

ITUC

FRONTLINE CAMPAIGNS AND FOUR PILLARS FOR ACTION 2020

21GC/E/6

HOPE NOT HATRED

RIGHTS NOT OPPRESSION

DEMOCRACY NOT DICTATORSHIP

FREEDOM NOT FASCISM

SOLIDARITY NOT DIVISION

TRUST NOT DESPAIR

FAIRNESS NOT INEQUALITY

COURAGE NOT FEAR

99% NOT 1%

DIGNITY NOT EXPLOITATION

#CHANGETHERULES

DEMOCRACIES FOR PEOPLE

A NEW SOCIAL CONTRACT

JUST TRANSITION FOR CLIMATE AMBITION



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 is fundamental to our success, and with a ten per cent membership growth target, we are determined to grow the movement. Support for unions to share and use technology for organising and campaigning will be incorporated.

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

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

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

Trade unions are on the front lines in a struggle to claim democratic rights and freedoms against the corporate greed that has captured many governments, such that they are acting against the rights and the interests of people and have facilitated the rise of the extreme right.

A New Social Contract between governments, workers and business is needed to rebuild trust as people lose faith in democracies, and we must stop hothouse earth with ambitious action on climate change.

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

The General Council will review progress on the objectives identified, and decide on annual plans and desired outcomes as well as on the budget recommended by the Executive Bureau. The Elected Leaders Group will provide advice and help evaluate our work and that of our regions. All of these bodies reflect our global coverage and diversity.

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

Sharan Burrow

General Secretary

Frontline Campaign: Democracies for People: Change the Rules

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

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

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

Noan Sereiboth, sociologist, Cambodia

[“Behind Cambodia’s electoral silence”](#),

Eduard Merigo

Overview

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

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

Rebuilding strong democracies will require governments to reframe their approach to planning and 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 jobs;

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

if fair taxation, where corporations pay their share in the country where profit is earned, 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, and in sustainable infrastructure;

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

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

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

Moreover, if people are not 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 – 54 countries denied or constrained freedom of speech and assembly last year. Wages and social protection are declining and unemployment is high. Progress for women has stalled and young people are worried they won’t be able to achieve what previous generations have achieved.

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

It’s way past time to hold governments to 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 conditionality that destroys the social contract and is a catalyst for social unrest. The ITUC will introduce a global report that demonstrates where multilateral institutions and governments are failing in this regard.

The global trade union movement’s commitment to democratic rights and freedoms means workers are on the front lines of struggles against increasingly autocratic governments and the extreme right. We will work with affiliates and our regions to target countries where democracies that serve and include people are under attack as well as companies that deny workers’ rights and base their business model on exploitation.

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



Democracies for People: Change the Rules

Reframing Government Planning and Reporting

BUILDING THE POWER OF WORKING PEOPLE

Living Standards

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

Tax, Social Protection & Public Services

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



Global Risks

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

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

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

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

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

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

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

Global and National Targets

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

Corporations, including data monopolies, and groups supporting and enabling/normalising fascism, authoritarianism and the destruction of democracy by extreme-right groups.

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

Politicians and media groups which fuel hatred and division.

Global and National Actions

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

Encourage politicians who are addressing working people's concerns.

Target Saudi Arabia to end modern slavery.

Map internationalisation of extreme-right groups.

Support the ETUC campaign for A Fairer Europe For Workers.

Campaign for a Labour Protection Floor for all workers including informal, self-employed and platform workers.

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

Briefing report – central bank mandates and full employment.

Frontline Campaign: A New Social Contract

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

85% of countries
have **violated** the
right to strike.

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

Lajos, retired biology professor, Hungary

“The deregulation of overtime in Hungary has triggered a social uprising”,

Corentin Léotard

Overview

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

The prevailing low-wage, short-term or precarious contracts and often unsafe work environments that dominate supply chains, along with the absence of regulatory environments and social protection that would formalise informal work, cannot stand as a basis for the 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.

