

Building Workers' Power

Congress 2014 and
Priorities 2015



ITUC CSI IGB

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Building Workers' Power

Planning for 2015



ITUC CSI IGB

Building Workers' Power: Planning for 2015

The Berlin Congress laid out the challenges which need to be addressed if we are to tackle the corporate power that is creating impoverished working lives and eroding democratic governance. These challenges can be grouped as follows.

A. Democracy, human rights and labour rights are at risk:

- Workers' rights are at risk and corporate power must be tamed;
- IFIs and employers are attacking labour market institutions;
- Structural reform of labour markets is creating precarious work;
- The democratic voice against slavery or for rights-based societies is weak; and
- International institutions are failing as geopolitical economic interests dominate decision-making, putting at risk peace, democracy, human rights & social justice.

B. The global economy and the model of trade are failing with:

- Massive unemployment with exclusion of young people, women & migrants;
- Inequality with a slump in wage share, attacks on collective bargaining and inadequate or no social protection;
- Increases in insecure, unsafe and informal work; and
- Climate risk and marginalised communities.

The strategic goals of the ITUC are well established:

1. Union Growth

A 200 MILLION-MEMBER ITUC BY 2018

This requires organising in the formal and the informal economy. The ITUC Global Organising Academy will expand its reach in 2015 and deepen its mentoring program designed to build an international network of skilled lead organisers.

2. Sustainable Jobs, Secure Incomes & Social Protection

JOBS - 100 MILLION JOBS TO HALVE THE EMPLOYMENT GAP BY 2018

This requires investment in infrastructure, jobs for women, jobs in the care sector, green jobs, with full employment and decent work embedded in the UN Sustainability Goals.

Our target is a fairer wage share, minimum living wages & universal social protection.

We must rebuild collective bargaining, ensure minimum living wages and achieve the inclusion of a social protection floor in UN Sustainability Goals.

3. Realising Rights

UNIVERSAL FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING RIGHTS

Freedom of association and organising are central to all our plans. The ITUC Global Rights Index will be used proactively to negotiate changes in law and practice with Governments, and we will invest in international solidarity to achieve these rights, including through our 'Countries at Risk Program' and action around major global sporting events.

ELIMINATING SLAVERY AND FORCED LABOUR - END THE KAFALA SYSTEM BY 2018

The expansion of our approach must maintain the pressure on Qatar, to organise for ratification and implementation of the ILO Protocol on Forced Labour and to support affiliates organising migrant workers and fighting for their fundamental rights.

A 25 PER CENT INCREASE IN WOMEN'S WORKFORCE PARTICIPATION, 5 PER CENT MORE WOMEN IN UNIONS AND ELIMINATION OF VIOLENCE AGAINST WOMEN

This involves implementation of the Count Us In! campaign including an economic agenda for women, organising women into unions and supporting women into union leadership.

FORMALISING INFORMAL WORK

Continuing support for the Domestic Workers 12 +12 Campaign, support for other organising campaigns and completion of the negotiations for an ILO standard on informal work must be priorities.

SAFE WORK

While the ITUC has a coordinated focus on April 28 and has now launched an OSH newsletter to share information and action, we are committed to expanding our work in this area. It is a significant basis for organising workers as well as a key responsibility for unions. A secretariat taskforce will in 2015 consider extreme threats to life and livelihoods, ensure safe work in supply chains and develop a strategic plan for relevant activities from 2016 to 2018.

MIGRANT RIGHTS

Rights for migrant workers in workplaces and global rights-based management of migration remain urgent demands as the number of migrants escalates due to conflict, unemployment and poverty wages. We must maintain our advocacy for effective global migration governance and expand the leverage of national and cross-border organising for migrant rights.

Strategic Framework

Just as Congress set out core objectives of the ITUC from 2014 onwards, it established the centrality of organising as a basis of everything we do.

Our plans must be based on direct organising, partnerships for organising or activities designed to deliver the scaffolding for organising, through rights, legislation and/or economic policy.

Where we have a global or national goal or target, we will only invest in plans that secure the engagement of affiliates and their commitments to concrete organising targets for the workers to whom the global or national objective is relevant.

ITUC Frontlines 2015–2018 and Priorities in 2015

Our work must be closely aligned with our priorities and our resources must be targeted to win. This requires us to look to the central fronts for ITUC work that ensure the best chance to build workers' power through taking on a small number of flagship campaigns and aligning our focus and our resources accordingly.

For 2015 - 2018 we will target our capacity to realise the goals and ambitions set by Congress. We will campaign to win on the following:

GLOBAL SUPPLY CHAINS, MINIMUM LIVING WAGES AND FORMALISING INFORMAL WORK

At the centre of corporate power, profit and exploitation lies the increasingly dominant model of trade, through global supply chains. About 60 per cent of global trade, which today amounts to more than \$20 trillion per year, is through supply chains.

Increasing levels of inequality, tax evasion and precarious work are driven by the quest for increasing profits and shareholder value. The integration of supply, production, transport and logistics means that all corporations are caught in this destructive web.

Despite national and global protest and a CSR industry worth around \$80 billion, the attack on rights, the denial of freedom of association and the downward cost pressures resulting in poverty wages are increasing in intensity. There are the UN Ruggie Principles, the OECD Guidelines for MNEs and the ILO MNEs Declaration, yet the demand from business and politicians for more trade liberalisation without rights continues.

There can be no doubt that informal work and slavery/forced labour are now part of this model of trade, at its most exploitative end.

Taming corporate power requires targeting global supply chains. A living minimum wage, formalising informal work in supply chains and purging supply chains of slavery is a campaign we can win.

With our affiliates and the GUFs, we can organise workers in production, transport, logistics and services in vulnerable countries and mobilise our members in the countries of origin of the MNEs.

When workers are shot in Cambodia for striking for minimum wages, jailed in Indonesia and forced to work in life-threatening conditions in Bangladesh, as just three examples from one region, we cannot stand back and simply rely on national approaches in isolation.

We must make the impoverishment of the supply chain model a global scandal and expose both corporations and governments which promote and defend it. We can achieve national victories in more countries with a multi-country organising strategy.

In every region we need to identify strategic cross-country strategies, working in partnership with GUFs wherever relevant, to:

- Purge supply chains of forced and informal work;
- Secure minimum living wages;
- Ensure social protection; and
- Expand collective bargaining rights.

Congress Commitments

- Workers' rights
- Minimum living wages
- Formalising informal work
- Eliminating slavery/forced labour
- Tackling inequality
- Challenging the global trade model
- Taming corporate power
- Using the full potential of workers capital
- Organising for workers' power and union growth

ELIMINATING SLAVERY AND FORCED LABOUR

The model of slavery in Qatar is now a global scandal, but it will only be broken if we escalate the demands on all nations to end forced labour, the kafala system and other such manifestations of the worst form of oppression.

We will maintain the Qatar campaign as a centerpiece with increased focus on corporate reputation and international investment including workers' capital.

We must organise for ratification of the 'Forced Labour Protocol' in 15 targeted countries in 2015. The Domestic Workers 12 x 12 Campaign provides a model upon which we can build.

Our goal is to organise those workers, who are mostly migrants or indigenous, achieve ratification of the Protocol and ensure labour law reform that guarantees rights. With support from affiliates in targeted receiving countries and in the sending countries as well as those in centers of influence, we can organise for success.

There is also some overlap with the global supply chain and minimum wage frontlines as we seek to eliminate forced labour in supply chains.

Congress Commitments

- Workers' Rights
- Migrant rights and governance
- Formalising informal work
- Reducing inequality
- Eliminating forced labour/slavery
- Organising to build workers' power and union growth

CLIMATE JUSTICE AND INDUSTRIAL TRANSFORMATION

There are no jobs on a dead planet.

