, clean technology, and nature-based solutions but workers and their unions must be part of the design team.

As we live through the pandemic it also clear that investing in care - health, education, disability, aged care and childcare - as well as income support and other areas of universal social protection is vital to ensure resilience for people and economies against global shocks, including climate devastation and technological change.

Technology can provide opportunities to benefit working people, but it can also disrupt jobs and existing supply chains. Changes from digitalisation, automation and big data all need to be anticipated and managed to protect and improve jobs and living

standards. Full employment remains a key goal of the union movement and is central to delivering Just Transitions.

Just Transition measures including global and national regulation and adequate financing are 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 national and cross-border social dialogue with the collective bargaining strength needed to ensure the effective implementation of Just Transition and employment plans.

There can be no mitigation or adaptation to global shifts without Just Transitions.

Global Shifts - Just

Transitions

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

2021 Highlights

Climate and Just Transition

- Just Transition commitments secured in the **UK COP26 Presidency's Declaration of the Energy Transition Council**.
- Companies and governments integrated responsibility for Just Transition into the **UNFCCC** High-Level Champions and the Marrakesh Partnership driving industry transitions in the lead up to COP26.
- Mayors of 12 of the world's largest cities, from Los Angeles to Sao Paolo and London, signed a joint commitment with trade unions to ensure that their city climate plans deliver good quality jobs and support new and better jobs for workers in high emitting sectors and urged other mayors to join them in the global Call to Action on Just Transition.
- Affiliate action achieved Just Transition wins in Europe (EU level, Spain, Germany, Netherlands) Argentina, Kenya, Nigeria and South Africa.
- ITUC [NDC Scorecards](#) exposed the reality that lack of Government ambition has us on track for more than a 3 degree temperature rise and almost nine out of ten countries are denying working people and communities a say in their own future by not engaging them in social dialogue and just transition.
- Climate and Employment Proof Our Work #CEPOW expanded to provide training for workplace activists on how to negotiate with employers. 150 people joined 7 training sessions across regions and language groups.
- Just Transition Centre partnerships with affiliates and GUFs have led to agreements:
 - Four of the world's major oil and gas companies agreed plans to shift to low emitting assets; maintain and create good jobs in the company and its supply chain; and retrain and redeploy the existing workforce;
 - The Beyond Oil and Gas Alliance, a new group of governments committed to end oil and gas production,

led by Denmark and Costa Rica, included Just Transition in its founding Declaration, to be launched at COP26.

- The Just Transition Centre supported ETUC, IndustriAll Europe, and affiliates
 - To ensure that the European Commission guarantees trade unions are at the table in developing regional Just Transition plans that will receive EU funding, especially but not only in Central and Eastern Europe (CEE) within the EU Green Deal;
 - To launch an EU-wide campaign on Just Transition in the auto sector to achieve a sector-specific framework and unite unions behind a demand for national and EU labour standards for good jobs in the renewable energy value chain, supported by the International Energy Agency (IEA).
- National and subnational plans for Just Transition included:
 - COSATU developed a groundbreaking national blueprint for Just Transition in three sectors: Power and mining, agriculture, and transport as the basis for the government's Just Transition framework;
 - CUT Brazil established a new tripartite social dialogue process focused on Just Transition in the energy sector in North-East states.
 - The Canadian government committed to a national law on Just Transition;
 - A multiyear project with ITUC-AP, APHEDA and affiliates in Indonesia and India was initiated to support social partners in implementing the ILO Just Transition Guidelines;
 - The AFL-CIO and its affiliates launched a labour table on clean energy and 'high road' jobs for the Los Angeles area to explore the use of hydrogen and electrification to achieve deep emissions cuts across energy, industry and heavy transport.
- ITUC representation deepened the IMF climate strategy to include financial stability beyond the previous carbon pricing

limits and the IMF recognised that rapid removal of consumer fuel subsidies that hurt living standards in Ecuador, Haiti, and elsewhere must be mitigated with financial transfers for the poor. The World Bank climate action plan now includes Just Transition. The World Benchmarking Alliance (WBA) used ILO Guidelines to develop Just Transition indexes and ratings methodologies to guide investors with assessment of 180 companies in high emitting sectors prior to COP 26.

Technological Shifts

- The ITUC supported national affiliates, ETUC and GUFs with legal analysis to advance rights in platform business and telework principles developed; Spain, EU and Argentina advanced legislation on rights in telework.
- Work on documenting efforts to ensure transparency and regulation concerning algorithms in the world of work commenced.