An economy fuelled by 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 three times richer than twenty years ago, yet seventy per cent of people are still denied universal social protection, eighty-four per cent of people say the minimum wage is not enough to live on and eighty-one per cent of countries have allowed violations of the right to collective bargaining – this is inequality by design.

The world needs a New Social Contract.

That New Social Contract 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 also as an ILO fundamental right
- An adequate wage
- Maximum limits on working hours

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

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

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 beyond the Labour Protection Floor are also agreed, where necessary through legislation, and are funded. Mandated due diligence in supply chains with grievance procedures that deliver remedy must be part of the law.

Employers must ensure that the Labour Protection Floor is implemented in their operations and that collective bargaining is strengthened. Equal treatment of women and all marginalised workers along with Just Transition measures for both climate action and technology must be negotiated with trade unions.

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

For the ILO, it means being at the centre of international policymaking, taking the lead that other institutions must follow.

A New Social Contract will ensure significant progress regarding the SDG goals that the ITUC Congress recognised as priorities.



A New Social Contract



Global Risks

Collective Bargaining Under Attack - 80% of countries have violated the right to collective bargaining.

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

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

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

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

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

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

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

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

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

Global and National Targets

National governments for collective bargaining and minimum living wage mechanisms.

Governments and IFIs to ensure universal social protection.

UN Treaty on Business and Human Rights.

National governments mandating due diligence.

IFIs and national governments to realise economic equality for women.

Reform of the WTO with the Labour Protection Floor as the floor of fair competition.

ILO standards and government regulation of platform businesses.

IFIs - monitoring and challenging policy and conditionality that undermine a New Social Contract.

Global and National Actions

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

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

Investment in the Care Economy advocacy and campaigns.

Promote collective bargaining (in multilateral institutions and, along with affiliates, with national governments) as the best way to achieve wage growth and fair distribution of wealth.

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

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

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

Promoting ILO Centenary Declaration as basis for Labour Protection Floor and New Social Contract

Frontline Campaign: Just Transition for Climate Ambition

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

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

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

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

Overview

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

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

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

Unions must be engaged in dialogue at all levels to ensure that the Just Transition measures 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 fuelled by corporate greed, extremist politicians and violation of rights.

In 2020, governments will again make commitments to ambition for reducing emissions in accordance with the Paris Climate Agreement. The year ahead is critical for demanding action from politicians and from employers.