We must decarbonise our world through emissions reductions and technology. We have demanded a global agreement, industrial transformation and a just transition. We are committed to organising the workers in emerging green economy jobs in the formal and the informal economy.

Organising workers to demand the social dialogue that will deliver industry policy, breakthrough technologies and new skills, is core union business. Global ambition and national action and mobilising members nationally and internationally are critical.

Investment and capital strategies must also play a role.

The ITUC report 'Growing Green and Decent Jobs' demonstrated impressive job results from green economy measures in six industries: construction, transport, energy, agriculture, manufacturing and water.

There are many cases of job growth in emerging technological shifts in traditional and new industries and services.

The world needs a new intellectual property model to beat the race against the worst of climate change and provide all nations and industries with access to breakthrough technologies.

We must map out the research, build the narrative and engage affiliates to lead the demand and dialogue for industrial transformation. The industries of today will be the industries of tomorrow if they make the necessary changes in energy and production.

We must organise for just transition measures and organise workers in green economy jobs.

We must mobilise for a global agreement to drive the necessary change.

Congress Commitments

- Workers' Rights
- Jobs
- Reducing inequality
- Mobilising for a global agreement on climate action
- Demanding dialogue for industrial transformation
- Fighting for just transition measures
- Organising green economy workers

These new frontlines will be complemented by ongoing ITUC priorities.

Organising and the ITUC Global Organising Academy

Building workers' power is the mandate of the 2014 ITUC Congress with a target of a 200 million-member ITUC by 2018.

Organising to grow and strengthen unions can only be sustainable if we engage workers on the issues that will improve their lives including wages, safety, secure work, rights and social protection.

The global workforce has approximately 2.9 billion people. Only 60 per cent work in the formal economy and they have increasingly precarious employment arrangements, while 40 per cent struggle to survive in the desperation of the informal economy where there are no rules, no minimum living wages, no rights and no social protection.

The challenge for all levels of the global union movement is to organise in the formal and the informal sectors.

The ITUC Global Organising Academy is now established, with regional lead organisers or coordinators in Latin America, Asia-Pacific, Africa and the MENA region. They coordinate and support the network of trained 'lead organisers' – experienced organisers who coordinate workplace campaigns. 2015 will see an expansion of regional activity including an additional course that provides an introduction to organising, training support for specific frontlines and priorities and a strengthened mentoring program.

Global Coherence

The challenges of global coherence are immense with stagnating growth, historic levels of unemployment, a declining wage share and attacks on social protection where it exists. Inequality is growing, wage shares are amongst the lowest in history and the rapid expansion of supply chains as the dominant model of trade is impoverishing workers. Precarious work is increasing, and along with workplace safety it is a major issue for unions everywhere.

The threat to lives and livelihoods from climate change is a major global risk. Climate justice is a frontline campaign for the ITUC.

The ITUC is focused on these issues, with investment in jobs and the demand for wages and social protection central to economic growth and social justice.

The UN Post-2015 Sustainability Goals must include full employment and decent work along with universal social protection. Gender equality, universal quality education and affordable health with food and energy security are also critical.

Trade agreements will be opposed where they include Investor-State Dispute Settlement (ISDS) provisions, fail to guarantee core labour standards and compliance, and undermine public services, policy or development space.

Taming corporate power in supply chains is a frontlines campaign, and the role of the OECD guidelines for MNE enterprises along with the UN guidelines for Responsible Business and the 2015 ILO Conference discussion on supply chains will provide continued focus.

Inclusive development is an essential focus for the work of the TUDCN.

Combatting tax evasion, base erosion and profit shifting (BEPS) together with returning to progressive taxation and campaigning for an FTT are central to tax justice and financial regulation. A shift to long-term investment is an essential ambition for a fairer economic future.

The IFIs continued support for deregulation of labour markets and opposition to minimum living wages and collective bargaining are damaging secure working lives and will continue to be opposed. The G7 and the G20 provide opportunities for advocating alternate economic policies and global social dialogue. The ILO and changing policies at the OECD are central to advancing rights, jobs, fair wages, social protection and just economic policies.

The ITUC will continue to work in partnership with TUAC on these and other economic and social policy issues.

Migration

Labour migration feeds the global economy, with around 232 million international migrants in the world today. Migration affects every region of the world, with many countries now simultaneously countries of origin, destination and transit. 'South-South' migration is as important a phenomenon as 'South-North' migration.

Despite the existence of a comprehensive international normative framework to protect the rights of migrant workers, the application of legislation relating to equal treatment and non-discrimination regarding conditions of work – including wages – is poor.

Ratification of international standards guaranteeing the rights of migrant workers is slow. To date, 49 countries have ratified C97 on Migration for Employment and 23 have ratified C143 on Migrant Workers (Supplementary Provisions). Forty-seven States have signed up to the 1990 UN Convention on the Rights of All Migrant Workers and Members of Their Families. The 2016 International Labour Conference will review the ILO 'Migrant Conventions'.

Increasingly, negotiations on labour mobility are taking place at bilateral or regional level, without due attention to the application of the international normative framework and the obligation to protect the rights of migrant workers.

Discriminatory practices are becoming embedded in the different migration regimes being negotiated through regional economic integration processes, and in bilateral agreements, where there is different treatment for migrant workers doing exactly the same work but coming from different countries of origin.

Recruitment conditions are critical in ensuring sound migration and employment outcomes for migrant workers. Labour recruiters, brokers and agents are responsible for a wide range of human rights violations, and ever more restrictive migration policies play directly into the hands of traffickers and smugglers.

We must organise migrant workers to defend their rights to equal treatment and legal protection, and secure a rights-based approach to the governance of migration.

Countries at Risk

The ITUC 'Countries at Risk' Strategy is a core program for human and trade union rights with an explicit Watch List of countries where democracy and rights are under attack. Our affiliates in these countries will be engaged in liberation struggles, dealing with conflict, opposing discrimination and oppression or existing in a context where there is a profound failure to guarantee laws that ensure fundamental rights for all workers.

In 2015, from the countries on the Watch List where conditions allow, up to ten will be targeted for intensive campaign support with detailed plans for organising members supported by legal, media and other national and international actions.

Count Us In!

Women's trade union membership is on average 40 per cent, yet women occupy only 15 per cent of the top decision-making positions.

Building stronger unions means building more representative unions that truly reflect the diversity of our membership at all levels, including the highest levels. Unions that organise for women's economic and social rights will be the most effective unions.

Women's labour force participation rates are stagnating at 26 percentage points lower than men; the gender pay gap remains at an average of some 20 per cent; women continue to suffer from segregation in low-quality and undervalued jobs and are over-represented in informal and non-standard forms of work, as well as unpaid care work.

The ILO's Women at Work Centenary Initiative presents an opportunity to tackle the structural barriers to women's effective labour participation.

Decent employment of women is the fastest and most sustainable way to drive growth and productivity. If women were in the workforce in equal numbers to men, GDP would increase markedly – by four per cent in France, eight per cent in Japan and as much as 34 per cent in Egypt.

But austerity measures and drastic cuts to public spending on care services and facilities are hampering women's effective access to the labour market and decent work.

The significance of the impact of unpaid care work on women's effective labour force participation is gaining increasing public and policy attention.

The workers needed in the care economy can support women's participation and add more jobs.

We need an economic agenda for women as part of a jobs and growth plan to increase women's participation in work supported by childcare and aged care with family-friendly workplaces.

And we need to build women's participation in unions and in the leadership of unions, which requires organising to be a focus of Count Us In!.

