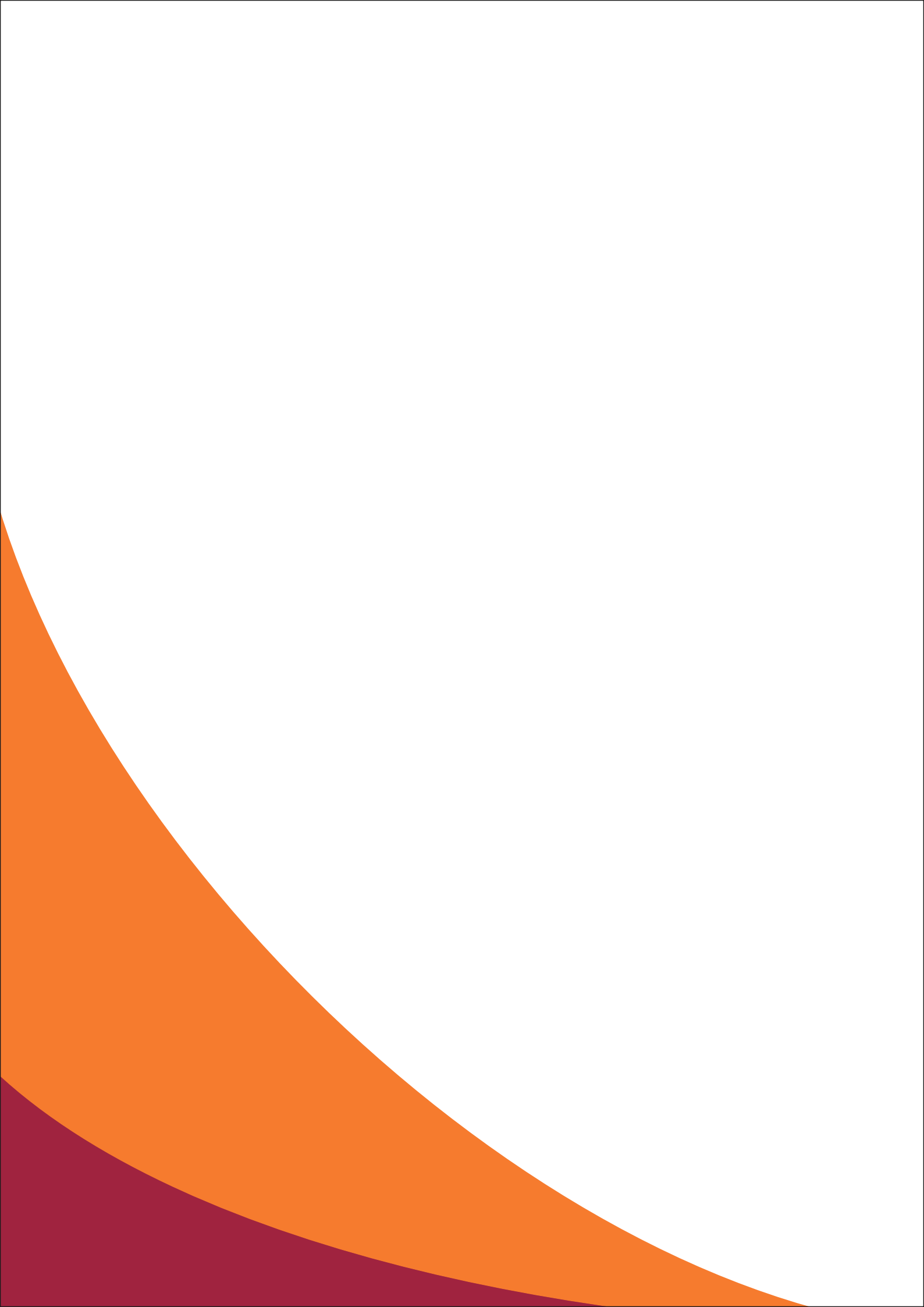


# Building Workers' Power

**ITUC Frontlines and Priorities 2017**



ITUC CSI IGB International Trade Union Confederation



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# Introduction

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The power of workers provides the hope of rebuilding our societies amongst historic levels of conflict, inequality and political division.

The fact that 45 per cent of the world's people live on the edge and 52 per cent are just getting by represents a social and economic disaster.

Fear of the future, caused by denial of the security of decent work to most of the world's workers, is fueling political populism and marginalisation and, at the extremes, is at the root of armed conflicts, terrorism and the desperation fueling the refugee crisis. Corporate greed is without question driving an exploitative model of global trade through supply chains that obscures the oppression of poverty wages, insecure and unsafe work. Up to 94 per cent of the workers in supply chains of major MNEs comprise a hidden workforce, allowing CEOs to outsource responsibility for decent work.

The corporate capture of so many of governments has resulted in the breakdown of institutions. Democratic space is shrinking, attacks on rights are pervasive across the globe and in some cases the rule of law itself has broken down.

But people are not fooled about the responsibility of corporations for the state of the world today. 82 per cent of people agree that a company is ultimately responsible, and should be held accountable, for the actions of their subcontractors, including illegal practices such as slavery, forced labour or paying below the minimum wage. 77 per cent of the public agree that all companies should make information publicly available to their customers about all the contractors and subcontractors they use.

Working people and their families stand with us in the call to end corporate greed. And they reject a future where the development of technology is used as an excuse to break down employment protection. 82 per cent of people agree that companies operating in the digital economy should provide workers with the same rights and protections – sick leave, paid holidays, pensions and the right to union representation – as other workers in the economy.

Full employment, decent work and compliance with the rule of law remain at the heart of all of our work, on climate justice and a just transition, for eliminating slavery, for the inclusion of women, migrants and refugees and in our economic and social policy.

**THE STRATEGIC GOALS OF THE ITUC WERE ESTABLISHED BY THE BERLIN CONGRESS:****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****100 MILLION JOBS TO HALVE THE EMPLOYMENT GAP BY 2018 AND 20 PER CENT OF INFORMAL ECONOMY JOBS FORMALISED****This requires investment in jobs in:**

- infrastructure;
- the care economy; and
- renewable energy, clean transport, green construction, sustainable agriculture, and related manufacturing and services.

**It also requires:**

- a minimum living wage;
- collective bargaining; and
- social protection.

**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;
- twenty-five per cent increase in women's workforce participation;
- five per cent more women in unions; and
- the right to work recognised for migrants, refugees and asylum seekers with associated labour, political, social and cultural rights.