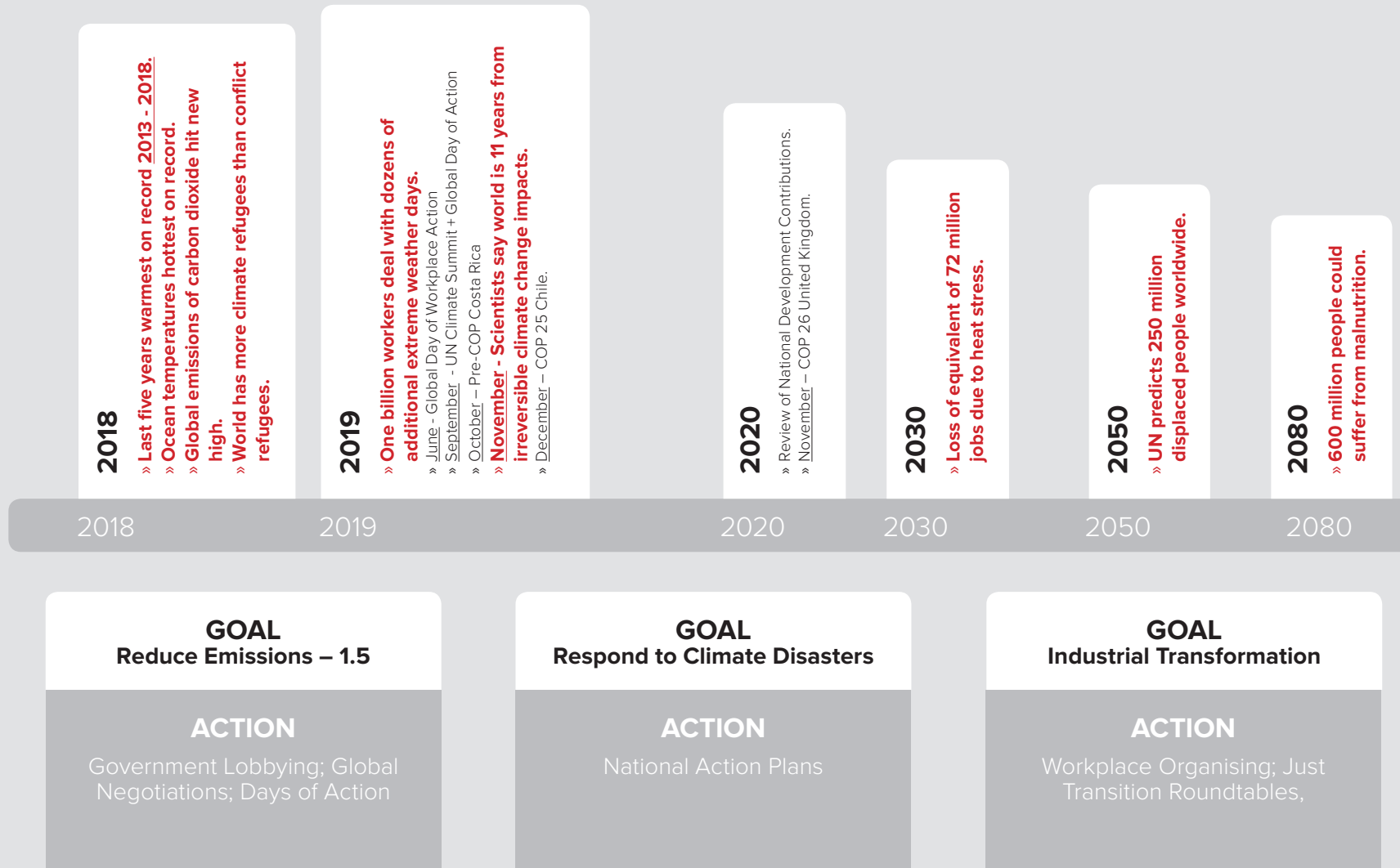
Students across the world are taking action and so must we. We will mobilise towards the COP in Chile in 2019 and in the UK in 2020 with demands on our governments. Equally, we must make demands on employers. In June we will again invite our affiliates to work with their workplace delegates to ask all employers to meet with them to discuss plans to climate-proof work and workplaces.

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



Just Transition for Climate Ambition

Timeline and Tipping Points



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



Global Risks

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

Hot House Earth - Glaciers are retreating almost everywhere around the world.-

Rising Sea Levels Threaten Cities and Small Island States - Global sea levels rose eight inches in the last century.

Global and National Targets

National governments through UNFCCC/COP26 to secure the Paris Agreement with ambitious NDCs and national development plans for economic diversification and Just Transition.

ILO implantation of the Just Transition Guidelines.

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

Employers through collective bargaining for climate- proofing.

Global and National Actions

Organising for climate- proof workplaces and secure jobs.

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

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

Government lobbying for climate ambition and Just Transition.

Global negotiations for climate action through UNFCCC.

Global Day of Action for Just Transition and high ambition.

Pillar 1: Peace, Democracy and Rights

Overview

The ITUC’s Founding Declaration of Principles commits us to promote and to act for the promotion of democracy everywhere. This is the only foundation for democratic rights and freedoms. 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 is also a foundation for realising the SDGs.

In many parts of the world, unions are on the front lines of conflict and struggles for 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. Labour activists must be recognised as both human rights defenders and peace builders.

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

For workers denied fundamental rights, the campaign for a Labour Protection Floor is critical.

The global risk of nuclear rearmament requires us to join with allies in support of the Nuclear Weapon Ban Treaty (TPNW) entering into force and to protect the Nuclear Non-Proliferation Treaty (NPT); a global arms race is emerging and must be stopped.