Domestic Workers 12 + 12

Since the adoption of ILO Convention 189 and the launch of the worldwide 12 by 12 campaign, the political momentum to extend rights and protections to domestic workers has been significant: 15 countries have ratified ILO Convention 189, dozens of countries have adopted labour reforms and new collective bargaining agreements have been concluded. Further, some 100,000 domestic workers have joined unions, and the International Domestic Workers Federation was formed including 12 unions in 12 countries.

The campaign has mobilised national centres, unions and organisations of domestic workers, migrant, women and human-rights organisations in more than 90 countries. The partnerships at international level were and are central. In the coming years, the lives and rights at work of more than 10 million domestic workers will be improved including the right to a minimum or higher wage, access to social protection, an eight-hour working day and one day off a week.

Millions of domestic workers are exploited, abused or trapped in forced labour each day. They are outside a union or are excluded of the right to join and form one. The ITUC will stand with them in their fight for a decent life and decent work. The ITUC Congress decided to continue the campaign for ratifications, labour law reforms and organising thousands of domestic workers. Since it has met its initial target, this campaign has been retitled to 12 + 12.

Occupational Safety & Health

We are also committed to developing a more concentrated focus on Occupational Health and Safety and have initiated a secretariat task force on this issue.

Trade Union Development Cooperation

The TUDCN provides a valuable foundation for advocacy in national and international development institutions and processes. It also assists the ITUC and affiliates with alignment of strategic policy priorities and funding of related activities.

Recommendation:

The General Council is requested to:

Endorse the three new frontlines and the ongoing ITUC priorities and call on all affiliates to actively engage in implementation; and

Request donors to consider supporting the implementation of the frontlines and priorities through direct funding and through alignment of bilateral programmes.

Building Workers' Power

Frontlines 2015 - 2018
and Priorities 2015



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ITUC Frontlines 2015: Climate Justice and Industrial Transformation

Overview

There are no jobs on a dead planet.

We must decarbonise our world by 2050. This requires major emissions reductions and universal access to breakthrough technologies.

Unions demand a global agreement, industrial transformation to protect and grow jobs and a just transition.

The ITUC affiliates are committed to organising the workers in emerging green economy jobs in both the formal and the informal economy.

Workers' capital can play a role.

The ITUC report 'Growing Green and Decent Jobs' demonstrated impressive job results from green economy measures in six industries: construction, transport, energy, agriculture, manufacturing and water.

There are many cases of jobs growth in emerging technological shifts in traditional and new industries and services, and unions are at the forefront of advocacy in many industries. Support for affiliates to lead the demand and dialogue for industrial transformation must be a priority.

The ITUC will work with affiliates to mobilise for a global agreement that frames the possibility of industrial transformation and guarantees a just transition.

Goals

- Raise the profile of climate on the agenda of affiliates and in their public and government advocacy, under the 'Unions4Climate' campaign.
- Organise workers around climate and environmental issues.
- Secure an ambitious climate global agreement which will protect the lives and jobs of working people by ensuring universal access to breakthrough technologies, guiding industrial transformation of all economic sectors and industries and guaranteeing just transition measures.

Strategy

- Promote the 'Unions for Climate' Campaign to raise the profile of trade union leadership and unions' commitment to the fight against climate change at national, regional and international levels.
- Encourage and support affiliate mobilisation and sustained trade union lobbying of governments for increased ambition for a global agreement in Paris.
- Facilitate in partnership with French affiliates a trade union climate summit in Paris in early 2015.
- Advocate at the United Nations climate negotiations (UNFCCC) and other relevant international fora.
- Ensure a strong union voice in the sustainable development policy debates, especially in the UN processes on 'Sustainable Development Goals'.
- Research on industrial transformation plans in six countries (two in 2015, four in 2016).
- Work with affiliates in six targeted countries to organise workers in green jobs.

Targets

ORGANISING

- Targets number for each country campaign to be finalised in consultation with affiliates and GUFs.

GOVERNMENT

- Active policy engagement in six countries by end of 2015.

EMPLOYERS

- Support affiliates to advocate and bargain with employers on issues of just transition and industrial transformation.

INVESTORS

- Work with pension funds and union trustees (through the Committee on Workers' Capital – CWC) on long-term investment strategies that support investment in enabling infrastructure development and industrial transformation.

Research

- ITUC Frontlines Climate Report – launched at the Trade Union Summit on Climate and Jobs (March 2015).
- Technological developments that enable industrial transformation – regular updates.

ITUC Frontlines: Eliminating Slavery

Overview

Eliminating slavery is a rights-based issue and a moral imperative for the union movement. There are an estimated 29 million modern slaves worldwide. The majority of victims are between 18 and 24 years old. Annually, nearly \$22 billion profit is made on the exploitation of people treated as slaves. Almost half of this is earned in the industrialised world.

The model of slavery in Qatar is now a global scandal, but it will not be broken if we don't escalate the demands on all nations to eliminate slavery and end forced labour; the kafala system and other such manifestations of the worst form of oppression must be overturned.

We will maintain the Qatar campaign as a centerpiece with increased focus on corporate reputation and international investment.

We will organise for ratification of the ILO 'Forced Labour Protocol' in 15 targeted countries in 2015 using the model of the 12 x 12 Domestic Workers campaign with -

- The goal of ratification and labour law reform;
- Affiliate support (both targeted country & affiliates in centers of influence); and
- Organising workers.

There is also some overlap with the Frontlines campaign to tame corporate power, as we must eliminate slavery in global supply chains.

Goals

- Fifteen countries ratify the ILO Forced Labour Protocol in 2015.
- Five targeted country campaigns to eliminate slavery. Organise workers to campaign for freedom of association and an end the kafala system in Qatar and other Gulf states.

Strategy

- Affiliate 'sign on' to the ITUC global campaign to have countries ratify the forced labour protocol and ensure legislative reform.
- Work with affiliates in targeted countries to organise workers forced into kafala systems or equivalent enslavement. This will include affiliates in sending countries where appropriate.

Targets

ORGANISING

- Target numbers for each country campaign to be finalised in national level campaign plans.

GOVERNMENT

- 15 countries ratify protocol by end of 2015.

EMPLOYERS

- Construction companies working in Qatar. Agricultural employers in Russia, Uzbekistan and Paraguay. Employers of domestic workers in Mauritania.

ITUC Frontlines: Taming Corporate Power in Supply Chains

Overview

The rise of the power of corporations and the decline in rights, wages and secure work are directly correlated. Corporations are dictating policy to governments.

Sixty-two per cent of the world's people want corporate power tamed. This challenge can only be tackled with an integrated global and national approach.

Corporate power, profit and exploitation increasingly depend on an impoverished model of trade – global supply chains, a global trade which keeps millions of workers in poverty and precarious work.

Sixty per cent of global trade (\$20 trillion) is dependent on contracts in supply chains sourced from different parts of the world.

The financial component of supply chains is increasingly speculative. It impacts on the cost of commodities and contributes to enriching a few far beyond their needs.

Meanwhile, the real economy is where working people are exploited through supply chains that are based on a model of cheap labour, denial of human and labour rights, poverty wages and insecure or precarious work. It is a model that ruthlessly exploits the labour of women and migrants.

The integration of supply, production, transport and logistics means all corporations are caught in this web, and this is responsible for generating greater inequality along with massive poverty.

Businesses have responsibilities for workers in their supply chains. We have national and global law, the UN Guiding (Ruggie) Principles, the OECD MNE Guidelines, the ILO Declaration on Multinational Enterprises, a corporate social responsibility (CSR) industry worth \$80 billion, and yet the mindless call for more trade liberalisation and labour market flexibility continues.