These objectives are the basis for the ITUC's work and provide the foundation for a better world, where workers, their families and communities have the economic security which is the basis for a world free of conflict, marginalisation and exploitation. Through our Frontline campaigns and our ongoing priorities, we can organise around the strategic goals that the Berlin Congress set for us and deliver on these objectives.

## Organising for Workers' Power

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

All the ITUC's work 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.

Consequently, global or national goals and targets require 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 Global Union Federations, and their engagement with the work of the ITUC, was described at the Berlin Congress as follows:

## Building Workers' Power: ITUC Organising Framework Pathways to growth

1. CORPORATE CAMPAIGNS	2. GLOBAL ISSUES Regional/National Targets	3. AGENDA SETTING
GUF(s) Led	ITUC-led strategies for unorganised target groups	Strategic Global Campaigns that are in their genesis e.g. , Qatar
Added Value / Partnership ITUC <ul style="list-style-type: none"> <li>• National Centres</li> <li>• Union Affiliate</li> <li>• Allies</li> </ul>	Added Value / Partnership GUFs <ul style="list-style-type: none"> <li>• National Centres</li> <li>• Union Affiliate</li> <li>• Allies</li> </ul>	ITUC <ul style="list-style-type: none"> <li>• May lead the start of these campaigns</li> <li>• May help GUFs in starting these campaigns</li> <li>• ITUC may lead these campaigns</li> </ul>
		NB: <ul style="list-style-type: none"> <li>• These strategic campaigns should be limited to one in planning and one in implementation.</li> <li>• As they mature with organising possibilities, they should be shifted to one or two</li> </ul>

**ITUC FRONTLINES AND PRIORITIES 2015–2018 INCLUDE:****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!
- Organising

The strategic plans for each of these areas of work for 2017 are summarised in the following pages.

**IN ADDITION:**

The TUDCN provides a valuable foundation for advocacy in national and international development institutions and processes. The sustainable development goals - Agenda 2030 - are at the forefront of activities integrated into the strategic plans outlined here, and the TUDCN with its regional networks supports the work of the ITUC, TUAC, affiliates and GUFs.

**These plans incorporate our ambitions to realise the SDG goals critical for working people including:**

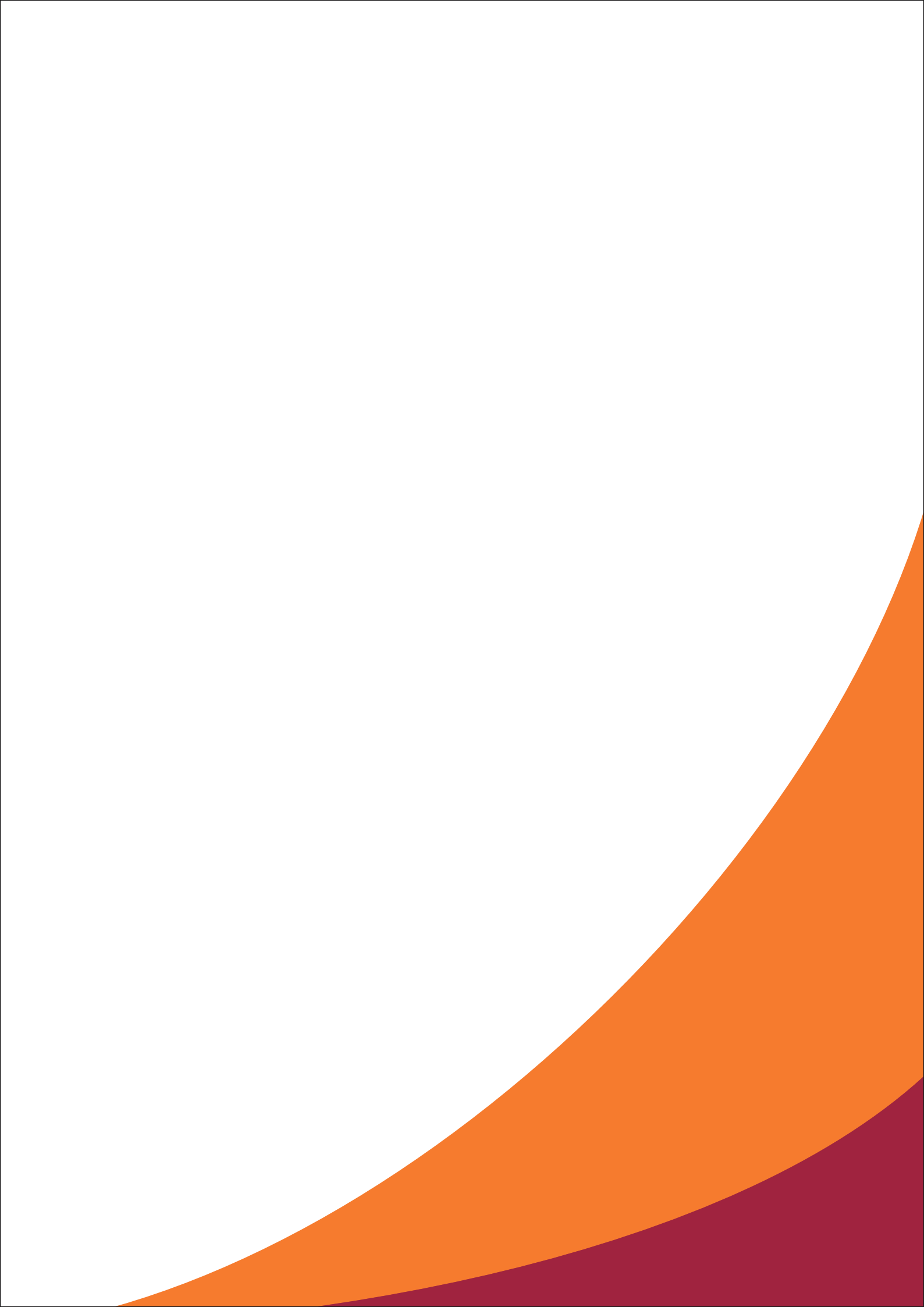
- Goal 1: Poverty
- Goal 5: Gender
- Goal 8: Decent Work
- Goal 10: Inequality
- Goal 13: Climate
- Goal 16: Inclusive Societies

The work of the ITUC in 2017 will also deepen a focus on the quest for peace and democratic rights and freedoms with a Freedom Summit in the first half of the year.

