

4CO/E/8
15GC/E/6.1

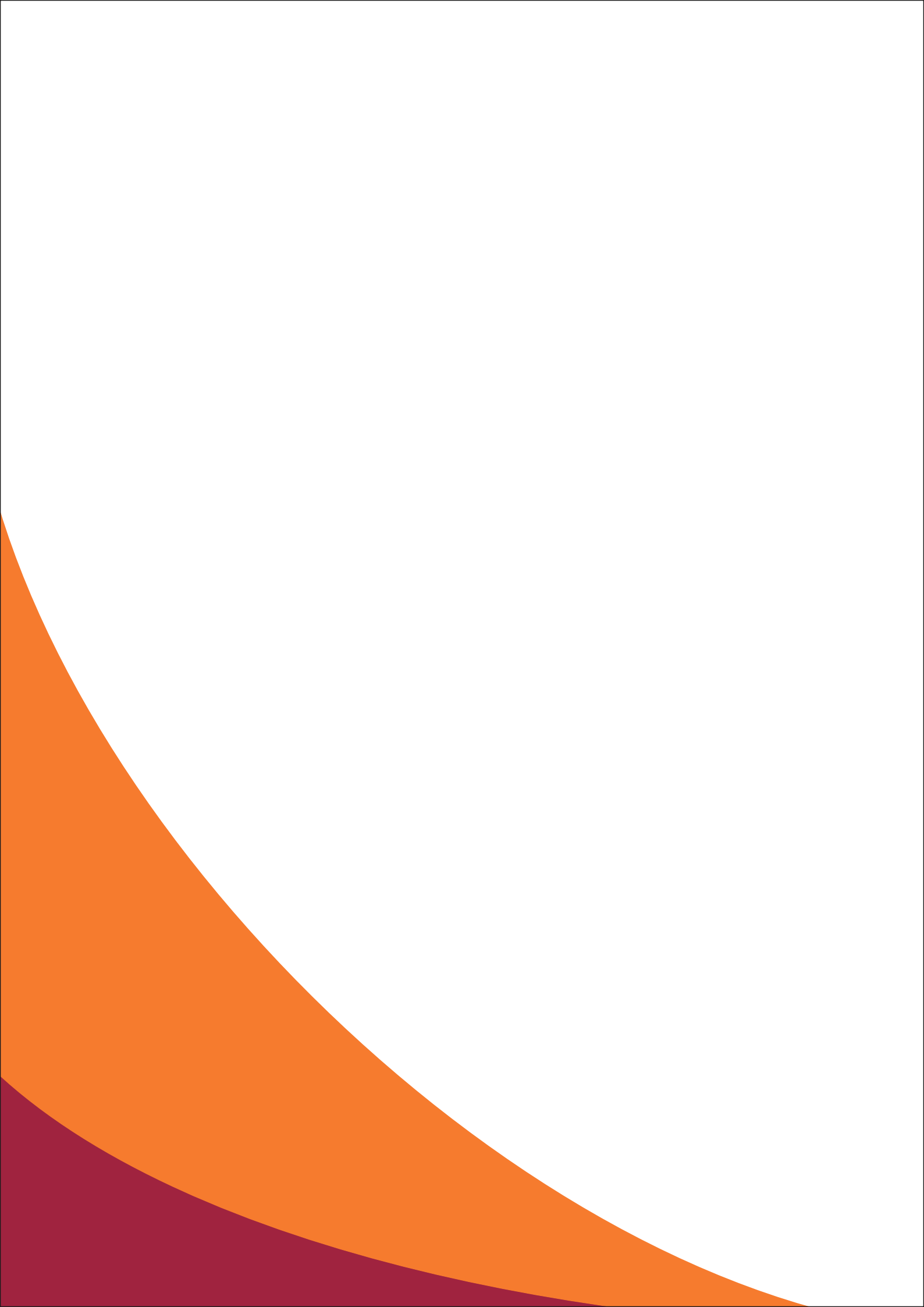
Building Workers' Power

ITUC Frontlines and Priorities 2016



ITUC CSI IGB

International Trade Union Confederation



Contents

Building Workers' Power	5
ITUC Frontlines and Priorities 2015–2018	8
ITUC Frontlines: Climate Justice and Industrial Transformation	10
ITUC Frontlines: Taming Corporate Power in Supply Chains	14
ITUC Frontlines: Eliminating Slavery	18
ITUC Priorities: Countries at Risk	20
ITUC Priorities: Global Coherence	22
ITUC Priorities: Global Governance of Migration	26
ITUC Priorities: Count Us In!	28
ITUC Priorities: Domestic Workers – 12+12 campaign	30
ITUC Priorities: Organising	32

Building Workers' Power

The 2014 Berlin Congress mandate 'building workers' power' is at the core of the ITUC's determination to tackle corporate power that is impoverishing working lives and undermining progressive policy, equality, development and democratic governance. The Congress determined these critical challenges:

Democracy, human rights and labour rights are at risk:

- Workers' rights are at risk and corporate power must be tamed;
- International financial institutions and employers are attacking labour market institutions;
- Structural reform of labour markets is creating precarious work;
- The democratic voice against slavery and for rights-based societies is weak and not listened to; and
- International institutions are failing as geopolitical economic interests dominate decision-making, putting at risk peace, democracy, human rights and social justice.