Today, corporations face little legal liability at home for violations they contribute to in their supply chains. Indeed, supply chains are structured so as to limit liability, allowing corporations to benefit from lawless contractors and countries unable or unwilling to enforce the law.

There can be no doubt that the informal economy and slavery/forced labour are now part of the most exploitative end of the model.

If we are to tame corporate power, then we must target global supply chains. A minimum living wage, more secure and safe employment relationships, formalising informal work in supply chains and purging supply chains of slavery is a campaign we can win.

Goals

- Build stronger unions.
- Deliver minimum living wages backed by sustainable systems to deliver them.
- Ensure social protection.
- Change corporate behaviour in their supply chains to:
 - » Purge forced and informal labour;
 - » Pay a minimum living wage; and
 - » Expand collective bargaining and safe and secure work.

Strategy

GROUND CAMPAIGN

- Organising - Use the campaign to grow the union at country level. Leverage the campaign to grow union strength. (Goal 1)
- Move governments and corporations by mobilising workers to achieve:
 - » Minimum living wage (Goal 2);
 - » Social protection floor (Goal 3); and
 - » Changed behaviour of corporations/supply chains (Goal 4).

AIR CAMPAIGN

Corporate Campaign – develop an ‘Ins and Outs’ strategy with:

- Scandal report to expose impoverishment of supply chain model through media/social media;
- Digital and offline campaigning – leverage those who will pay a minimum living wage against those who won’t commit;
- Consumer/community solidarity – cost the bosses; and
- Workers’ capital strategies – economic/investment consequences.

LEGISLATION AND LITIGATION

- Achieve legislation in five countries holding MNEs accountable for labour rights, minimum living wages, employment relationship and safe work in global supply chains.
- Use litigation/ legal strategies including:
 - » ILO complaints;
 - » Domestic courts – not paying wages, abusing employment relationship;
 - » OECD guidelines, complaints;
 - » Trade preference programmes, complaints and international arbitration of benefits; and
 - » Procurement laws to put pressure on companies and procurement contracts.

Targets

ORGANISING

- 250,000 new members

GOVERNMENTS

- Cambodia, Philippines, Indonesia, Bangladesh Hong Kong

EMPLOYERS

- Global brands in textiles, manufacturing, transport and logistics

OTHERS

- American Chamber of Commerce

ITUC Priority: Countries at Risk

Overview

The ITUC 'Countries at Risk' Strategy is a core programme for human and trade union rights with an explicit Watch List of countries where democracy and rights are under attack. Our affiliates in these countries will be engaged in liberation struggles, dealing with conflict, opposing discrimination and oppression existing in a context where there is a profound failure to guarantee laws that ensure fundamental rights for all workers.

In 2015, from the countries on the Watch List where conditions allow, up to ten will be targeted for intensive campaign support with detailed plans for organising members supported by legal, media and other national and international actions.

COUNTRIES AT RISK

Watch list			Targeted list
Afghanistan	Guinea	Pakistan	Bahrain
Algeria	Haiti	Palestine	Cambodia
Bangladesh	Iran	Paraguay	Honduras
Belarus	Iraq	Philippines	Fiji
Central African Republic	Kazakhstan	Qatar	Guatemala
Colombia	Korea	Somalia	Swaziland
DRC	Mali	Syria	Zimbabwe
Egypt	Mexico	USA	
Greece	Myanmar	Hong Kong	

Goals

- Organising to build unions and support union activism
- Realising FOA and collective bargaining in law and practice
- Reducing informal and precarious work in target countries

Strategy

- Organising - capacity building/support for affiliates organising for rights
- Exposing Government inaction and/or complicity in denial of FOA and other fundamental labour rights
- Building regional/global solidarity in support of countries at risk
- Social media and digital action campaigns
- ILO complaints and other legal strategies
- Lobbying governments and international institutions, including trade sanctions
- Support for Global Unions Federations in workplace disputes
- Assessing countries for the ITUC Global Rights Index

Targets

- Targeted Governments
- Corporations
- ILO - Standards setting
- ILO supervisory system - complaints mechanisms
- OECD Guidelines on MNEs - complaints mechanisms
- Legislative bodies - country tribunals and courts, human rights tribunals and regional courts/commissions
- Increase union membership by two per cent

ITUC Priorities: Count Us In!

Overview

Women's trade union membership stands on average at 40 per cent, yet women occupy only 15 per cent of the top decision-making positions in their organisations.

Building stronger unions means building more representative unions that truly reflect the diversity of our membership at all levels, including the highest levels. Unions that organise for women's economic and social rights are needed.

Women's labour force participation rates are stagnating at 26 percentage points lower than those of men; the gender pay gap remains at an average of some 20 per cent; women continue to suffer from segregation in low-quality and undervalued jobs and to be over-represented in informal and non-standard forms of work, as well as in unpaid care work.

The ILO's Women at Work Centenary Initiative presents an opportunity to tackle the structural barriers to women's effective labour participation.

Decent employment of women is the fastest and most sustainable way to drive growth and productivity. If women were in the workforce in equal numbers to men, GDP would increase markedly – by four per cent in France, eight per cent in Japan and as much as 34 per cent in Egypt.

But austerity measures and drastic cuts to public spending on care services and facilities are hampering women's effective access to the labour market and decent work.

The significance of the impact of unpaid care work on women's effective labour force participation is gaining increasing public and policy attention.

The workers needed in the care economy can support women's participation and add more jobs.

We need an economic agenda for women as part of a jobs and growth plan to increase women's participation in work supported by childcare and aged care with family-friendly workplaces.

And we need to build women's participation in unions and in the leadership of unions, which requires organising to be a focus of Count Us In!

Goals

- Build stronger, more representative unions.
- Increase women's effective labour force participation, including through the redistribution of unpaid care work.
- Create decent jobs in the care economy.

Strategy

- Advocate for adequate investment in the care sector and the setting of national jobs targets by governments.
- Work in alliance with feminist economists and women's rights' organisations to shift governments on building an economic agenda for women.
- Organise around care issues.
- Affiliates sign up to the Count Us In! Women in Leadership action and develop national action plans to meet the objectives.

Targets

ORGANISING

- 50,000 women organised in 2015.

GOVERNMENT

- National governments, local municipalities, intergovernmental institutions and forums to invest in care and set jobs targets for women.

EMPLOYERS

- At enterprise, sectoral and federation levels where women's participation has stalled.

OTHERS

- Networks of economists and policy think tanks to encourage renewed focus on women. Workforce participation and the care economy.

ITUC Priorities: Domestic Workers – 12 + 12 Campaign

Overview

Since the adoption of ILO Convention 189 and the launch of the worldwide 12 by 12 campaign, the political momentum to extend rights and protections to domestic workers has been significant: 15 countries have ratified ILO Convention 189, dozens of countries have adopted labour reforms and new collective bargaining agreements have been concluded. Furthermore, some 100,000 domestic workers have joined a union, and the International Domestic Workers Federation was formed and there are 12 new unions in 12 countries.

The campaign has mobilised national centres, unions and organisations of domestic workers, as well as migrant, women and human-rights organisations in more than 90 countries. The partnerships at international level were and are key. This has led to a major impact in a few years' time: the lives and rights at work of more than 10 million domestic workers have improved including the right to a minimum or higher wage, access to social protection, an eight-hour working day and one day off a week.

Challenges remain. Millions of domestic workers are exploited, abused or trapped in forced labour each day. They are outside a union or are excluded from the right to join and form one. The ITUC will stand next to them in their fight for a decent life and decent work. The ITUC World Congress in May 2014 decided to continue its campaign and aim at increasing ratifications, labour-law reforms and organising thousands of domestic workers.