**Recommendation****The General Council is requested to:**

Endorse the 2017 plans for the frontlines and the ongoing ITUC priorities and call on all affiliates to actively engage in their implementation; and

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



# ITUC Frontlines: Climate Justice and Industrial Transformation

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## Highlights

### GLOBAL

- Recognition of the just transition in the Paris Climate Agreement.
- Union leadership dialogue on industrial policy and just transition (February, USA).
- ITUC Climate Frontlines briefing 2016.
- Development phase of the Just Transition Centre.
- Produce first just transition videos – “Communities in Transition”.
- First official UNFCCC workshop on just transition & climate policies (October 2016).

### NATIONAL

- ITUC engagement with MENA unions, particularly Morocco on climate change.
- Canada Roundtable: national and provincial unions hosted the first tripartite dialogue with the Canadian Minister for Environment and companies (Alberta province).
- Canadian unions (CLC) produced a roadmap for clean energy, innovation and jobs.

## Challenges

### GLOBAL

- Expand union engagement on climate action and demand national and industrial dialogue on just transition.
- Secure funding and partnerships for the Just Transition Centre.
- Maintain pressure on the need for implementing UNFCCC agreements and decisions.
- Support union information and demands on available technologies for promoting industrial transformation (produce a technology brief).

### NATIONAL

- Build capacity for union engagement in developing countries.
- Support and facilitate just transition roundtables (national and sectoral).

### LEGAL

- Strengthen legal analysis of workers' rights and climate impact.

## Overview

A zero-poverty zero-carbon world is possible. With the endorsement of Agenda 2030 and the Paris Climate Agreement, we have the framework for a world where social justice can be realised. Unions have a central role to play.

Climate action is urgent, and tragically our campaign call that “there are no jobs on a dead planet” is much more than a slogan. Working families are on the front lines of extreme weather events and season changes that are already destroying lives and livelihoods.

The Paris Climate Agreement requires us to decarbonise our world, “taking into account the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities.” This requires major emissions reductions and universal access to breakthrough technologies.

The ITUC worked with affiliates to mobilise for a global agreement that frames the possibility of industrial transformation and guarantees a just transition. Affiliates are equally committed to organising the workers in emerging green economy jobs in both the formal and the informal economy. The challenge is to ensure that just transition measures are realised in national and industry and enterprise plans that protect and create new jobs by investing in the necessary industrial transformation.

### **Workers have a right to know:**

- what their government plans are to decarbonise their economy and to protect jobs and pensions;
- a right to know what their employer plans are to decarbonise the workplace and to protect jobs; and
- a right to know 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 support structural change.

### **This means time bound plans for an energy transition that secures:**

- a defined time span with wage safeguards and job security for workers involved;
- pension guarantees for older workers beyond the time span;
- 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 is vital to secure the necessary industrial transformation required for a zero-carbon future.

The ITUC has established a Just Transition Centre in partnership with the ETUC and other allies to support the social dialogue and the research necessary to negotiate national and industrial plans.

This is the most significant challenge the world will face in the next 30 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.

Workers’ capital, our pension funds, can play a role making investments consistent with limiting global warming to 2 degrees or less. This means wherever our pension funds invest they must require companies to have a plan for energy and industrial, logistics or 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 USD 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.

## 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 the global agreement and advocate to raise government ambitions to protect the lives and jobs of working people.
4. Establish a Just Transition Centre in partnership with allies in civil society and with willing business to support company, sectoral and national plans to reduce emissions inclusive of social and employment plans for industrial transformation.
5. Secure public and pension investments to drive industrial transformation of all economic sectors and industries, and guarantee just transition measures.

## 2017

### GLOBAL

- 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 in alliance with local communities and civil society partners.
- Encourage and support affiliate mobilisation and sustained trade union lobbying of their governments to implement the global agreement with national just transition plans.
- Advocate at the United Nations climate negotiations (UNFCCC) and other relevant international fora, including G20 in Germany in 2017.
- 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 to their plans for a just transition to a zero-carbon future.
- With members of the Committee on Workers' Capital (CWC), submit shareholder resolutions to secure company commitments, drive investments to industrial transformation and jobs in renewable energy and demand due diligence of investors.

### NATIONAL

- Support strong national union engagement in the Agenda 2030 sustainable development policy implementation.
- Support research and implementation of industrial transformation plans in six countries.
- Hold roundtables with affiliates and GUFs on just transition plans as part of negotiating for industrial transformation.

### LEGAL

- Legal strategies and campaign action on workers' rights – link violations of workers' rights and climate impact/just transition.



# ITUC Frontlines: Taming Corporate Power in Supply Chains

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## Highlights

### GLOBAL

- Scandal series exposing the massive hidden workforce of global supply chains with up to 94 per cent in fifty of the world's largest companies in Asia. African and Latin American studies will be finalised.
- Samsung Exposed campaign, "Modern Technology - Medieval Conditions", has been established.
- Digital campaign action – sign ups to take part in online campaign action to end Samsung's anti-union policy.
- Scandal series - investigative report Samsung Exposed: Modern Tech Medieval Conditions.
- Multi-media platform Samsung Exposed depicts stories of workers in supply chains in Indonesia and the Philippines with low-wage jobs, insecure/precarious jobs, union busting and unsafe work detailed.
- Samsung's Secret Campaign Trailer "Advert".
- ITUC Blog series in Huffington Post exposing Samsung scandals.
- Partnerships developing with SHARPS, Sum of Us and other global campaign groups, and interest from affiliates and global union federations in campaign.
- ILC discussion on supply chains first step on pathway to a Convention.
- OECD due diligence guidance: TUAC/ITUC/GUF cooperation to strengthen the due diligence framework in current draft.
- OECD Guidelines for Multinational Enterprises: TUAC in cooperation with NGOs have developed a Performance Index for the National Contact Points.
- Guide to Freedom of Association in company supply chains.
- Equal Times Report "ILO Recommendation 204: Ending Informality".
- Continued advocacy support for UN Treaty on Business & Human Rights.
- G20/2017 Agenda - Global Supply Chains.

**NATIONAL**

- Fifteen countries across three regions with campaign plans.
- Three cross-border campaigns:
  - Samsung
  - Supply chain through the Panama Canal, Central America to Europe/UK
  - MTN - Telecommunications Network
- Regional coordination meetings in three regions with national coordinator/organising training in Asia and Latin America. Africa is planned.
- Social Protection workshops in ten countries.

**LEGAL**

- Mapping legal frameworks in three countries.
- Legal clinic pilot in Philippines.