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

- Massive unemployment with exclusion of young people, women and migrants;
- Increasing 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 increasingly vulnerable communities.

The strategic goals of the ITUC are well established:

1. Union Growth

A 200 MILLION-MEMBER ITUC BY 2018

This requires organising in both the formal and the informal economy.

2. Sustainable Jobs, Secure Incomes and Social Protection

JOBS - 100 MILLION JOBS TO HALVE THE EMPLOYMENT GAP BY 2018 AND 20 PER CENT OF JOBS FORMALISED IN THE INFORMAL ECONOMY

This requires investment in:

- infrastructure
- the care economy
- clean energy, transport and services and
- SDGs employment and decent work goals realised

It requires:

- a minimum living wage
- collective bargaining
- social protection
- SDGs on social protection realised

3. Realising Rights

ORGANISING FOR RIGHTS MUST BE CENTRAL TO ALL ITUC ACTIVITIES

- freedom of association and collective bargaining rights
- employment relationship
- safe work
- formalising informal work
- eliminating slavery and forced labour – ending the kafala system
- 25 per cent increase in women's workforce participation
- 5 per cent more women in unions
- the right to work recognised for migrants, refugees and asylum seekers with associated labour, political, social and cultural rights

Strategic Framework

The Berlin Congress set out core objectives of the ITUC 2014 - 2018 and established the centrality of organising.

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

Thus 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.

The cooperation with and the coordination in the work of the ITUC with the GUFs was established and accepted in the following framework:

Building Workers' Power: ITUC Organising Framework Pathways to growth

1. CORPORATE CAMPAIGNS	2. GLOBAL ISSUES	3. AGENDA SETTING
GUF(s) Led	Regional/National Targets	Strategic Global Campaigns that are in their genesis
	ITUC-led strategies for unorganised target groups	ITUC <ul style="list-style-type: none"> • May lead the start of these campaigns • May help GUFs in starting these campaigns • ITUC may lead these campaigns

ITUC Frontlines and Priorities 2015–2018

In this context the General Council of 2014 endorsed the following ITUC Frontlines and Priorities for the Congress period 2014-2018:

FRONTLINES

- Climate Justice and Industrial Transformation
- Taming Corporate Power in Supply Chains
- Eliminating Slavery

PRIORITIES

- Countries At Risk
- Global Coherence and Development
- Global Governance of Migration
- Count Us In!
- Domestic Workers
- Organising

The strategic plans for each of these areas of work are summarised in the following pages.