Goals

- 12 + 12 ratifications
- Labour-law reforms in five countries
- Organising 40,000 domestic workers

Strategy

- Consult with and support 12 + 12 teams whose countries are close to ratification/adoption of labour-law reforms.
- Increase pressure on the Gulf Cooperation Council (GCC) to extend labour laws to migrant domestic workers.
- Build a network of organisers and strengthen the organising capacity of unions.
- Promote best practices for organising domestic workers and winning rights for domestic workers.
- Share news and updates in social media/newsletters/meetings and among 12 + 12 partners.

Targets

ORGANISING

- Ambitious organising goals in three countries with high organising potential: Brazil, Indonesia and India.
- Identify 20 organisers in countries with existing organising programmes/campaigns: Central American countries, South Africa, US, Paraguay, Chile, Senegal, Kenya, Ghana, Tanzania, Philippines, Nepal and Turkey.

GOVERNMENT

- Three countries to register their ratification at the ILO: Chile, Dominican Republic and Switzerland.
- Four countries to finalise the ratification process at national level and adopt labour-law reforms in 2015: Finland, Portugal, Belgium and Senegal.
- Identify other countries with ratification/labour-law reform potential: e.g., Kazakhstan, Azerbaijan, Ghana, Kenya, Tanzania.
- Campaign for labour rights of migrant domestic workers in the GCC and Lebanon, and have targeted focus on Indonesia, Nepal, Malaysia and Kenya.

EMPLOYERS

- Monitor recruitment agencies in the GCC.

ITUC Priorities: Global Governance of Migration

Overview

Labour migration feeds the global economy. There are around 232 million international migrants in the world today. Migration affects every region of the world, with many countries now simultaneously countries of origin, destination and transit. South-South migration is as important a phenomenon as South-North migration.

Despite the existence of a comprehensive international normative framework to protect the rights of migrant workers, the application of legislation relating to equal treatment and non-discrimination regarding conditions of work, including wages, is poor.

Ratification of international standards guaranteeing the rights of migrant workers is slow. To date, 49 countries have ratified C97 on Migration for Employment and 23 have ratified C143 on Migrant Workers (Supplementary Provisions). Forty-seven States have signed up to the 1990 UN Convention on the Rights of All Migrant Workers and Members of Their Families. The 2016 International Labour Conference will review the ILO 'Migrant Conventions'.

Increasingly, negotiations on labour mobility are taking place at bilateral or regional level, without due attention to the application of the international normative framework and the obligation to protect the rights of migrant workers.

Discriminatory practices are becoming embedded in the different migration regimes being negotiated through regional economic integration processes, and in bilateral agreements, where there are different treatment entitlement packages for migrant workers doing exactly the same work but coming from different countries of origin.

Recruitment conditions are critical in ensuring sound migration and employment outcomes for migrant workers. Labour recruiters, brokers and middlemen are responsible for a wide range of human rights violations. And ever more restrictive migration policies play directly into the hands of traffickers and smugglers.

The international trade union movement is committed to organising migrant workers to defend their rights to equal treatment and legal protection, and to secure a rights-based approach to the governance of migration.

Goals

- Global, regional and national governance of migration is based on the legal and normative human rights framework.
- The ILO strengthens its role in the global governance system for labour migration.
- Labour migration is safer and fairer.
- Better coherence and stronger linkages between migration and anti-trafficking in national, regional and global policy frameworks is to be achieved.

Strategy

- Build capacity of trade unions to engage in labour mobility negotiations at national and regional level – and to monitor implementation of those agreements.
- Increase bilateral/multi-lateral cooperation between trade unions to organise migrant workers along migration corridors.
- Identify key governments along migration corridors and work with civil society partners to build evidence-driven campaigns for reform and detailed policy changes.
- More ratifications of ILO Migrant Workers' Conventions and UN 1990 Convention before June 2016.
- Clean up international recruitment of migrant workers through:
 - » Organising in labour supply chains;
 - » Supporting the ILO Fair Recruitment Initiative; and
 - » Feeding into the work of the ILO and other UN agencies on regulating international recruitment agencies.

Targets

ORGANISING

- 30,000 migrants organised.

GOVERNMENT

- National level governments – with particular focus on the governments of Mauritania, Ghana, Kenya, Argentina, Colombia, Guatemala or Costa Rica, Armenia and Moldova for ratification campaigns. Also, intergovernmental institutions, forums and processes.

EMPLOYER

- Employers in sectors with high use of migrant labour, including construction, textile and garment, care sector, hotel and restaurant, agriculture; users of international recruitment agencies.

ITUC Priorities: Organising

Overview

Building workers' power is the mandate of the 2014 ITUC World Congress. Organising to grow and strengthen unions can only be sustainable if we engage workers on the issues that will improve their lives including wages, safety, secure work, rights and social protection.

The global workforce has approximately 2.9 billion people. Only 60 per cent work in the formal economy, and they have increasingly precarious employment arrangements while 40 per cent struggle to survive in the desperation of the informal economy where there are no rules, no minimum living wages, no rights and no social protection.

The challenge for all levels of the global union movement is to organise – to organise in the formal and the informal sector.

The ITUC Global Organising Academy is now established with regional lead organisers or coordinators in Latin America, Asia Pacific, Africa and the MENA region. They coordinate and support the network of trained 'lead organisers' – experienced organisers who coordinate workplace campaigns.

The Academy has trained 34 leads and about 350 of their organisers; established a mentoring programme; developed two new courses: 'Lead Organisers', and a 'Taste of Organising' course for workplace organisers; and provided support for training of Youth Committee delegates along with affiliate representatives engaged in other ITUC priority programmes, such as 'Countries at Risk' and 'Domestic Workers'.

For 2015, training will be extended to support the organising targets in all ITUC Frontlines and Priorities and will integrate GUF Nominations.

The ITUC organising target is 20 million additional members by 2018.

Goals

- Strengthen unions' capacity to organise and recruit new members.
- Build an organising culture within affiliated unions.
- Skill up lead organisers that can support union targets.
- Embed a mentoring programme and establish a global network of lead organisers.

Strategy

- Organise regional training for lead organisers.
- Develop and support a pool of organisers in each pilot country/ITUC Programme.
- Deepen the mentoring and workplace organising training in pilot countries.
- Support a global network of highly skilled organisers.

Targets

- Train 25 additional lead organisers in each regional level (Africa, Asia Pacific, Americas, MENA, PERC).
- Build a pool of 50 organisers at national level in each of 25 pilot countries (five in each region).

ITUC Priority: Global Coherence

Overview

The challenges of global coherence are immense with stagnating growth, historic levels of unemployment, a declining wage share and attacks on social protection, where it exists. Inequality is growing, the wage share is among the lowest in history and the rapid expansion of supply chains as the dominant model of trade is impoverishing workers. Increasing levels of precarious work and workplace safety are major issues for unions everywhere.

The threat to lives and livelihoods from climate change is a major global risk. Climate justice is a frontline campaign for the ITUC.

The ITUC is addressing these issues by campaigning for policies that put investment in jobs and creating demand through fair wages and social protection at the heart of economic growth and social justice.

The UN Post-2015 Sustainability Goals must include full employment and decent work, along with universal social protection. Gender equality, universal quality education, affordable healthcare, and food and energy security are also critical.

Trade agreements will be opposed where they include provisions for Investor-State Dispute Settlement (ISDS), undermine public services, or limit domestic policy space, and where they fail to secure compliance with core labour standards.

Taming corporate power in supply chains is a frontline campaign. Strengthening the implementation of the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, and contributing to the ILO discussion on supply chains will be a continuing focus in 2015.