**Challenges****GLOBAL**

- Rule of law:
  - ILO Convention;
  - Due diligence guidance (OECD);
  - Mandated due diligence in national legislation;
  - G20 support for rights, social protection, minimum living wages, collective bargaining & compliance.
- Targeted investor campaigns to support corporate campaigning.
- Deepen targeted cross-border campaigns.
- Social dialogue to deepen government responsibility for UN Agenda 2030 - Goal 8.

**NATIONAL**

- Deepen national campaigns.
- Training support for national organising teams.
- Social dialogue for national plans for UN Agenda 2030.

**LEGAL**

- Expand legal clinics.
- Identify national cases.
- OECD investor complaints.
- Complaint in Inter-American Court.
- Case(s) in country of selected MNE headquarters.



## Overview

### GLOBAL TRADE DEPENDS ON A HIDDEN WORKFORCE OF UP TO 94 PER CENT

Governments are increasingly captured by corporations who dictate policy and regulation. The power of big business dominates trade policy and financial product markets with 80 per cent of the value of global trade including 60 per cent of production now dependent on supply chains.

Labour is not a commodity – this principle is at the very heart of the ILO Constitution. Yet poverty wages and insecure or precarious work, too often unsafe work, dominates global trade. It is a model that ruthlessly exploits people with slavery and informal work now prevalent in these supply chains.

The integration of supply, production, transport, logistics, and services means all corporations are involved. Yet, despite world GDP increasing three fold in thirty years, this model is responsible for generating greater inequality along with massive in-work poverty and a stagnating economy.

Up to 94 per cent of workers in our supply chains comprise a hidden workforce – a workforce that for corporate leaders is one of faceless men and women because employment is outsourced and, conveniently, responsibility is therefore outsourced to layers of contractors. This model ensures that CEOs never have to face the oppression and abuse that occurs to the very human beings that generate their profits.

In 2015 more than half of the people in the G7 countries of the US, 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.

In the 2016 ITUC Frontlines Poll, 82 per cent of the population agree that a company is ultimately responsible for and should be held accountable for the actions of their subcontractors, and 77 per cent of the public agree that all companies should make information publicly available to their customers about all the contrac-

tors and sub-contractors they source from.

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 have seen the development of a corporate social responsibility (CSR) industry worth USD 80 billion which does far more to mask the problems than to fix them. None of this ensures the rule of law necessary for securing decent work.

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.

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.

We have made progress in establishing a global framework of the rule of law. The G7 (2014) called for action on labour rights in supply chains and the strengthening of the implementation of OECD guidelines. The G20 will consider the issue in 2017. The ILO held a general discussion in 2016 and will convene an experts group in 2017 which is a step further to a convention. The OECD is finalising a global “due diligence” standard, and we will demand mandatory requirements for this through national legislation. And the advocacy for a UN Treaty on business and human rights continues.

With the endorsement of the UN sustainable development goals (Agenda 2030), corporate responsibility for decent work (Goal 8), gender equality (Goal 5) and sustainability (Goal 13), governments must hold corporations to account.

Our decision to target global supply chains, to expose the footprint and the hidden workforce of major corporations with their wealth and their power, supported by

national and regional organising campaigns, is established in the three regions. “End Corporate Greed” is a global umbrella for this Frontline campaign.

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

### MODERN TECHNOLOGY - MEDIEVAL CONDITIONS

is the headline for the ITUC/IndustriALL Samsung campaign with exposure of their extraordinary culture of oppression including both the blatant bullying of officials to hide the use of killer chemicals citing “trade secrets” and a total corporate-wide ban on unions.

[www.samsungexposed.org](http://www.samsungexposed.org)

Further corporate targets are planned for Africa and Latin America for 2017; with consideration of the South African company MTN.

The GUFs are increasing the number of global framework agreements, and due diligence and compliance with sectoral wages bargaining are increasing part of these. The Bangladesh Accord is a basis for national safety standards, has overseen massive safety upgrades, and represents a model for other issues and in other nations.

2017 will be a significant year for deepening our exposure of the scandals that reflect the deficit of decent work in supply chains, expanding affiliate organising and targeted campaigns and deepening the global rule of law.

## 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:
  - Secure public and pension investments to drive industrial transformation of all economic sectors and industries and guarantee just transition measures;
  - Purge forced and informal labour;
  - Pay a minimum living wage;
  - Expand collective bargaining and safe and secure work; and
  - Eliminate tax evasion, expose corruption and avoid doing business in slave states.

## 2017

### GLOBAL

- Samsung Exposed: Modern Technology - Medieval Conditions.
- Corporate Greed - Through the Panama Canal.
- Minimum wage forums in four regions.
- Digital action targets.
- Global rule of law - G20/ILO/OECD.
- CWC Investor Campaign.

### LEGAL

- Legal clinics.
- Cases in domestic courts.
- ILO complaints.
- OECD complaint.

### NATIONAL

- Expand target countries in each region.
- Workers' hearings in six countries documented.
- Strengthen local campaigns.
- Deepen organising skills.

# ITUC Frontlines: Eliminating Slavery

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## Highlights

### GLOBAL

- Seven ratifications and the entry into force of the ILO Forced Labour Protocol in 2016;
- Pilots developed for Migrant Recruitment Monitor website in four countries.

### QATAR

- ILO High Level Tri-Partite mission to Doha;
- Qatar Exposed - multimedia platform;
- Ruggie report on rights and due diligence re: FIFA;
- Establishment of Mega Sports Rights Centre.

### UAE

- OECD complaint vs the Louvre.

### MAURITANIA

- Ratification of the ILO Forced Labour Protocol;
- Release of Biram Abeid and other anti-slavery activists;
- National trade union campaign strategy implemented with trade unionists and civil society campaigning for serious issues regarding slavery and freedom of association to be addressed resulting in strengthened international pressure.

### ITALY

- The government, trade unions representing agriculture workers, the national labour inspectorate, employers' organisations and NGOs signed a protocol outlining joint action to combat "caporalato" – the gangmasters recruiting workers into modern slavery in agriculture;
- The bill to ban caporalato has been submitted to the parliament.

### PARAGUAY

- The completion of a mapping of labour rights violations in Chaco and submissions to the ILO.

### UZBEKISTAN

- Ongoing monitoring of forced Labour;
- The government commitment to ratification of C87 and investigation of forced labour protocol;
- ITUC-FTUU collaboration in strengthening the legal clinic.

## Challenges

### GLOBAL

- Speed up ratification rate, identify corporate targets.

### QATAR/UAE

- Decrease numbers of workers in abusive employment, with low wages and no serious government reform.