Peace, Democracy and Rights

Thematic Areas	Countries at Risk	Migration and Slavery	Peace and Disarmament
Goals	<div>1. Claim democratic space.</div> <div>2. Establish a Labour Protection Floor.</div> <div>3. Support Universal Social Protection.</div>	<div>1. Eliminate slavery.</div> <div>2. Rights for migrant workers.</div>	<div>1. Treaty on the Prohibition of Nuclear Weapons (TPNW) enters into force.</div> <div>2. Recognition of the role of trade unions in peacebuilding.</div>

2019 Highlights

- International solidarity actions led to the release of arrested Fijian, Korean, Kazakh and Zimbabwean union leaders, and affiliates used the HTUR Rapid Response Mechanism to co-ordinate global actions.
- Strong conclusions in the CAS were achieved for Turkey, Brazil, India, Kazakhstan, Fiji, Zimbabwe and the Philippines.
- The annual Global Rights Index is growing in authority and visibility with increased exposure of shrinking democratic space and escalating attacks on workers' rights.
- Ten new ratifications of ILO Forced Labour Protocol 29, including major economies such as Canada, Germany and Russia. Total ratification is now at 36.
- Global support for campaigns in India (Modi Must Go) and Argentina (Macri Must Go).
- SDG Alliance 8.7 report on slavery in supply chains presented to the G20 in Japan.
- Government of Qatar abolishes exit permits for workers, introduces a minimum wage and strengthens labour administration as part of commitments made in the 2017 ILO agreement.
- Legal clinics on migrant worker access to justice in Qatar and Jordan.
- Migrant Recruitment Advisor expanded to Kenya, Sri Lanka, Hong Kong, Qatar, Bahrain and Jordan, and now covers 10 countries.
- Campaign for the ratification of the Treaty on the Prohibition of Nuclear Weapons developed and alliances built with traditional and new strategic partners.
- Leadership demonstrated by unions in Ethiopia and Eritrea, Colombia and the Philippines on the role of trade unions in peacebuilding. In Italy, dockworkers have refused to load shipments to Saudi Arabia with arms that could be used for the war in Yemen.

Challenges

- The systematic follow-up of CAS conclusions, using them as tools to drive change.
- Continue high visibility campaigns where criminal charges remain against union members previously arrested (e.g., Kazakhstan).
- The establishment or restoration of fundamental rights and social dialogue in countries at risk.
- New ratifications of C87 and 98.
- Achieve 50 ratifications of the ILO Forced Labour Protocol 29 by 2020.
- Expand Recruitment Advisor and establish a sustainable migrant worker organising platform.
- Expand peace building campaigns in more countries.
- Trade union priorities reflected in EU regulation on development policy.
- Foster initiatives to support affiliates via TUDCN organisational capacity.

Plans for 2020

- Build campaign actions to promote the NPT and TPNW.
 - Build recognition of the role of unions in peace building with affiliates in conflict zones and climate disaster areas with strategic plans and expand intergenerational conversations and union advocacy on ILO R205 and SDG 16.
 - Work with affiliates in countries in categories 4 and 5 of the Global Rights Index with a specific set on demands on governments and develop rapid response capacity for unions facing repression.
 - Maintain the flagship Global Rights Index and use it in national activities designed to claim democratic space.
 - Legal clinics to support affiliates on labour law reforms.
 - Support national campaigns for ratification of Conventions 87 and 98 and expose violations by countries and companies.
 - Work towards recognition of occupational health and safety as a fundamental right at work
-
- Expose IFI conditionality, which damages rights, social protection, secure jobs and collective bargaining.
 - Investigate the capacity to take national court cases to defend the right to strike.
 - Expand the reach of the Recruitment Advisor, expand cooperation agreements between sending and receiving countries and advocate for legislation of ILO fair recruitment principles.
 - Work for elimination of Kafala systems of modern slavery in Gulf countries and maintain the campaign for ratification of the C29 Protocol, support affiliates in negotiating national anti-slavery action plans and monitor implementation.
 - Targeted support for affiliates campaigning for the right to work, resettlement and equal treatment for refugees.