Plans for 2022

Climate and Just Transition

- Deepen support for affiliates to engage with their governments on the national climate plans. Extend the work that is being done in South Africa, Kenya, Argentina and Nigeria to other countries including Costa Rica, Ghana, Senegal, Indonesia and Colombia.
- Negotiating a higher profile for Just Transition in the UNFCCC including integrating social protection demands for both adaptation and mitigation.
- Advancing Just transition in NDCs and supporting ITUC-Africa and affiliates to deepen attention to JT needs in Africa. This includes coordination with the ILO's Climate Action for Jobs initiative in targeted countries.
- Increase efforts to ensure that World Bank and multilateral development bank involvement in climate issues reflects union priorities for investment in jobs and just transition and defeats attempts to redefine Just Transition to eliminate its connection to workers, social dialogue, and unions; Shaping IFI and government action on implementation of green debt swaps.
- Deepen the gender lens of climate agenda within unions, including support to participate in the Commission on the Status of Women (UNCSW) with the theme of Gender and Climate and to develop methodologies for assessing the climate impacts on demands on care workers; the report on the Belgium care industry to be used as a model for other affiliates.
- Deepen support for affiliates in high emitting countries to develop national and sectoral plans, especially in power, oil and gas, renewables, mining, heavy industry, transport and construction;
- Continue working with ETUC and IndustriALL Europe on implementation of Just Transition in Europe in industrial sectors

expanding to include construction and public transport with the relevant GUFs and affiliates.

- Develop and launch the UN Initiative on Just Transition in the oil and gas sector and in heavy industry, focusing on green steel, hydrogen, and CCS; Expand a focus on offshore wind, with IndustriAll Europe, the TUC/Scottish TUC, AFL-CIO and others to achieve labour standards and just wages in offshore wind and its supply chain - initially in Poland and the UK; Support organising and advocacy in renewable energy in Indonesia and India.
- Expand and deepen current work to implement the Pledge on Just Transition and Decent Jobs, bringing in new companies and helping get companies to the negotiation table in Brazil, the USA and other countries.
- Expand the collaboration with C40 and the ITF to include additional cities in Europe, North America, and Brazil.

Technological Shifts

- Democratise data ownership and protect worker privacy with strengthened governance ending impunity for corporate use of surveillance.
- Support affiliates' advocacy on regulations on platform businesses.
- Establish network of organisations working on transparency and regulation of algorithms at work to identify trends and share good practice in social dialogue and collective bargaining.
- Develop legislative and workplace priorities based on the report on the use of algorithms.

Lead Department – Economic and Social Policy

1 in 4 countries have ambitious climate plans, but nearly 9 in ten are denying working people and communities a say in their own future by not using social dialogue.

ITUC NDC SCORECARDS

Pillar 4: Equality

Overview

All the statistical indicators underline that progress for women has slumped through the global pandemic whether it be employment, discrimination, harassment or violence. Covid-19 has shown the stark realities for women with low paid women being the majority of the frontline or essential workers providing health, education, other areas of care and services. Of the millions of people who have been forced out of the labour market the majority have been women. Two thirds of unemployed young people are women between the ages of 15-24 not in education or training. \$800 billion of income was lost by women or the combined GDP of some 98 countries. The devastation of informality which affects some 60% of the global labour market also falls disproportionately on women. The challenge is to strengthen the fight for equal participation, for job security, equal pay and health and safety for these women everywhere.

The ITUC Copenhagen Congress Statement stressed our 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 was below 50%, and unpaid care had risen to the value of 9% of global GDP before the pandemic. Our demands for investing in care as a priority for raising women's participation in the workforce are now even more urgent as care - health, education, aged, disability and childcare, are now recognised as a foundation for resilience of our communities against national or global shocks. The millions of jobs which can be created in care will have a direct impact on securing

employment and decent work for women and migrant workers as well as freeing women from the burden of care to participate in broader areas of the economy.

The gender pay gap is still more than 20% in the formal economy, and social protection, care and minimum living wages with stronger collective bargaining remain the solutions to eliminate this discrimination.

Decent work deficits must be eliminated, including the 27% global gender participation gap in the labour market. Business and governments as employers 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 eliminate violence against women includes ratification of C190 and legislative change. This campaign remains a focal point, with domestic violence leave a priority.

Women in leadership has never been more important, and in 2022 we will expand the leadership program the ITUC has initiated and initiate a mentoring program for emerging women leaders in our movement.

All groups at risk of exclusion must find a home in trade unions. The first priority is 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. Organising migrant workers has never been more urgent as we witness the millions without work often trapped in host countries with little or no means of survival.

The challenge to ensure an inclusive trade union moment is paramount. Workers and their families must know and trust that unions are there for them. Advances on the social contract must be inclusive of all workers.

Equality is central to realising the SDGs.