### MAURITANIA

- Government compliance with freedom of association and implementation of the national action plan to eliminate slavery;
- Organising domestic workers.

### ITALY

- A law banning caporalato adopted and enforced and ILO Forced Labour Protocol ratified.

### PARAGUAY

- Strengthen local trade union presence to organise indigenous workers in the Chaco and map supply chains.

### UZBEKISTAN

- Ratification of ILO C87 and further progress towards elimination of forced labour.

### TURKMENISTAN

- Develop a campaign strategy.

## Overview

The global economy is riddled with modern-day slavery and labour exploitation. Investors put their money in countries where they find cheap labour, even though forced labour is pervasive in sectors such as domestic and care-giving work, agriculture, construction, manufacturing and entertainment. Migrant workers and indigenous people are particularly vulnerable.

Minimum estimates of workers in forced labour have consistently gone up in the last decades, today with reports of up to 45 million.

Forced labour persists in countries with historic and cultural slavery issues such as Mauritania while trafficking for forced labour is on the rise in industrialised countries. The model of slavery, the kafala system, in Qatar and the Gulf States serves as a particularly egregious example, and is now a global scandal.

In the global economy forced labour in the private sector generates USD 150 billion each year. In all countries, unscrupulous employers and recruiters are increasingly exploiting gaps in international labour and migration law and enforcement. After drugs and arms, human trafficking is now the world's third biggest crime business.

The chains of slavery cannot be broken unless workers organise and campaign to escalate a worldwide demand to eliminate slavery and end forced labour.

In 2014 governments overwhelmingly supported the adoption of a new treaty to turn back the rising tide of modern slavery. Now is the time to tell governments to deliver on their international commitments, to ratify the protocol to the forced labour convention and develop a strong national action plan. The state sponsored kafala system in the Gulf and other company policies that facilitate the worst forms of exploitation are now a global scandal and must be abolished. This global momentum is a chance for workers and trade unions to reverse the trend of increasingly precarious, informal and illegal employment.

Needless to say, the fight for workers' rights goes far beyond eliminating slavery. We want much more for the workers in the 21st century than just not to be enslaved. We want decent pay and working conditions,

respect for labour and social standards and rights and freedoms protected. The elimination of modern slavery is a starting point towards decent work for all.

The 2014 ITUC Congress in Berlin confirmed the struggle to eliminate modern slavery as one of the three "Frontline" campaigns of the global trade union movement by promoting broad ratification of the Protocol of 2014 to the Forced Labour Convention, 1930; supporting local trade union organisations in modern-slavery hotspots to drive change; and holding governments and companies to account wherever they carry responsibility for the persistence of modern slavery in the global economy.

Freedom of association means the workers can liberate themselves. Freedom of association is an enabling right, and organising is the most effective instrument to tackle slavery and forced labour. When freedom of association is respected and workers are allowed to freely organise, there is a guarantee that there will not be slavery, child labour or other unacceptable labour practices.

Companies with a business model built on modern slavery and governments who facilitate exploitation of people through outdated laws have been put on notice. Consumers, trade union members, and workers are campaigning and organising to end modern-day slavery.

## Goals

1. Sixteen ratifications of the ILO Forced Labour Protocol by the end of 2016 and 50 by the end of 2018.
2. Eliminate forced labour in global hotspots.
3. Achieve effective state and corporate compensation for forced labour in supply chains.

## 2017

### GLOBAL

- Thirty-eight countries ratify the ILO Forced Labour Protocol (75% of 50 by 2018).
- Document violations for two strategic litigation cases.
- Lobby governments and international institutions, including for trade sanctions.
- Build global platform to monitor recruitment of migrant workers.

### LEGAL

- Submit complaints to international supervisory mechanisms (ILO, OECD, ...) in case of modern slavery.
- Start up strategic litigation procedures against two companies.

### NATIONAL

- Training programs to support affiliates in organising migrant workers.
- Provide support to affiliates and Global Union Federations in workplace disputes.
- Provide technical support for national campaigns in ten additional target countries.
- Set up local website to monitor recruitment of migrant workers in four pilot countries.

# ITUC Priorities: Countries at Risk

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## Highlights

### BAHRAIN

- Organising and collective bargaining strategies developed in areas where migrant workers are employed;
- Thirty per cent women participation in the new GBFTU leadership team.

### CAMBODIA

- US and the European Union Parliament passed resolutions concerning the anti-trade union provisions in the Trade Union Law in Cambodia;
- Thirty trade unions in the country united to campaign against freedom of association restrictions in the law;
- The ILO CAS (2016) has authorised a contact mission to visit the country early next year.

### COLOMBIA

- Trade unions united in support of the peace agreement;
- Continued international support including high-light of violations to address the pervasive targeting of trade unionists and violations of workers' rights.

### GUATEMALA

- Unions and social movement succeeded in overturning legislation to reduce the minimum wage threshold and launched a living wage campaign in August 2016;
- Progress has been made in organising the banana sector;
- A protocol for investigations of crimes committed against unionists was adopted by the Guatemalan Public Prosecutor's Office.

### HAITI

- A capacity building training programme on social security was developed;
- The number of affiliates in national unions within the textile sector has increased;
- An inter-union committee for decent work in export processing zones was settled and serves as a mechanism of cooperation and solidarity and unity of action.

### KOREA

- Massive union mobilisation and international solidarity against the increase of violations of human and trade union rights in Korea and the arrest and sentencing of the president of KCTU.

### MAURITANIA

- Ratification of ILO Protocol on Forced Labour (129);
- Trade unionists and civil society campaigning together for slavery and freedom of association to be addressed.

**MEXICO**

- Government commitment to constitutional and labour law reform has potential to end protection contracts.

**SWAZILAND**

- The industrial relations act was amended and TUCOSWA and ATUSWA have been registered;
- Four trade union activists were released from prison;

- The ILO CAS requested the government to hold meaningful consultations with social partners in order to bring the Suppression of Terrorism Act and the Public Order Act in line with C87.

**ZIMBABWE**

- ZCTU won the court cases against employers and police on union dues, protest action and anti-union discrimination and enforcement of collective agreements.

**Challenges****BAHRAIN**

- Government respect for freedom of association, in particular of migrant workers and implementation of the organising strategy.

**KOREA**

- The release of imprisoned union leaders; ensure freedom of assembly without interference of the government.

**CAMBODIA**

- Extend coverage of statutory minimum wage beyond garment workers; increase job security for garment workers; address trade union fragmentation; corporate respect for freedom of association.