Inclusive development is an essential focus for the work of the ITUC.

Combatting tax evasion, base erosion and profit shifting (BEPS); returning to progressive taxation, and campaigning for an FTT are central to achieving tax justice. Financial regulation and a shift to long-term investment are essential ambitions for a fairer economic future.

The IFIs' continued support for the deregulation of labour markets, and their opposition to minimum living wages and collective bargaining, are exacerbating insecurity in people's working lives. These policies will continue to be opposed. The G7 and the G20 provide opportunities for advocating alternate economic policies as well as global social dialogue. Strengthening the role and impact of the ILO, together with changing the policy recommendations of the OECD, are central to advancing rights, jobs, fair wages, social protection and just economic policies.

The ITUC will continue to work in partnership with TUAC on these and other economic and social policy issues.

Goals

- Full employment and decent work – including them as objectives in UN Post-2015 Sustainability Goals
- Universal social protection - including social protection floors in UN Post-2015 Sustainability goals
- Wage increases and a reduction of income inequality – including through minimum living wages and collective bargaining
- Effective financial regulation, and an end to tax evasion and the introduction of a Financial Transaction Tax (FTT)
- A global agreement on climate, industrial transformation and just transition measures
- Effective stewardship of workers' capital and application of long-term investment principles
- Inclusive development
- Compliance of MNEs with workers' human rights, including in supply chains
- Fair trade with multilateral rules that support workers' rights and safeguard domestic policy space, including with regard to public services
- IFI, OECD and G7/G20 shift in recommendations in favour of policies to tackle the jobs deficit and inequality and which create inclusive growth

Strategy

- Research and advocate alternate economic policies for jobs, wages, social protection - inclusive growth.
- Lobby for inclusion of ITUC objectives in Post-2015 UN Sustainability Goals.
- Campaign for multilateral trade rules and rights and against trade agreements that deny ITUC policies and principles.
- Mobilise for a global agreement on climate and just transition.
- Strengthen social dialogue in ILO, OECD, G7, G20, regional economic blocs and international agencies for development and climate action.
- Follow up the OECD 'New Approaches to Economic Challenges' (NAEC) project so as to change policy recommendations.
- Develop corporate strategies and shareholder action for responsible investment of workers' capital.
- Support ILO negotiations and complaints, together with cases under the OECD Guidelines for Multinational Enterprises and affiliate campaigns to strengthen the National Contact Points, strengthen trade union input to guidance on due diligence in supply chains, and other opportunities for taming corporate power.

Targets

- Governments
- IFIs
- UN
- OECD
- National Contact Points
- Pension funds and asset managers
- Targeted corporations

3RD ITUC WORLD CONGRESS 18-23 May 2014 Berlin



BUILDING WORKERS' POWER

Congress Statement

INTERNATIONAL TRADE UNION CONFEDERATION

People feel abandoned by their governments

With few exceptions world leaders and international institutions are pursuing an economic agenda that has created greater inequality and devastating unemployment, undermining democracies everywhere.

- They have not defended the policies necessary to ensure secure and inclusive democracies and a sustainable planet for the 21st century;
- They have failed to build a stable global economy, at tremendous cost to working people and their families;
- They have failed to tackle historic levels of unemployment, to provide opportunities for young people and to stop the growth of precarious and informal work;
- They have failed to secure a healthy environment and tackle climate threats; and
- They have failed to eliminate nuclear weapons and deliver global peace.

Even “Social Europe”, where rights and protections have traditionally been strong, is under attack.

There is a profound mistrust of institutions as people increasingly lose trust in governments that prioritise business interests over the wellbeing of working people.

Half the world’s population has direct or family experience with unemployment or reduced working hours. More than half are in vulnerable or irregular work, and 40% struggle to survive in the desperation of the informal sector.

Unions across the world are leading the fight for economic and social justice, with policies based on fair distribution of income rather than the empty promise of neoliberal austerity.

We know that working people need quality jobs, a social protection floor and a minimum living wage. Sadly, hundreds of millions of workers are currently denied the right to a minimum wage on which they can live with dignity, while more than 75% of people have no or inadequate social protection.

Corporate welfare, which is increasingly dominating public policy, must not be to the detriment of social protection. In the face of escalating dominance of the US corporate model, we are determined to defend and rebuild collective bargaining, reduce precarious jobs in the formal economy and eliminate wage and social dumping. 62% of people want their government to tame corporate power.

Wherever unions are organising around these issues they will have the full support of the global union movement. That is what this Congress is about.

The global economy

The 'structural adjustment' policies of the 1980s and 90s crippled development in poorer countries, just as today 'austerity' has damaged employment, growth and inclusion in too many developed nations.

The global economy is no more secure in 2014 than it was seven years ago. We now have an unemployment crisis and inequality that is crippling economies and communities.

Business and its political supporters have used the great recession to tip the balance of power firmly towards large corporations at the expense of ordinary people. They have undermined decades of progress made by trade unions and other progressive forces.

Economic decisions, such as curtailing collective bargaining, restrict people's rights and have undermined confidence in governments. Just 13% of people surveyed in the ITUC Global Poll 2013 believe their government is focused on the interests of working families, while many believe corporations have too much power.

Despite overwhelming evidence that neoliberal policies are destructive and ineffective, international financial institutions continue to press governments to bow to the power of financial markets, and governments have cowered before them. Regulators neither foresaw nor prevented the economic crisis and they are still failing to prevent the greed and destruction of speculative capital. Progress on financial regulation has been derisory, and governments are being pressured to make social justice a variable that can be adjusted according to the state of the economy. Social justice must be the priority, based on capacity building and collective bargaining to achieve the best possible integration of economic and social considerations. Finance must be at the service of the economy, to guarantee a future for the next generations.

In developing countries, particularly in Latin America, the search for alternative models of development to reduce inequalities and achieve regional integration has been hampered by continuous pressure on mechanisms to control capital flows while maintaining the financial liberalization of the 1990s.

In addition, there is permanent pressure on developing countries to consolidate free-trade agreements and regulations through the WTO. These pressures keep these countries as exporters of raw materials, impacting on the environment and affecting the development of Africa, Latin America and other parts of the world.

The dominant model of trade has exacerbated the negative trends with shrinking policy space for the development of valued-added production and the escalation of exploitative supply chains where labour rights are blatantly violated or non-existent. Investors are now suing states for loss of earnings where governments move to intervene in the interests of their people. This must stop. Cooperation rather than competition must be realised through both bilateral and multilateral agreements which are based on the full respect for labour and other human rights. The impact of agreements on employment and the environment must be considered, industrial development supported and social dialogue guarantees must ensure the involvement of social partners.

The current model of free trade and investment agreements, inherited from the neoliberal hegemony, reinforces a model of domination captained by transnational companies and financial institutions. In this model, developing countries are included only as suppliers of agricultural, mineral and energy commodities in global value chains led by transnational corporations that exploit workers and violate their rights. This must end.

Fair trade, national development, democracy, cooperation and solidarity with respect to labor and human rights must be the basis for a new international trade regulation, replacing multiple bilateral, bi-regional and multilateral agreements.

The ITUC Global Poll 2013 found one in two working families have been hit by the loss of jobs or reduction of working hours. Young women in particular are impacted.

More than half the world's population say their incomes have fallen behind the cost of living in the past two years. Having a job no longer guarantees enough to meet basic needs, and women are the majority of the working poor.

59 percent of people are no longer able to save any money.

Income inequality rose over the past three decades in 17 out of the 24 OECD countries for which data is available, and more than 1.2 billion people are living in extreme poverty worldwide.