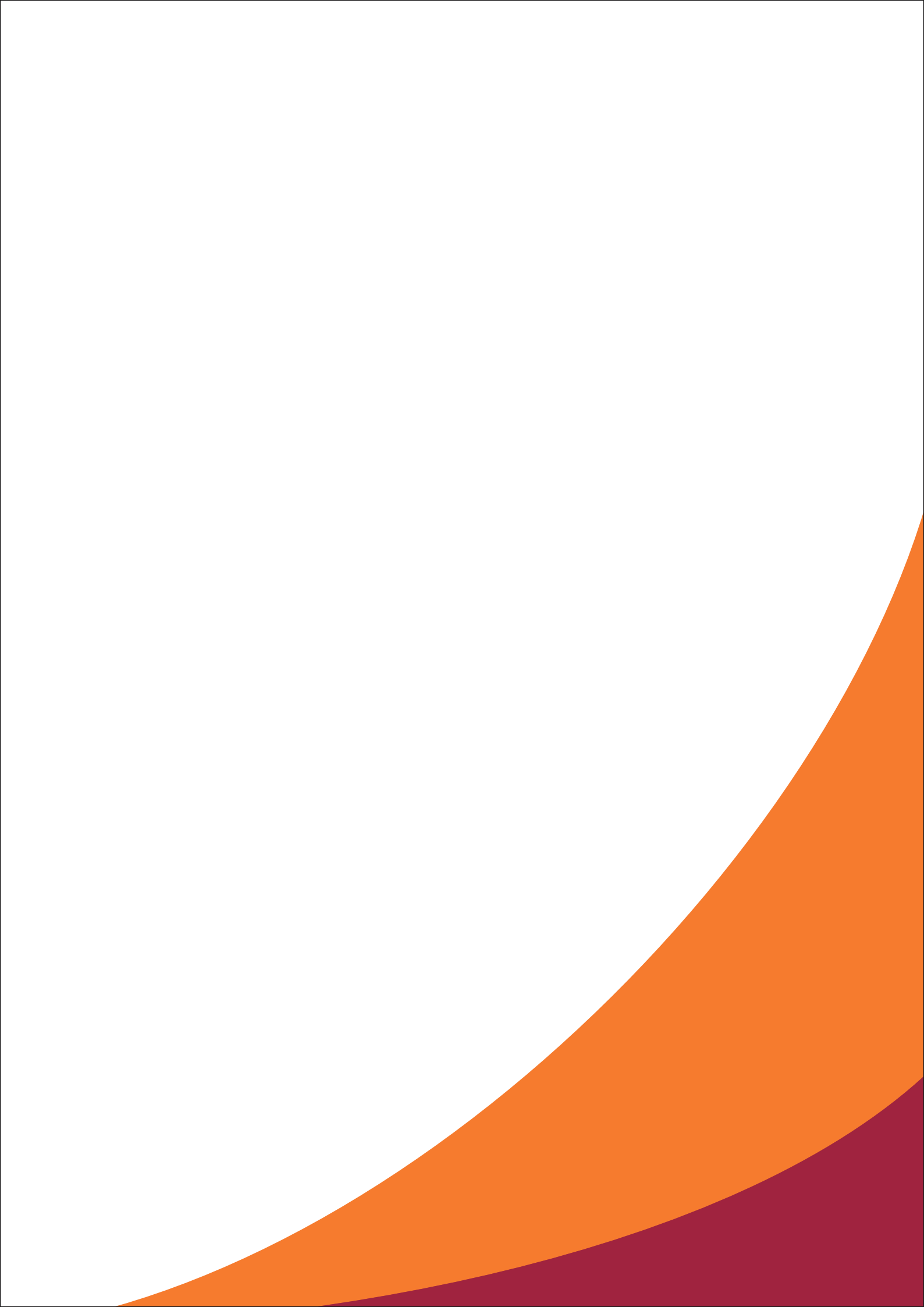
In addition, the TUDCN provides a valuable foundation for advocacy in national and international development institutions and processes. Closely linked with the economic and social policy work detailed in the strategic priority of Global Coherence, the TUDCN assists the ITUC, TUAC, affiliates and GUFs with alignment of strategic policy priorities and funding of related activities.

Recommendation

The General Council is requested to:

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

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



ITUC Frontlines: Climate Justice and Industrial Transformation

Highlights

- ‘Just Transition’ recognised in draft UNFCCC agreement.
- Forty affiliates participated in global lobby week in June 2015 to raise the ambition on national emissions targets and gain support for “just transition”.
- ‘Unions4Climate’ national events building capacity and momentum in six countries.
- Three climate ITUC Frontlines briefings and a Sustainlabour publication detailing union activities on climate.
- Trade Union Climate Summit hosted in Paris by French unions and ITUC.
- ‘Workers’ Right to Know’ launched under the Unions4Climate at Paris Trade Union Summit.
- Demand for employer dialogue for ‘just transition’ gains support.

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 want a global agreement implemented on the basis of just transition principles and plans: national and industry/enterprise plans that protect and create new jobs by investing in the necessary industrial transformation.

Workers have a right to know the following:

- what their governments’ plans are to decarbonise their economy and to protect jobs and pensions;
- what their employers’ plans are to decarbonise the workplace and to protect jobs; and
- where their pension funds are invested.

Workers and their unions both demand and accept responsibility for the dialogue necessary to develop and implement just transition plans.

At the national level these plans are a first step to generate the confidence that people need to back structural change. This means a time-bound plan for an energy transition that secures the following:

- a defined timespan with wage safeguards and job security for workers involved;
- pension guarantees for older workers beyond the timespan;
- skills development and redeployment with decent work alternatives for younger workers;
- social protection measures to support people through the transition; and
- investment in community renewal including the construction and services associated with renewable energy.

Likewise, social dialogue and collective bargaining at the industry and enterprise level are vital to secure the necessary industrial transformation required for a zero-carbon future.

This is the most significant challenge the world will face in the next thirty years, but we must start now or we will lose the war on climate change with horrendous consequences for all working people and their communities.

And workers' capital, our pension funds, can play a role with investments consistent with limiting global warming to two degrees Celsius. This means wherever our pension funds invest, they must require companies to have a plan for energy and an industrial, logistics and service provision that ensures a 'just transition'.

The ITUC report 'Growing Green and Decent Jobs' demonstrated impressive potential job creation results from green economy measures in six industries: construction, transport, energy, agriculture, manufacturing and water. The ILO has calculated that at least 60 million jobs are possible and the New Climate Economy estimates \$90 trillion in investment will be required in infrastructure by 2030. This means jobs.

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'.