**MAURITANIA**

- Government respect of freedom of association;
- Enforcement of the law to ensure that those responsible for the practice of slavery be effectively investigated and prosecuted.

**COLOMBIA**

- Ensure respect of peace agreement.

**MEXICO**

- Stop use of protection contracts; achieving approval of federal labour law in the Senate.

**GUATEMALA**

- Implementation of ILO Roadmap; convictions for the murders of trade unionists; stop attacks on freedom of association and collective bargaining; address trade union fragmentation; overcome difficulties for organising in the private sector.

**SWAZILAND**

- Overcome issues with dues collection;
- Stop police surveillance of trade unionists and censorship of discussions on democracy.

**HAITI**

- Address trade union fragmentation; increase representation of women in unions; increase social security coverage; corporate respect for freedom of association.

**ZIMBABWE**

- Ensure payment of wages;
- Improve Labour Amendment Bill;
- Stop arrests ahead of planned demonstrations;
- Stop intimidation by ZANU-PF of ZCTU during demonstrations;
- Reverse decision to deny registration of ZFTAWU.

## Overview

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

The ITUC Global Rights Index ranks 141 countries against 97 internationally recognised indicators, to assess where workers’ rights are best protected, in law and in practice.

The 2016 Global Rights Index shows that workers’ rights were weakened in almost all regions of the world. 2016 was the worst year on record for attacks on free speech and democracy. Restrictions on freedom of speech and assembly, including severe crackdowns in some countries, increased by 22 per cent, with 50 out of 141 countries surveyed recording restrictions.

The key findings reveal that 82 countries exclude workers from labour law and over two-thirds of countries have workers who have no right to strike. More than half of all countries deny some or all workers collective bargaining.

The Middle East and North Africa were again the worst regions for workers when it comes to fundamental rights at work. While countries in Europe and Central Asia continue to offer the best protection of trade union rights to workers, they experience the starkest deterioration of those rights, reflecting a clear erosion of laws and institutions which previously guaranteed rights and democratic workplaces.

Colombia, Egypt, Guatemala, Indonesia and the Ukraine are countries where workers face the worst forms of violence. While there was a slight decrease in countries in which workers were killed for their trade union activities, the number of countries where workers were exposed to violence increased from 36 in 2015 to 52 countries in 2016.

## ITUC GLOBAL RIGHTS INDEX 2016



### Ten worst countries in the world for working people

BELARUS	CHINA	COLOMBIA	CAMBODIA	GUATEMALA	INDIA	IRAN	QATAR	TURKEY	UAE
									
<ul style="list-style-type: none"> <li>• Repression of protests</li> <li>• Discrimination</li> <li>• Forced labour</li> </ul>	<ul style="list-style-type: none"> <li>• Precarious work</li> <li>• Discrimination</li> <li>• Arrests</li> <li>• Lack of due process</li> </ul>	<ul style="list-style-type: none"> <li>• Murders</li> <li>• Collective bargaining undermined</li> <li>• Discrimination</li> </ul>	<ul style="list-style-type: none"> <li>• Police violence</li> <li>• Repressive laws</li> </ul>	<ul style="list-style-type: none"> <li>• Murders</li> <li>• Collective bargaining undermined</li> <li>• Discrimination</li> </ul>	<ul style="list-style-type: none"> <li>• Violence</li> <li>• Large scale exclusions of workers from labour law</li> <li>• Arrests</li> </ul>	<ul style="list-style-type: none"> <li>• Imprisonment</li> <li>• Discrimination</li> <li>• Repressive laws</li> </ul>	<ul style="list-style-type: none"> <li>• Forced labour</li> <li>• Migrants excluded from labour law</li> </ul>	<ul style="list-style-type: none"> <li>• Police brutality</li> <li>• Mass arrests</li> <li>• Discrimination</li> </ul>	<ul style="list-style-type: none"> <li>• Forced labour</li> <li>• Migrants excluded from labour law</li> </ul>

### Results by region

- **5+** No guarantee of rights due to the breakdown of the rule of law
- **5** No guarantee of rights
- **4** Repeated violations of rights
- **3** Regular violations of rights
- **2** Systematic violations of rights
- **1** Irregular violations of rights
- **No data**

#### Europe

Austerity has failed yet governments in Europe continue to attack workers' rights and too many countries deny refugees safe haven and the right to work

2.47

3.16

Americas

3.32

Africa

4.26

Middle East and North Africa

Slavery in the Gulf States makes the region the worst in the world for working people

#### Asia Pacific

4

The 2016 ITUC Global Rights Index covers 141 countries, reporting takes place April 2015 – March 2016. The ITUC documents violations of internationally recognised collective labour rights by governments and employers, each country is analysed against a list of 97 indicators derived from ILO conventions and jurisprudence and represents violations of workers' rights in law and practice. The final country score determines which rating a country will get, 1 being the best rating and 5 being the worst rating.

For the first time in 2016, Cambodia, India, Iran and Turkey have joined the ranking of the ten worst countries for working people.

Of the core labour standards, Conventions 87 and 98 are the least ratified. In the framework of the follow-up to the declaration calling for universal ratification, and considering the agreement with the employers on the Convention concerning Freedom of Association and Protection of the Right to Organise, 1948 (No. 87), the ITUC is calling for renewed commitment and action to promote these Conventions.