Lead Department - Human and Trade Union Rights

The number of **countries** where **workers** experienced **arrests and detention** increased from **fifty nine** in 2018 to **sixty-four** in 2019.

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

Getrude Tembo, second-hand clothing vendor, Zimbabwe

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

Christopher Mahove

Pillar 2: Regulating Economic Power

Overview

Regulating economic power is the only answer to the failed global economic model and its destructive impacts. In addition, new frontiers have emerged with the monopoly dominance of giant technology companies and the power they exercise by controlling data as well as platform businesses with a business model that has little or no connection to national laws, taxation systems or employment responsibility.

Now governments are even entering bidding wars with taxpayers' money to buy the physical location of corporate giants in their countries or cities.

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

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

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

A New Social Contract must have a Labour Protection Floor for all workers with adequate minimum wages, fundamental rights and occupational health and safety, and maximum limits on working hours as set out in the ILO Centenary Declaration. Further, we must see a new standard on platform business.

Equally, the ILO has the authority to be a lighthouse in the crumbling multilateral system and 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.

Regulating Economic Power

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

2019 Highlights

- SDG tracker tool to rank countries on their performance regarding Goal 8 and expose governments on their commitments.
- Trade unions represented at the United Nations SDGs High-level Political Forum.
- Supported affiliates engagement through SDG 8 campaign and with the 12 trade union SDGs country reports produced.
- Model human rights due diligence law developed.
- Mapping of Chinese companies and investment abroad is underway.
- Wage increases for the poorest workers in several countries including Nigeria, El Salvador, Ethiopia, Vietnam and Malaysia, supported by regional wage forums.
- Involvement in ILO wage adequacy project to provide indicators to support national wage.
- Manual on how to use the IFI safeguards for unions.
- Key trade union priorities reflected in the “Private Sector Engagement Principles” of the Global Partnership for Effective Development Cooperation (GPEDC) feeding into SDGs, HLPF, OECD and EU processes.
- A zero-cancer campaign kit.

Challenges

- Corporate campaign against Amazon, and trade union forums on digitalisation.
- Increase organising campaigns for wages and against corporate targets, with legislation for the Labour Protection Floor for all workers and universal social protection.
- Develop a corporate strategy on Chinese companies; investment identified and mapped in Africa and Asia.
- Increase the number of countries developing legislation on human rights due diligence.
- ILO decision on standard setting to regulate behavior of corporations including a Convention on Supply Chains.
- Expose the failure of structural adjustment/austerity.
- Improve the IFIs’ job tracking tool to assess not only the jobs created but also their quality.
- Acceptance of labour conditionalities in trade agreements at the WTO Ministerial Conference in June 2020.
- Enhance trade union engagement on the SDGs at national, regional and global level and foster social dialogue as a means of implementation of Agenda 2030.
- Fight for tax justice and progressive taxation.

Plans for 2020

- A new flagship report - The ITUC Economic and Social Outlook to be released at the time of the IMF/World Bank meetings.
- Maintain exposure on rights violations in supply chains, continue to lobby for a UN Treaty on Business and Human Rights and work with affiliates for nationally mandated due diligence, grievance efforts and remedy legislation.
- ILO technical meeting exposes governance gaps in supply chains and decides on standard setting.
- Develop corporate strategies on Chinese companies, with investment identified and mapped.
- Improve the IFIs' job tracking tool to assess not only the jobs created but also their quality.
- Economic policy briefs on social protection and reform of the WTO.
- Deepen the reach of the Centre for Sport and Human Rights to ensure the sports industry complies with fundamental rights including in supply chains.
- Deepen the global wages and social protection campaigns at regional and national level.
- Expand regional forums on platform workers.
- Maintain the dialogue with the G20 and the G7 on multilateral reform, investment in jobs through infrastructure and the care economy, social protection and raising labour income share through minimum living wages and strengthened collective bargaining.
- Lobby for the acceptance of labour conditionalities in trade agreements at the WTO Ministerial Conference in 2020.
- Support the Global Deal for cross-border dialogue and collective bargaining.
- Support national legal challenges on the right to strike.
- Strengthen the Committee on Workers' Capital.
- Assess the scope for coordinated campaigning on tax.