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

Goals

1. Raise the profile of climate on the agenda of affiliates and in their public and government advocacy, under the 'Unions4Climate' campaign.
2. Organise workers around climate and environmental issues.
3. Secure implementation of a global agreement and raise governments' ambitions to 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

1. Promote the 'Unions4Climate' Campaign to raise the profile of trade union leadership and unions' commitment to the fight against climate change at national, regional and international levels.
2. Encourage and support affiliate mobilisation and sustained trade union lobbying of their governments to implement the global agreement with a national just transition plan.
3. Advocate at the United Nations climate negotiations (UNFCCC) and other relevant international fora, including China (G20 President in 2016).
4. Ensure a strong union voice in the sustainable-development policy debates, especially in the UN processes on implementing the Sustainable Development Goals (SDGs).
5. Launch a 'right-to-know' company campaign action – a digital campaign model for affiliates and partners calling on consumers and workers to put pressure on companies to publicly commit on their plans for a 'just transition' to a zero-carbon future.
6. Support research and implementation of industrial transformation plans in six countries.
7. Hold a conference for affiliates and GUFs negotiating for industrial transformation.
8. Work with affiliates in six targeted countries to organise workers in green jobs and convene a pilot organising course for organisers active in these industries and services to develop a training curriculum.
9. With members of the Committee on Workers' Capital (CWC), develop shareholder resolutions to secure company commitments to industrial transformation and jobs in renewable energy.
10. ITUC Frontlines Climate Briefings (2)
11. Publish a report on technological developments that enable industrial transformation.

Targets

ORGANISING

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

GOVERNMENT

Active policy engagement in six countries by end of 2016.

EMPLOYERS

Utilising the ILO Tripartite Guidelines on Just Transition (2015), 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, industrial transformation and job creation.

ITUC Frontlines: Taming Corporate Power in Supply Chains

Highlights

GLOBAL:

- Global report 'Scandal' released.
- Corporate scandals exposed through social media campaign.
- WDDW launch of umbrella campaign logo 'End Corporate Greed' #endcorporategreed .
- G7 commitment to labour rights in supply chains & strengthening of OECD guidelines & contact points.

LOCAL:

- National campaign plans and May 1 activities to end corporate greed in Cambodia, Philippines & Indonesia.
- Workers' stories documented in each of the targeted countries in Asia.
- Samsung identified as first target company.
- Additional target countries identified in Africa & Latin America.

LEGAL

- Mapping of legal deficits in countries where MNEs are headquartered.
- Draft convention on supply chains finalised for ITUC/GUF use in building momentum for ILO discussion.

Overview

The rise of corporate power and the decline in workers' rights, wages and secure work are directly correlated. Governments are captured by corporations who dictate policy and regulation on nearly every aspect of our lives.

Labour is not a commodity: this principle is at the very heart of the ILO Constitution. Yet the global web of supply chains operates on this basis. Corporate power, profit and exploitation of labour and natural resources increasingly depend on this impoverished model of trade – global supply chains, a global trade which keeps millions of workers in poverty and precarious work.

More than 60 per cent of global trade is dependent on contracts in supply chains sourced from different parts of the world.

And 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.

In 2015 more than half of the people in the G7 countries of the USA, Germany, France, Netherlands and the UK said they did not trust major corporations to look after the interests of workers. In the producer countries of the Philippines, Indonesia and Turkey, 78 per cent called for a minimum living wage and 80 per cent said that employers put profits before safety.

It is the real economy where working people are exploited through supply chains that are based on 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, logistics, and services means all corporations are involved, and this is responsible for generating greater inequality along with massive poverty.

Businesses have responsibilities for workers throughout their supply chains. We have national law and global standards, including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Declaration on Multinational Enterprises. At the same time, we see a corporate social responsibility (CSR) industry worth \$80 billion which does far more to mask the problems than to fix them.

Today, corporations face little legal liability at home for violations they cause or 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. And yet the mindless call for more trade liberalisation and labour market flexibility continues.

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

Indeed many small to medium enterprises are also powerless in the face of the bullying of big business to accept contracts that are short term and do not pay enough. This lack of fair competition is in turn deepening the exploitation of workers.

Our decision to target global supply chains, to expose the footprint and the hidden workforce of major corporations with their wealth and their power paired with national and regional organising campaigns is underway and, with the GUF's there will be another two series of 'Scandal'.

Under the umbrella of the logo 'End Corporate Greed', unions are organising for minimum living wages and collective bargaining, more secure and safe employment relationships, formalising informal work in supply chains, purging supply chains of slavery and universal social protection.

The GUFs are increasing the number of global framework agreements including due diligence and compliance. The Bangladesh Accord is enforceable and provides a sectoral model for action on rights, secure and safe work. The G7 has reinforced their expectations that fundamental rights will be respected in supply chains. Likewise the G20 has an initiative on increasing wage share and on safe work, and the ILO has the issue of supply chains on their agenda.