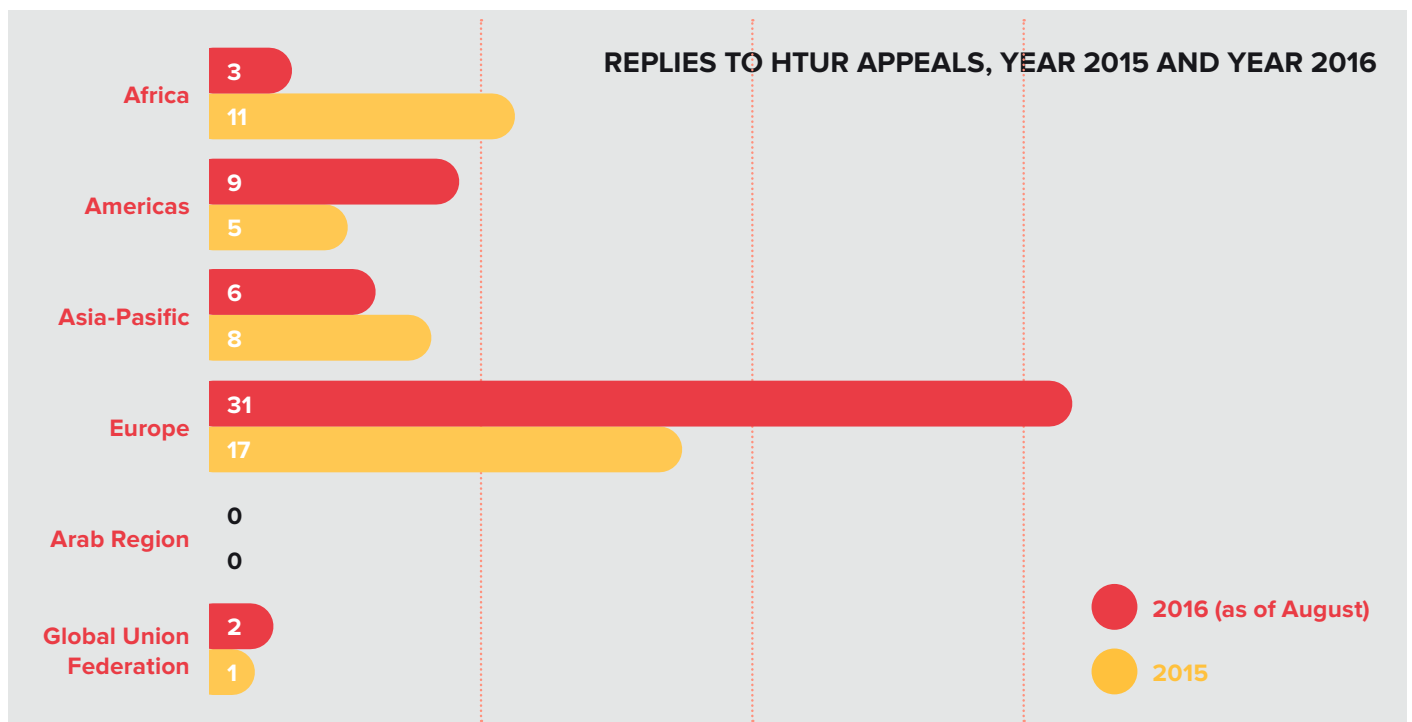
**Convention 87: 153 countries out of the 187 member States of the ILO have ratified the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). 34 countries have still not ratified C87:**

- **ASIA-PACIFIC (17):** Afghanistan; Brunei Darussalam; China; Cook Islands; India; Korea, Republic of; Laos People's Democratic Republic; Malaysia; Marshall Islands; Nepal; New Zealand; Palau; Singapore; Thailand; Tonga; Tuvalu; Vietnam
- **ARAB REGION (9):** Bahrain; Iran, Islamic Republic of; Iraq; Jordan; Lebanon; Oman; Qatar; Saudi Arabia; United Arab Emirates
- **AFRICA (5):** Guinea-Bissau; Kenya; Morocco; South Sudan; Sudan
- **EUROPE (1):** Uzbekistan
- **AMERICAS (2):** Brazil; United States

**Convention 98: 164 countries out of the 187 member States of the ILO have ratified the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). 23 countries have still not ratified C 98:**

- **ASIA-PACIFIC (14):** Afghanistan; Brunei Darussalam; China; Cook Islands; India; Korea, Republic of; Laos People's Democratic Republic; Marshall Islands; Myanmar; Palau; Thailand; Tonga; Tuvalu; Vietnam
- **ARAB REGION (6):** Bahrain; Iran, Islamic Republic of; Oman; Qatar; Saudi Arabia; United Arab Emirates;
- **Africa (0);**
- **EUROPE (0);**
- **AMERICAS (3):** Canada; Mexico; United States

In 2016 the ITUC presented appeals for the following: killings and arbitrary detentions and the Draft bill on Agency Work in Turkey; the new wave of repression against trade unionists in Iran; the criminalisation of trade union leaders in Korea; and the criminal attack against Brenda Estrada in Guatemala. The graph below outlines the regions in which complaint and solidarity letters have been replied to by HTUR appeals. There is clearly a need to strengthen this practical measure of solidarity.



Thus the ITUC calls on its affiliates to express solidarity and provide support by responding more actively to appeals launched.

The human and trade union rights Countries at Risk strategy provides a global framework of advocacy and protection for unions and working people in countries on the watch list and strategic assistance for unions with some democratic space in target countries

Countries on the Countries at Risk Watch List are where trade unions and their members are in the most vulnerable situations. The ITUC and affiliates assist to add pressure to improve respect for workers' rights through globally coordinated protest actions such as letters to relevant authorities, social media mobilisation, lobbying and protest actions at embassies, international trade union missions to the country, or submission of complaints and observations of violations of workers' rights to the ILO supervisory mechanisms amongst other actions.

In targeted countries, where there is more democratic space, the ITUC focuses on strengthening the capacity of existing trade union structures to achieve important and concrete results regarding respect for human rights, labour rights and fundamental freedoms.

The programme prioritises targeted organising strategies. Through increasing geographical and demographic representativity, the programme builds organisational strength and capacity and supports growth of independent trade unions structures. At the same time, national unions monitor human and trade union rights and run public campaigns to bring national legislation in line with international standards, supported by the global trade union movement.

In both elements of the program, local trade unionists under repression are afforded a voice, directly or indirectly, in international fora, and reports on violations are sent to national, international and regional human rights monitoring mechanisms.

The combination of advocacy and strengthened independent trade union structures will result in significant improvements in national labour regulation, improved enforcement through strengthened labour administration and increased corporate compliance.

In 2017, ten countries will be targeted for intensive campaign support with detailed plans for organising members supported by legal, media and other national and international actions. Special attention will also be paid to some countries on the watch list where respect of human and trade union rights is lacking and trade unionists are under threat.

The ITUC has identified objectives and priority actions through extensive consultations with affiliates in the countries, based on evaluation of achievements and challenges in the previous years, as discussed and confirmed in the ITUC Human and Trade Union Rights Committee.

**The HTUR Department and Legal Unit have invested in strengthening working methods and communication to improve coordination and increase the impact of interventions:**

- An annual global HTUR Committee meeting is organised ahead of the ITUC General Council meeting to take stock of progress made and plan activities for the coming year.
- Coordinators in HTUR are in regular contact with the implementing partners and organise weekly departmental follow-up meetings.
- All national trade union lawyers and policy advisors can draw on the expertise and experience of a global network of 150 labour and employment lawyers.
- Updates on developments, calls for action, petitions and requests for letter writing campaigns, etc., from country campaigns are being shared through regional HTUR networks.
- Updates are also shared with solidarity support organisations with a particular interest to support a specific country campaign.
- The Regional Networks have Regional HTUR Coordinators, based in the ITUC Regional Organisations, close to the affiliates.
- Yearly, prior to the ILC, a Regional Network meeting is organised in each region for evaluation and strategic planning and to prepare the worker delegates for the upcoming ILC, and to coordinate, monitor and evaluate HTUR activities in the region.