Lead Department: Legal

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

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

Saepudin, textile worker, Indonesia

“Indonesia’s textile workers face a tough battle for severance pay”.

Laura Villadiego

Pillar 3: Global Shifts - Just Transitions

Overview

The global challenges of climate change and the economic and social disruption of rapidly changing technology are huge global shifts facing working people. These global shifts require just transitions.

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

Technology can provide opportunities that can benefit working people, but it will also disrupt jobs and current supply chains. Digitalisation, automation and data all need to be managed to protect and improve jobs and living standards. Full employment remains a key goal of the union movement.

Just Transition measures including global and national regulation 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 cross-border social dialogue, with the collective bargaining strength needed to ensure Just Transition and employment plans.

Global Shifts - Just Transitions

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

2019 Highlights

Climate and Just Transition

- Twenty-two affiliates took part in the first “Climate-Proof Our Work” #CPOW global day of action in June.
- Unions supported the call for global mobilisation in September to coincide with the UN Secretary General’s Climate Summit, and building on the Silesia Declaration from COP24 in Poland, the UN Summit featured a commitment on “Advancing a Just Transition and the Creation of Green Jobs for All for Ambitious Climate Action” with commitments from renewable energy companies to decent jobs and respect for labour standards.
- National climate plans include provisions for Just Transition for workers; Spain, Germany, New Zealand and Canada have made national commitments.
- Union participation in the Green Climate Fund (GCF) Board to press for promised commitments of US\$100 billion per year, and for social and labour standards criteria for projects.

- ILO Centenary Declaration recognises Just Transition to a future of work that contributes to sustainable development in its economic, social and environmental dimensions.
- Trade union advocacy strengthened the relevance of social dialogue in SDGs: Just Transition study.

Technological Shifts

- Establishment of Labour Protection Floor in the ILO Centenary Declaration, as well as Just Transition in technological change, life-long learning, privacy and data protection.
- Recognition of “Fair Transition” in OECD Artificial Intelligence Principles (with TUAC) and
- Ethics Guidelines for Trustworthy on Artificial Intelligence for European Union (with ETUC).

Challenges

Climate and Just Transition

- Ensure social dialogue and collective bargaining with climate relevant provisions at workplace and industry level.
- Use 2020 Paris Agreement review process to increase ambition and create social dialogue mechanisms.
- Ensure ILO Centenary Declaration commitments are taken up in the ILO’s Green Jobs program and standard setting agenda on Just Transition for 2020.

Technological Shifts

- Introduce ILO Centenary Declaration commitments into law and practice.
- Ensure social dialogue and collective bargaining on technological transformation.
- Strengthen connections between workers’ data privacy and broader regulatory demands on digital businesses.
- Ensure that proposals for e-commerce agreement do not undermine trade union concerns.

Plans for 2020

Climate and Just Transition

- Expand the work of the Just Transition Centre in supporting unions to negotiate Just Transition measures.
- Participate in the UNFCCC - COP negotiations.
- Workplace Day of Action – Climate Proof Our Work #CPOW.
- Mobilise for ambition in the lead-up to the UN Climate Summit and the COP in 2020 where Nationally Determined Contributions – NDCs – are to be reviewed by all governments.
- Develop campaigns for social protection coverage and Just Transition in relation to climate and technology changes.