Goals

1. Build stronger unions
2. Deliver minimum living wages backed by sustainable systems to deliver them
3. Ensure social protection.
4. 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;
 - » Eliminate tax evasion, expose corruption and avoid doing business in slave states.

Strategy

Local (Goals 1 - 4)

- 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).

Global (Goal 4)

- Further editions of 'Scandal' in partnership with the GUFs;
- Corporate Campaigns in support of local targets – one country/one company;
- Digital and offline campaigning with solidarity of unions in home countries of targeted MNEs;
- Consumer/community solidarity in support of workers in hidden workforce of targeted company campaigns;
- Workers' capital strategies with investor briefs, direct engagement and shareholder action;
- Implementation of G7 plus deepening of G20 commitments;
- Securing the following conclusions from the 2016 ILO Discussion:
 - » Recognition of the decent work deficits that exist in GSCs;
 - » Call for governments to close the deficit on domestic law and practice by strengthening the rule of law and labour market institutions including minimum living wage mechanisms, collective bargaining and labour inspection;
 - » An update of the ILO tri-partite MNE declaration and its follow-up mechanism in line with the UN principles on business and human rights;
 - » Commitment to an ILO standard on global supply chains; and
 - » The promotion of global sectoral agreements and IFA's;
- Social media actions in support of both global and local strategies.

Legal

Achieve legislation in five countries holding MNEs accountable for due diligence regarding 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:

- 500,000 new members

GOVERNMENTS

- Asia: Bangladesh, Cambodia, Hong Kong, Indonesia, Philippines, plus others that elect to join the campaign for 2016
- Africa: Kenya, Nigeria+ 3
- Latin America: Argentina, Brazil, El Salvador, Panama

EMPLOYERS:

- Global brands in textiles, manufacturing, transport & logistics

OTHERS:

- American Chamber of Commerce and trade blocks

ITUC Frontlines: Eliminating Slavery

Highlights

FORCED LABOUR PROTOCOL:

- Niger is the first country to ratify the Forced Labour Protocol.
- Strong CAS conclusions on Mauritania at the ILO.
- ITUC involvement in Uzbekistan process to eliminate forced labour.

ENDING KAFALA IN THE GULF STATES:

- ILO decision condemns Qatar Airways for workplace sex discrimination.
- Strong CAS conclusions at ILO calling for abolition of kafala.
- Unprecedented media coverage with 7000 media hits in one 24-hour period on number of workers dying in Qatar, tying labour rights in Qatar to FIFA scandal.
- Successful campaign actions by affiliates and partners, including 'Save FIFA' and 'Tell Dior Slavery Stinks', with thousands of supporter sign-ups.
- NYU compensation for construction workers underpaid, and Guggenheim and Louvre delay construction plans in Abu Dhabi.
- Santosh, a South African nurse trapped in solitary confinement in Qatar, was freed and is now working again at home in South Africa.
- FIFA World Cup bidding criteria will be reviewed to include workers' rights.
- FIFA labour law in Russia which gave carte blanche for mass worker exploitation was reformed by the trade unions.

Overview

Forced labour is the very antithesis of decent work. Eliminating contemporary forms of slavery is a rights-based issue and a moral imperative for the union movement. Estimates show there are more than 21 million modern slaves worldwide: 11.4 million women and girls and 9.5 million men and boys. Almost 19 million victims are exploited by private individuals or enterprises and over two million by state or rebel groups. Forced labour in the private economy generates US\$ 150 billion in illegal profits per year. Domestic work, agriculture, construction, manufacturing and entertainment are among the sectors most concerned. Migrant workers and indigenous people are particularly vulnerable to forced labour. It is the third biggest crime business after drugs and arms.

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

We will maintain the Qatar campaign and our campaign work in UAE as a centrepiece with increased focus on corporate reputation and international investment.

The Protocol to the ILO Forced Labour Convention (No. 29) has given renewed focus and energy to the determination to eliminate forced labour. We will organise

for the ratification of the ILO Forced Labour Protocol in 50 countries by 2018 with relevant labour law reforms. Affiliate support, both of the targeted country and affiliates in centres of influence, will be critical.

Forced labour increasingly feeds into mainstream economic sectors and global supply chains. There is a clear overlap with the Frontlines campaign to Tame Corporate Power. We must eliminate slavery in global supply chains.