Inequality

The OECD report 'Growing Unequal' shows that while disposable income grew on average by 1.7% per year between the mid-1980s and the early 2000s, the distribution of this growth was very unequal. The richest 10% saw their disposable income grow by an average of 1.9%, compared to 1.3% for the poorest members of society. As a result, the average Gini coefficient in OECD countries increased by almost 10% by 2010.

The most recent report of the OECD from 2013 shows no reversal of this trend. In fact, income inequality increased further and more rapidly than ever before. The increase between 2008 and 2010 was as strong as in the twelve years prior to the crisis, and it was exacerbated by many governments' regressive tax policies.

The scandal of tax avoidance by the wealthy and by corporations within and between countries is compounded by the slashing of public services, jobs and social security. The fight against financial opacity, fraud and tax evasion must be determined and effective. This will mean combatting money laundering, tax optimisation and tax havens, practices which stand in the way of fair development and the reduction of inequality. Undeclared work and corruption put a heavy strain on public finances, and must be combatted. Undeclared work steals from public welfare, takes advantage of des-

perate workers and creates unfair competition.

Even though in developing countries the share of people living in poverty more than halved between 1990 and 2010, there are still more than 1.2 billion people living below the global poverty line of 1.25 USD a day.

International financial institutions fail to acknowledge that rapidly rising income inequality puts even marginal growth at risk and poses a threat to any further poverty reduction.

The last few decades have shown that rapid growth is not sufficient to make our societies more inclusive and fair. In Botswana, China, Costa Rica and the Dominican Republic, economic growth has been accompanied by significant increases in income inequality. As a result poverty has declined by less than it should have.

This does not have to be the case. In countries with similar growth patterns, such as Ghana and Brazil, government intervention meant the benefits of growth were more evenly distributed and the impact on poverty and decent work was more significant.

We should look to the models that have well-developed welfare and social security systems and high levels of equality, such as in Nordic countries.

We demand that the UN post-2015 Sustainable Development Framework include stand alone goals and targets for full employment and decent work, a universal social protection floor, gender equality and universal free quality education.

Within these or additional goals there must be a commitment to and targets for access to affordable quality healthcare, free access to water and sanitation, food and energy security. Global action on HIV-AIDS and other pandemic and epidemic diseases must remain high on the agenda.

Governments need to implement counter-cyclical fiscal policies, and government measures, along with our own efforts, are needed to strengthen living minimum wages and collective agreements to ensure workers' purchasing power.

To have a major impact on aggregate demand in the world economy, these policies would need to be implemented through coordinated government action. Therefore we should seek to advance this agenda at forums such as OECD and G20.

The role of unions

The ITUC is demanding that full employment, decent work and social protection floors be central pillars for global action, including stand-alone sustainability goals in the UN post-2015 agenda. Unions also support goals for universal access to quality education, gender equality and climate justice.

We have called for the G20 to implement its Growth and Jobs Plan, beginning with investment in infrastructure, particularly schools, public transport and hospitals, along with enabling green infrastructure. Meanwhile, the ETUC has pushed European governments to pursue a 'recovery plan'.

Unions insist there are alternatives to the punitive and ineffective austerity measures that have done so much damage. Instead, we are advocating:

- progressive tax reform,
- an end to tax havens and corporate tax evasion through "base erosion" and profit shifting,
- long-term investment, such as in infrastructure and social protection,
- financial reforms that reign in speculation, including a financial transactions tax, and
- fight against undeclared work and corruption.

We demand investment in quality public services; in the care economy where the dignity of decent work means dignified care and opportunity for families and communities.

We demand an end to the undervaluing of women's work. We are mobilising for world-wide recognition and implementation of human rights for women - at work, in the household and in society - to make gender equality a reality. We will also mobilise to formalise the jobs of women and to realise equal participation of women in the workforce.

We recognise that public education, affordable health care, child protection, child care, aged care, maternity protection, support for the disabled, and active labour market programmes are among the hallmarks of dignified societies.

We have pursued measures to include young people, with guarantees for education, employment and social protection with a dramatic scaling up of apprenticeships to deliver the skills needed for sustainable growth and the potential of new technology.

Advances in technology and the expansion of internet access create enormous opportunities and challenges for working people. Union engagement in education, training and organising in the internet age is crucial. The ITUC is committed to internet governance which is free from domination by any government or corporate interest, and which ensures the free flow of information with strong protections for personal information and freedom of speech subject to the rule of law.

Capitalism based on neoliberal 'Washington Consensus' policies has made our societies even more vulnerable and unequal. Business as usual is not acceptable.

We need a new global deal between nations; a new social contract that guarantees full employment and decent work, social protection and sustainability.

The ILO must be at the heart of global decision-making to ensure a rights-based approach to work. We need to rebuild economies on new economic models that serve people and their communities through tripartism, social dialogue and collective bargaining. We reject the attack on the ILO and call on governments to re-invest in the centrality of workers' rights and social dialogue.

Between 2000 and 2010, the number of people covered by collective agreements declined in two-thirds of the countries reviewed by the ILO World of Work Report (2012). Equitable nations are only possible when citizens have a strong collective voice and there is a clear role for social dialogue. Decent work with health and safety guaranteed will only be achieved where workers have sufficient power to bargain for a better deal.

Unions are central to social justice and equality. We must organise in our workplaces and communities to build the power of workers to effect change. To realize social justice and equality, we must also take our Governments back from the iron grip of capital with our political power and change authoritarian regimes by winning the democratic rights of workers. The ITUC as the biggest democratic force on earth is committed to achieving this through unified action from all its affiliates.

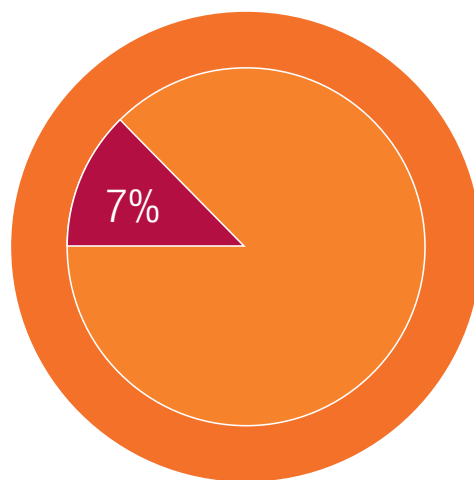
Furthermore, the ITUC and its affiliated organizations must act to promote the ratification and effective implementation of international labour standards, particularly those establishing freedom of association and the right to collective bargaining.

The global workforce

Unions are agents of development. In developing and emerging countries, where inequalities are the most acute, they have a major role to play to promote inclusive development and not leave anyone by the wayside. Solidarity between unions must be strengthened and the Trade Union Development Cooperation Network must ensure more effective partnerships.

The challenge is enormous:

- The global workforce is 2.9 billion;
- The formal workforce is 1.7 billion;
- The unionised workforce is 200 million, with as many again in unions which are not independent of government;



- Women make up 40% of the global paid workforce yet less than 15% of union leaders;
- 50% of workers are in vulnerable or irregular forms of employment, most of them women;
- Unemployment is higher among women and there are less than 70 women who are economically active for every 100 men;
- 90% of the world's 230 million migrants leave home in search of work;
- Youth unemployment is about 12% globally – twice the level for older workers; and
- 40% of the global economy is informal.

The central challenge is union growth – organising all workers, including those beyond our traditional areas of focus to ensure we have the democratic power to realise rights and shape a world of fair and abundant work.