Equality

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

2021 Highlights

- **Five more ratifications of C190** (Argentina, Ecuador, Mauritius, Somalia and Greece) were achieved, making a total of eight ratifications. Progress towards ratification of C190 was made in over 20 countries. Affiliates in **10 countries** were supported to advance the ratification of C190 and its implementation in workplace policies, collective bargaining and organising. **Strong collaboration was established between the ITUC and the Global Unions on the Global #RatifyC190** campaign and nearly **660,000 people signed the global Avaaz petition** in collaboration with ITUC, HRW, and other civil society allies calling on government leaders to ratify and implement C190.
- **Affiliates** in Argentina, Uruguay, Dominican Republic, Brazil, Mexico, Nepal and Ghana worked to **organise care workers and secure public investments in the care economy**. The ITUC and affiliates in 20 countries took part in a **Global Day of Action for Care** with global action and solidarity from UNI, PSI, EI, IDWF and WIEGO plus NGO allies Oxfam and StreetNet.
- Workers' demands for a **New Social Contract are now key priorities for the UN**: The **UN Women's Generation Equality Global Acceleration Plan** included commitments on a minimum of 3-10 % national income investments in the **care economy**, a target of 80 million decent care jobs to be created and a **Global Care Alliance** was initiated by Mexico. A pledge to reduce the number of women and girls living in poverty by 85 million including through quality **public social protection floors and systems by 2026 & just transition processes** was reaffirmed by UN structures.
- The UN **Commission for Social Development highlighted the need for the establishment of a universal global fund for social protection and supported social dialogue to enable agreements on** equitable policies and measures to support sustainable recovery and resilience.
- **Women in leadership training was piloted with 30 women** trialing curriculum and contributing to curriculum guide for affiliates.
- **Young trade union activists and young peace activists established an alliance to organise for nuclear disarmament and demilitarisation**
- Working with the **UN Migration Network** working group on Bilateral Migration Agreements (BLMAs) with GUFs and other stakeholders achieved a Good Practice guide as a foundation for action.
- GUFs were supported to raise the profile **of trade unions upholding LGTBI+ rights at work including mapping and gathering best practices from unions around the world**.

Plans for 2022

- Organise the **4th World Women's Conference**.
- **Mobilise to secure 15 new ratifications of C190 in 2022** and organise to include **C190/R206 provisions in 10 collective bargaining agreements and 10 workplace policies**.
- Strengthen action to demand **national and international commitments to raise investment for jobs in care through the G20, the IFIs and the UN Mexico Global Care Alliance**; support trade union campaigns for jobs in care in **7 countries and secure funds for jobs in care pledged to the UN Women's Global Acceleration Plan**, targeting Mexico, Spain, Sweden, Germany, South Africa.
- **Secure ITUC New Social Contract demands for inclusive and resilient recovery in priorities for UN Commission for Social Development**.
- Maintain the #timefor8 campaign for the **2022 High Level Political Forum and UN Regional Fora**.
- Mobilise **affiliates for equal pay to achieve** universal ratification of C100 and support affiliates to win minimum living wages and universal social protection in 20 countries.
- **Expand the leadership program** and establish a **mentoring program for emerging women leaders** in our movement.
- Secure governments' support for worker demands or **new international labour standard on a framework for quality apprenticeships**. Support affiliates with **organising and campaigning strategies** to gain rights and secure work for young workers in new forms of work.
- Coordinating affiliate and GUF demands to increase **union voice at the policy level on migration governance** at the UN-GCM and the IMRF-International Migration Review Forum in summer 2022.
- Deepen **strategies for inclusion of other equity-seeking groups of workers fighting racism and exclusion** in recovery and resilience measures: mapping of these communities and supporting unions in regard to engagement, participation and organising of these workers.

Lead Department – Equality

One in three (33%) of people believe that women are more likely to face violence and harassment at work.

ITUC GLOBAL POLL 2021

Annex I: Summary Frontlines and Pillars

Frontline : A New Social Contract for Recovery and Resilience

Jobs Participation of Women **Wages**
Tripartite Decisions **Just Transitions**
A Labour Protection Floor
UN Treaty on Business and Human Rights
Freedom of Association **Equal Pay**
Mandated Due Diligence **Universal Social Protection**
Social Dialogue

Frontline : Climate- and Employment-Proof Our Work with Just Transition

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

Frontline: Democracies for People

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**



Pillar 1: Peace, Democracy and Rights

Thematic Areas	Countries at Risk	Migration and Slavery	Peace and Disarmament
Goals	<ol style="list-style-type: none"> 1. Claim democratic space. 2. Establish a Labour Protection Floor. 3. Support Universal Social Protection. 	<ol style="list-style-type: none"> 1. Eliminate slavery. 2. Rights for migrant workers. 	<ol style="list-style-type: none"> 1. Treaty on the Prohibition of Nuclear Weapons (TPNW) enters into force. 2. Recognition of the role of trade unions in peacebuilding.

Pillar 2: Regulating Economic Power

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

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

Pillar 4: Equality

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

Annex II: 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 US\$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.