Goals

- Sixteen countries ratify the ILO Forced Labour Protocol in 2016
- Five targeted country campaigns to eliminate slavery, with organising workers to campaign for freedom of association and an end to the kafala system in Qatar and other Gulf states at the centre
- Two cases of corporate compensation of workers for forced labour

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 vulnerable to forced labour. This will include affiliates in sending countries where appropriate
- Hold companies to account for forced labour in supply chains through targeted litigation and workers' capital investment strategies

Targets

- Affiliates in 16 countries to push for ratification of Protocol by end 2016 and 50 by end 2018
- Migrant, indigenous and vulnerable workers in targeted countries
- Domestic and care work, agriculture, construction, manufacturing in targeted countries in Qatar, Mauritania, Paraguay, Moldova and Uzbekistan

ITUC Priorities: Countries at Risk

Highlights

GUATEMALA:

- A Protocol for Security Measures for Trade Unionists, drafted and proposed by unions, was adopted by the government and is currently being implemented.
- The space created by ITUC and TUCA for coordination between different confederations and federations made possible the presentation of unitary positions in all international discussions, including ILO and the CAFTA arbitration panel.

SWAZILAND:

- TUCOSWA has been officially registered after four years of struggle and campaign.
- Swazi human rights lawyer Thulani Maseko and journalist Bheki Makhubu are being released from prison.
- Work in Haiti and Egypt has been considerable and both are proposed for the target list.
- The Global Rights Index was published, strengthened with trend data, and is increasingly being referenced by academic institutions and NGOs.
- Strong CAS conclusions at the ILO for Bangladesh, Mauritania, Mexico, Swaziland, Qatar.
- ITUC using regional human rights commission in Africa and Americas to raise cases on freedom of association.

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 2016, 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.

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

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

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

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
- Publish a periodic report on Countries at Risk situation

Organising Campaign target

- Increase union membership by two per cent

ITUC Priorities: Global Coherence

Highlights

ILO Recommendation 204 on the 'transition from the informal to the formal economy' adopted – legal and policy guidance to promote the rights of workers in the informal economy.

THE G20:

- Established an Employment Working Group and prioritised work on “labour/wage share”;
- Held a joint Labour and Finance Ministerial meeting, with consultations with the L20, and L20-B20 developed joint statement for G20 leaders.

World Bank safeguard has recognised labour provision.

The IMF, OECD and others have recognised the role of collective bargaining and income policy in addressing inequality.

ITUC solidarity actions taken by 45 unions and GUFs for El Salvador on their ISDS case.

Strong union and allies campaign targeting Trade Ministers to have Trans-Pacific Partnership (TPP) trade agreement text made public.

DEVELOPMENT:

- Decent work and social protection are included in the new UN Sustainable Development Goals (SDGs) framework and the Financing for Development (FfD) Agenda.
- Social Dialogue features as a policy priority in the EU Council conclusions on SDGs framework.
- Trade unions recognised as development actors in their own right in international organisations (UN, OEDC-DAC; EU; GPEDC).
- Profile of trade unions positions on development policies increasing in the mainstream media, social media and specialised development communications.
- Instruments developed to improve trade union international solidarity partnerships and information sharing on development programs, at global and regional level.

Overview

The challenges of global coherence are immense with continuing stagnating growth, historic levels of unemployment, a declining wage share and attacks on social protection, where it exists. Inequality is growing, the wage share of national income 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, informality 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 Sustainable Development Goals (SDGs) agreed in September 2015 include a goal for full employment and decent work, along with commitments to social protection. Union priorities for gender equality, quality education, health, food and energy security are included.

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 2016.

Inclusive development is an essential focus for the work

of the Trade Union Development Cooperation Network (TUDCN).

Combatting tax evasion, base erosion and profit shifting (BEPS), returning to progressive taxation, and campaigning for a financial transactions tax (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 – ensuring they are central to the implementation of the Sustainable Development Goals (SDGs)

Universal social protection – including social protection floors in the implementation of the SDGs and in the promotion of the new ILO Recommendation 204, on the Transition from the Informal to the Formal Economy

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, sustainable 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 progressive economic policies for jobs, wages, social protection for inclusive growth and follow up the OECD 'New Approaches to Economic Challenges' (NAEC) project so as to change global economic policy recommendations.

Lobby for the implementation of union priorities in the SDGs at national, regional and global levels.

Campaign for multilateral trade rules and rights and against trade agreements that deny ITUC policies and principles.

Strengthen social dialogue in ILO, OECD, G7, G20, re-

gional economic blocs and international agencies for development and just transition plans for climate action and related industrial transformation.

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 (NCPs), strengthen trade union input to guidance on due diligence in supply chains, and other opportunities for taming corporate power.

Targets

- Governments
- International financial institutions (IFIs)
- UN
- ILO
- OECD
- National Contact Points (OECD NCPs)
- Pension funds and asset managers
- Targeted corporations

ITUC Priorities: Global Governance of Migration

Highlights

- Inter-American agreement on portability of social protection proposed.
- Somalia and Colombia announced their intention to ratify at least one of the ILO 'migration' Conventions.
- Korean migrant workers' union (MTU) won legal victory for the right to organise.

Overview

Labour migration feeds the global economy. There are around 232 million international migrants in the world today. At least 50 per cent are economically active. Around 50 per cent are women. 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, and with more than 50 million people displaced in the last year, 80 percent are in developing countries.