To this end the ITUC and its affiliates will defend the central role of collective bargaining and social dialogue as fundamental to democracy, economic development and social cohesion. Collective bargaining at national and sectoral levels ensures workers' rights are protected. The capacity of national unions to bargain with employers and influence government policies is central to ensure workers' power.

Even where anti-union laws and practices deprive workers of union rights, the union remains their voice and fights for their interests.

Climate action

There are no jobs on a dead planet.

Climate action is non-negotiable. With the highest level of carbon in the atmosphere in history, humanity is in uncharted waters and living well beyond the boundaries of what the planet can sustain. The chance to stabilise average temperature increases below 2 degrees Centigrade is becoming dangerously low. Without urgent action, an average increase of 4 degrees or more by the turn of this century will result in even more destruction and death for millions across the world.

There is a path for survival, but governments must have the courage to take it.

The ITUC supports the moral imperative to both preserve an inhabitable planet and to profit from the jobs that climate action can deliver. We demand a commitment to a 'just transition' based on social dialogue from the workplace to the national level, with green skills and social protection guaranteed. To that end we will work to see an ILO standard to guide government and employer action. Equally, we will work to ensure that our own workers' capital is increasingly invested in the real economy, including in both industrial transformation and new green jobs.

All jobs must be cleaner if we are to green our economy, and decent work must be at the heart of this transformation.

As the world prepares for another deadline for a global agreement on climate by December 2015, the ITUC will mobilise our members and their communities to demand an ambitious and binding accord.

Holding governments to account for climate is a top priority, but so too is ensuring that we live within planetary boundaries and that the crucial issues of food security, energy security and water are addressed.

Peace and democracy

Sharan Burrow, General Secretary, ITUC: **“We’re also alarmed at the world’s failure to resolve intractable conflict. Let me particularly mention the occupation of Palestine and formally remind us of the Vancouver demand, the quest for a comprehensive peace between Israel and Palestine based on an agreement that guarantees the coexistence in conditions of security of two independent sovereign states. It requires renewed international attention and support as a highest and urgent priority.”**

The ITUC is committed to a world free of weapons of mass destruction where the United Nations is capable of preventing conflicts within and between countries. Where there is an imminent threat to peace, priority must be given to collective action via the UN Security Council rather than unilateral intervention.

Peace and democracy are based on:

- The full application of international law, and the rejection of “double standards” based on national or geopolitical interest;
- Social justice through the full implementation of fundamental ILO Conventions in every country and in international agreements, including trade agreements.

Weapons of mass destruction pose a grave and present threat to humanity. The ITUC will work with its civil society allies to see all countries ratify and implement the Nuclear Non-Proliferation Treaty, including through the 2015 NPT Review Conference. We call for urgent negotiations on a treaty to ban the use, manufacture, stockpiling and possession of nuclear weapons as a first step towards their complete eradication. We will also act to ensure regulation of the small arms trade and to show how hundreds of billions of dollars of military expenditure must be better spent meeting vital needs for sustainable employment and development.

Migration must be a free choice for every person, and may be necessary to escape from war, dictatorship, slavery or poverty. Migration policies must be the responsibility of the UN and therefore based on a rights-based approach, in line with ILO principles. Every migrant should have the choice

to stay at home where full employment, decent work and social protection is guaranteed or alternatively, have a path to citizenship in a new country of their choosing. The world needs investment that provides opportunity everywhere, not walls that divide people and deny them the chance to build a decent future.

The ITUC stands beside our brothers and sisters engaged in liberation struggles and the fight for democracy and human rights, including in Bahrain, Belarus, China, Egypt, Fiji, Hong Kong, Libya and Tunisia.

The ITUC denounces the suffering of the Saharawi people which has continued for half a century, and urges all parties involved in the conflict in Western Sahara to search urgently for a just, lasting and acceptable solution, negotiated under the auspices of the UN, and founded on the principles of freedom and democracy.

The ITUC should give attention to ending the unfinished border conflict between Eritrea and Ethiopia and restoring peaceful relations and confidence among the two fraternal working populations.

We denounce the occupation of Palestine by Israel, and will mobilise for a just and sustainable peace between Israel and Palestine, in accordance with the legitimacy of international law and in particular Resolutions 242 and 338 of the UN Security Council.

http://www.ituc-csi.org/IMG/pdf/2CO_09_Peace_Disarmament_and_UN_03-10-2.pdf

We call for:

An end to the construction of illegal Israeli settlements and removal of existing settlements; Israel's withdrawal from all Palestinian lands, in line with the 4th of June 1967 borders; and the dismantling of the illegal separation wall.

These demands will support equity, justice and the achievement of a comprehensive peace, confirming the right of the Palestinian people to self-determination and the establishment of a free and independent Palestinian state with East Jerusalem as its capital.

We equally support the demands of our people for peace and security in nations ravaged by conflict, such as Afghanistan, Central African Republic, Democratic Republic of Congo, Guinea, Haiti, Iraq, Mali, Somalia, Syria and Ukraine and those subject to oppression in Iran, Swaziland and Zimbabwe.

And we deplore the denial of rights, in particular attacks on freedom of association, and anti-union actions. We will fight for an end to impunity in Colombia, Guatemala and Turkey, and for an end to slavery in Qatar, Saudi Arabia, and other nations.

We condemn the long-lasting division of Cyprus, a Member of the EU, and we call all parties involved to enhance efforts towards reaching soon a viable and just solution to the Cyprus problem that would re-unify the country and bring peace and stability in the South-East Mediterranean region, in particular, improving relations among neighboring countries Cyprus, Greece and Turkey. Moreover, the ITUC welcomes the launch of a new round of negotiations last February under the UN Secretary General's good auspices for a comprehensive settlement and encourages the two Cypriot leaders to act with determination to respond to expectations of the workers and people of Cyprus for a

peaceful and secure common future with a solution based on all relevant UN resolutions, and according to the principles governing the establishment of the EU.

We will continue to oppose oppression and discrimination on the grounds of religion, colour, nationality, ethnicity, sexual orientation, gender identity, political opinion, social origin, age or disability, and will encourage ITUC affiliates to defend workers suffering such discrimination.

Conclusion

The ITUC is determined to build the power of workers to shape societies and economies that are socially just.

The trade union movement is making a difference globally; for domestic workers, for workers trapped in modern slavery in Qatar and elsewhere, in confronting corporate power, formalising informal work, organising migrants across borders, building social protection, delivering strong collective agreements and minimum wages, establishing new rights and defending existing fundamental rights in law and practice. We are at the forefront of the struggle for climate justice. We must build on these achievements, through unified and global trade union action to realise a democratic and progressive social and economic system for all the world's people.

This Congress will deliver Action Frameworks to ensure:

- Union growth;
- Sustainable jobs, secure incomes and social protection; and
- Fundamental rights

The uncertainty that people face creates anger and denies hope. We demand a plan and we demand hope. Jobs, jobs and jobs – decent work supported by a global framework of rights.

We have a vision for a positive future for working people and their families, shaped by a strong global labour movement. This movement can organise and mobilise its vast membership to stand united against the vested interests of unregulated capital and markets.

To have the means to do so, we must rethink the way the global trade union movement works and ensure greater effectiveness. We must build an inclusive and participatory trade union movement which can find answers to workers' problems. That also means democratizing and decentralizing the way the international trade union movement works, enabling all the occupational sectors and every level of representation to have their say, so as to respect trade union pluralism.

The ITUC is proud of our inclusive global movement of working people, and we stand with them and

their families as we build the power of workers to strengthen democracy and freedom, demand rights and bargain collectively for a socially just world.

The Congress Statement frames the mandate of ITUC action up to 2018. It was adopted with the reaffirmation of the ITUC Vancouver Congress resolutions as a broad policy platform.