Technological Shifts

- Map data protection and technology governance laws that impact the world of work and democratic rights.
- Map the breakdown in competition policy and identify key areas for advocacy.
- Campaign for the Labour Protection Floor as the foundation for a New Social Contract.
- Share best practice in collective bargaining to ensure protection.
- Build best practice from unions and support affiliates regarding use of digital technologies.
- In partnership with the GUFs, expose the business model and monopoly power of Amazon and its exploitation of workers.
- Document the exclusion of women in technological shifts.
- Map initiatives to extend internet connectivity to the remaining fifty per cent of people and support affiliate efforts to influence policy and practice.

Lead Department: Economic and Social Policy

Last six ^{years} **2013-2019**
warmest on record.

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

Kyle Sage, Iñupiat, Alaska

“Alaska: home of the next internal displacement caused by climate change”,

Alberto Barba Parda

Pillar 4: Equality

Overview

Progress for women has stalled and discrimination, harassment and violence are again on the rise. The ITUC Congress Statement 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 is below fifty per cent, and unpaid care has risen to the value of nine per cent of global GDP. Investing in care is a priority for raising women’s participation in the workforce. The pay gap is still twenty-three per cent and social protection, care and minimum living wages with stronger collective bargaining remain the solutions to eliminate this discrimination.

Business cannot continue discriminatory practices without exposure.

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

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

Our determination to change the rules includes legislative change. With the new ILO Convention, this will remain a focal point, with domestic violence leave a priority.

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

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

Equality is 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.

2019 Highlights

- Strong affiliate participation, and broad international coalition, in campaigning and lobbying for an ILO Convention and Recommendation to stop gender-based violence in the world of work.
- A comprehensive and inclusive Convention and Recommendation was adopted at the Centennial ILC.
- Strong partnership with Global Union Federations around investment in care and decent work for care workers. Global Unions day of action in support of investment in the care economy and gender equality on 7 October (World Day for Decent Work).
- National advances including new law increasing paid maternity leave from 60 to 105 days (Philippines); landmark equal pay legislation comes into force (Iceland); Irish trade unions launch Childcare Policy Paper and Campaign for Northern Ireland, calling for dedicated social dialogue forum; UK unions win equal pay claim in Scotland after “biggest ever” UK equal pay strike.
- Progress continued on women-in-leadership positions (for example, FTUC Fiji achieved 55 per cent representation of women on its Executive Board; COSATU South Africa, KSBSI Indonesia and EDLC Egypt all elected their first woman president).

Challenges

- Continue organising care economy workers and campaign for investment in the care economy and care jobs.
- Increase action to achieve forty per cent women’s representation in trade union leadership.
- Ensure trade union involvement in the 25-year review and follow-up of the Beijing Declaration and Platform of Action.
- Sensitise unions on the contents of the new instruments.
- Secure wide ratification and implementation of the new ILO instruments on violence and harassment including five ratification commitments by June.
- Map trade union actions to represent and promote the rights of marginalised workers.
- Strengthen action to increase representation of workers affected by discrimination and inequality.

Plans for 2020

- Ratification and implementation campaign for the new Convention and inclusion of its contents in collective bargaining, social dialogue and policy.
- Support affiliates in the push for domestic violence leave through bargaining and legislation.
- National activities to support affiliates campaigning for formalisation and investment in care.
- UN Commission on the Status of Women: a focus on social protection and access to public services. Participation in Beijing + 25 review – regional and national level follow-up; conduct “Generation Equality” forums in 2020.
- Contribute to the regional campaigns for social protection and minimum living wages.
- Leadership training and development of leadership programme for women.
- Support women in peace building.
- Workers’ hearings to expose the injustice of working lives for women.
- Initiating the “Worst Companies in the World for Women” list.
- Target organising campaigns with ITUC regions and affiliates to include identified groups of marginalised workers.

Lead Department: **Equality**

Legal discrimination
against **women** cost over
US\$2 trillion in lost
earnings worldwide each year.

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

Jana Molková, cleaner, Czech Republic

“The battle for gender equality rages on in the Czech Republic”,

Clare Speak

Annex I: Summary Frontlines and Pillars

Frontline : Democracies for People – Change the Rules

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

Frontline : A New Social Contract

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 : Just Transition for Climate Ambition

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



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.