Migration today is characterised by the failure of economic, social and development policy at global, regional and national levels.

Vast numbers of people are on the move, not because they want to be, but because they feel they have no alternative. There are no jobs at home, no future, no life chances for them or their families. Or conflict may be raging in their countries. Many are prepared to risk it all, in search of any opportunity for a better life.

At the same time we have a near total collapse of the global governance of migration: the application of the rights-based body of international laws and standards that are supposed to govern the movement of people.

The most tragic and dramatic evidence of these two features are the seemingly endlessly growing numbers of deaths of migrants in transit.

Thousands of refugees fleeing persecution and conflict find themselves trapped in camps, with no right to work and no viable exit plan.

Debates and policy planning on migration take place in the context of a toxic environment for a constituency that increasingly lives in fear, has few or no pathways to citizenship, and is heavily exploited for their labour, very often working in jobs well below their skill level, in the shadow or hidden economy.

Increasing the number of migrant workers and accepting more asylum seekers is seen as a losing game for politicians.

The importance of the application of a rights-based framework governing regular migration, refugees and asylum seekers, including the right to work without discrimination, is more urgent than ever.

Goals

- Global, regional and national governance of migration is based on the legal and normative human rights framework. The ILO plays a leading role in the global governance system for labour migration.
- Labour migration is safer and fairer.
- The right to work is established for refugees fleeing conflict.
- Achieve better coherence and stronger linkages between migration and anti-trafficking in national, regional and global policy frameworks.

Strategy

Build capacity of trade unions to engage in labour mobility negotiations at national and regional level – and monitor implementation of those agreements.

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 policy changes.

More ratifications of ILO Migrant Workers Conventions and UN 1990 Convention.

Use relevant legal mechanisms, including soft law mechanisms, such as the UN Special Rapporteur procedures.

Collaborate with civil society organisations, the ILO and the Office of the High Commissioner for Refugees.

Clean up international recruitment of migrant workers through:

- Organising in labour supply chains;
- Supporting the ILO Fair Recruitment Initiative; and
- Lobbying for better regulation of international recruitment agencies through addressing gaps in international labour standards.

Targets

ORGANISING:

- 30,000 migrants organised

GOVERNMENT:

- National governments; 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

OTHERS:

- Recruitment agencies

ITUC Priorities: Count Us In!

Highlights

- 100 affiliates announced plans to change their constitutions to secure better (or even equal) representation of women on decisions making bodies, or increases in the percentage of women in leadership positions.
- 23,100 women organised (by August 2015).
- 17,600 women workers covered by 88 new CBAs that include a gender clause on maternity protection, work-family reconciliation, equal pay or sexual harassment.
- 1,150 women were trained as negotiators.
- 127 women were included in negotiating teams.
- 60 women were elected to union leadership positions through the labour rights for women campaign.

Overview

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

Women's labour force participation rates are stagnating; young women continue to be disproportionately affected by unemployment; 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 unpaid care work. Gender-based violence in the world of work is a significant barrier to women's effective labour force participation.

Decent employment of women is the fastest and most sustainable way to drive growth and productivity. 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.

Both the ILO's Future of Work and Women at Work Centenary Initiatives present an opportunity to tackle the structural barriers to women's effective labour participation. The commitment by G20 leaders to reduce the gender labour force participation gap by 25 per cent by 2025 provides further opportunities to address these structural barriers.

Investment in the care economy has the potential not only to recognise the real value of care work, currently often provided through women's unpaid labour and invisible in national accounting systems and in national labour surveys; it also has the potential to break down gender stereotypes and occupational segregation and impact positively on the gender pay gap, by challenging traditionally assigned gender roles.

The workers needed in the care economy can support women's participation and add more jobs. Existing, but scarce, research shows that investing in social care contributes to generating employment growth and can have high positive impacts on the economy through direct and multiplier effects.

Organising around women's economic and social rights can build workers' power and deliver stronger, more representative unions that truly reflect the diversity of our membership at all levels, including the highest levels.

Goals

- Build stronger, more representative unions.
- Reduce gender gaps in women's labour force participation, including through the redistribution of unpaid care work and implementation of social protection floor in targeted countries.
- Create decent jobs in the care economy.

Strategy

Produce research on the socio-economic impacts of investment in the care economy based on a detailed modelling of the relationship between investment in social care and outcomes in terms of employment and GDP.

Advocate on adequate investment in the care sector and the setting of national jobs targets by governments for public services.

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 and women's leadership.

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 more women organised in 2016

GOVERNMENT:

- National governments, local municipalities, intergovernmental institutions and forums

EMPLOYERS:

- At enterprise, sectoral and federation levels

OTHERS:

- Economists, policy think tanks

ITUC Priorities: Domestic Workers – 12+12 campaign

Highlights

- 22 ratifications of Convention C189 by August 2015, with a target of 24 by December 2015.
- Labour law reformed in Brazil, Chile, Namibia, Finland, Belgium, Ireland.
- Organising Target of 40,000 domestic workers within reach – IDWF.
- Kuwait announced the adoption a law extending rights and protections to migrant domestic workers.

THIS IS CHANGING.

With the historic adoption of ILO Convention 189 and Recommendation 201 on 16 June 2011, domestic workers saw for the first time in history their work recognised as work.

The Convention recognises the minimum rights and protections they should enjoy, including the right to a minimum wage, social protection and the right to one day off per week. It contains specific provisions to protect migrant domestic workers and those living in the house of their employer as well to stop and prevent forced and child labour.

Overview

Worldwide, there are 53 to 100 million domestic workers. The vast majority are women, and many are migrants and children. They cook, clean and provide care for people in their homes.

For decades, domestic work was systematically excluded from labour legislation, since it was not recognised as work. As a result, these workers face multiple forms of exploitation including low pay or non-payment of wages, extreme working hours, abuse and even sexual violence and torture. Millions are enslaved in forced and child labour.

Since the launch of the ITUC's 12 + 12 campaign – in coordination with the IDWF and supported by human, migrant, and women's rights movements – more than 30 countries have either ratified Convention 189 and/or adopted labour law reforms. It has created significant momentum among the domestic workers movement leading to 100,000 new members and the formation of new unions.

While critical wins have been made, still too many governments fail to extend rights and protections to domestic workers. The ITUC continues to support the domestic workers with organising support to see more countries ratify Convention 189, to build stronger unions and to secure laws and implementation. Furthermore, the capacity to engage these unionists in other related areas of our work including social protection, migration, the care economy and the forced-labour protocol adds to our greater strength.

Goals

- Thirty-six ratifications of Convention 189
- Labour law reforms in five countries
- Organising 40,000 domestic workers

Strategy

- Target countries who ratified C189/adopted major labour reforms to:
 - » secure effective implementation of laws (including minimum wages, access to social protection) and
 - » engage domestic workers movement in activities/policies around the care economy agenda and other ratification campaigns (Forced Labour Protocol, Migration).
- Target countries with potential for ratification of C189 and/or labour reforms.
- Strengthen the network of organisers and the organising capacity of unions.
- Increase pressure on the Gulf Cooperation Council (GCC) to extend labour laws to migrant domestic workers.
- Promote best practices on organising domestic workers and winning rights for domestic workers.
- Share news and updates in social media/newsletters/email network/meetings and among 12+12 partners.

Targets

ORGANISING:

- Ambitious organising goals in five countries with high organising potential, e.g., Brazil, Indonesia, India.
- Strengthen network with a target of 20 organisers in countries with organising programmes/campaigns: e.g., Central America, South Africa, US, Paraguay, Chile, Brazil, Senegal, Kenya, Ghana, Tanzania, Indonesia, India, Philippines, Nepal, Lebanon.

GOVERNMENT:

- Monitor progress in those countries who have ratified C189 or adopted labour reforms.
- Focus on countries and regions with ratification or labour-law reform potential: e.g., Indonesia, India, Nepal, Japan, Tanzania, Senegal, Ghana, Kenya, Kazakhstan, Ukraine, EU, Central America, Brazil, Peru, Mexico, Kuwait, Bahrain, Lebanon.
- Campaigning for labour rights of migrant domestic workers in the GCC and Lebanon, with a targeted focus on countries of origin: Indonesia, Nepal, Malaysia, Philippines, Kenya, Ethiopia.

EMPLOYERS:

- Monitor recruitment agencies in the GCC.

ITUC Priorities: Organising

Highlights

- 48 Lead Organisers trained to August and 265 associated organisers.
- 37 Organisers focused on youth were trained with half of the courses reaching gender parity.
- Gender parity in Regional Lead Organisers Trainings has become the norm.
- Training has included representatives from 33 countries.
- Of the 82 Lead Organisers trained between March 2014 and May 2015, the great majority are still working as Lead Organisers in national centers and pursuing strategic organising campaigns.
- Cultural diversity and education have increased participants' awareness and enriched the course content.

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 both in the formal and the informal sector, and to do so in innovative ways.

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

Since September 2014 the Academy has trained 48 lead organisers and 265 associated 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 2016, training will be extended to support the organising targets in all ITUC Frontlines and Priorities and will continue to integrate GUF Nominations.

The ITUC organising target remains 20 million additional members by its next Congress in 2018.

Goals

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

Targets

- Train 25 additional lead organisers in each region (Africa, Asia Pacific, Americas, Arab Countries, PERC).
- Build a pool of 50 organisers at national level in each pilot country (up to five in each region).

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.



END CORPORATE
GREED