WATCH LIST				TARGETED LIST			
Afghanistan		Hong Kong	5	Qatar	5	Bahrain	4
Algeria	5	India	5	Saudi Arabia	5	Cambodia	5
Bangladesh	5	Indonesia	5	Somalia	5+	Colombia	5
Belarus	5	Iran	5	South Sudan	5+	Guatemala	5
Burundi	5+	Iraq	5+	Syria	5+	Haiti	4
Central African Rep.	5+	Kazakhstan	3	Turkey	5	Korea	5
Eritrea	5+	Libya	5+	UAE	5	Mauritania	4
Fiji	4	Myanmar	3	Ukraine	5	Mexico	4
Democratic Rep. Congo	3	Pakistan	5	USA	4	Swaziland	5
Egypt	5	Palestine	5+	Zambia	5	Zimbabwe	5
Gambia		Paraguay	4				
Greece	5	Philippines	5				

## Goals

1. Organising to build unions and support union activism.
2. Realising FOA and collective bargaining in law and practice.
3. Reducing informal, unsafe and precarious work in target countries.
4. Increasing union membership.

## 2017

### GLOBAL

- Develop campaign strategy for ratification of C87 and C98 in targeted countries.
- Expose government inaction and/or complicity in denial of FOA and other fundamental labour rights.
- Build regional/global solidarity in support of countries at risk through HTUR networks.
- Lobby governments and international institutions, including for trade sanctions.
- Produce a report on countries at risk situation to be presented to the HTUR committee.
- Organise field missions to monitor and assess situation and programs in both targeted and watch lists countries.

### NATIONAL

- Hold national capacity building training sessions to support affiliates in organising for rights.
- Provide technical support to affiliates and Global Union Federations in workplace disputes.
- Develop and implement national campaign plans for ten targeted countries.
- Follow closely the situation of human and trade union rights in countries on the watch list.

### LEGAL

- Maintain the database of rights violations and prepare the ITUC Global Rights Index.
- Submit complaints to international supervisory mechanisms (ILO, OECD...) in case of violations of workers' rights.
- Monitor cases submitted to legislative bodies – country tribunals and courts, human rights tribunals and regional courts/commissions.
- Provide technical assistance to affiliates in the processes of labour reforms in their respective countries.



# ITUC Priorities: Global Coherence

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## Highlights

### GLOBAL

- The G20 2016 (China) maintained union demands including on the labour-income and policy settings to address employment generation and inequality.
- Union demands and campaigns on trade agreements gaining public and political support:
  - The EU agreed that the CETA (EU-Canada Comprehensive Economic and Trade Agreement) shall be a mixed agreement and, therefore, the battle for ratification will be on the national level. Strong mobilisation from national unions and the general public and ETUC-CLC coordination condemning the agreement.
  - TTIP negotiations are at an impasse. The impact of union and public campaigns mean that TTIP could be abandoned. Negotiators weakened by the public perceptions of ISDS as undermining rule of law and democracy.
  - TiSA report: ITUC analysis (a guide to serve as educative material for our affiliates) produced.
  - UNCTAD's mandate was reaffirmed but with no significant new competences given to the organisation where we advocate for reform of the ISDS.
- ASEM 2016 met in Mongolia. The Asia-Europe Labour Forum (AELF) recognised after 18 years of effort, providing opportunities for social dialogue.
- International Financial Institutions (IFIs) – adoption of World Bank labour safeguard – obligatory labour standards as lending requirement (August 2016).

- Union priorities visible in the UN High Level Political Forum on implementation of Agenda 2030.
- Regional trade union development networks in Latin America, Africa and Asia-Pacific have established good access and profile in regional institutional debates on development.
- Evidence-based studies on social dialogue, accountability of business in development.

### NATIONAL

- Strengthened engagement of affiliates, regions and GUFs on implementation of Agenda 2030.

## Challenges

### GLOBAL

- Ensure concrete outcomes in the employment priorities of the 2017 G20 hosted by Germany on four priority areas: women's participation in the labour force; future of work; integration of migrants; decent work in global supply chains.
- TPP campaign for parliamentarians pledging not to support the TPP needs strengthening with renewed political support from national affiliates.
- WTO new issues entering the agenda without addressing the first Development Mandate. Stronger advocacy needed to ensure that pluri-lateral agreements for rules (that leave out the vast majority and create a fait-accompli) are not welcome.
- In 2017, the ASEM Labour and Employment Ministers Conference will be organised in an Asian country. ITUC and CTUM support its hosting in Myanmar where key union concerns can be highlighted.
- Ensure implementation of the new World Bank labour safeguard and those adopted by other international financial institutions (IFIs) – (IFC, EBRD, AfDB).
- Counter the austerity and deregulatory policies promoted by IMF and put forward alternative strategies of wage and public investment-driven recovery.
- Implement a trade union engagement strategy on Agenda 2030, strengthening regional development networks.
- Enhance shared approaches on organisational capacity of trade union international solidarity initiatives.

### NATIONAL

- Build capacity for national trade union monitoring reports on implementing Agenda 2030.
- Strengthen social dialogue as a means for implementing Agenda 2030 to achieve decent work as a policy priority amongst national, regional and international development institutions and donors.
- Promote business accountability in development cooperation programs and ensure compliance against decent work indicators.

### LEGAL

- Strengthen legal cases of violations of workers' rights in regional Economic and Social Commissions.
- Support OECD Guidelines complaints against investors.
- Strengthen legal analysis of regulatory frameworks impacting industrial and economic transition planning.

## 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 and risks undermining workers' rights. 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.

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, including through mandatory due diligence, and campaigning for concrete outcomes on the global supply chains from the 2017 G20, as well as advocacy for an ILO Convention, will be a continuing focus in 2017.

Promoting decent work remains the main objective of the union movement in development policy. The UN Agenda 2030 was agreed in September 2015 and includes union priorities for decent work, social protection, gender equality, quality education, health, food and energy security. Union campaigns contributed to the inclusion of Goal 8 of full employment and decent work, and commitments to social protection. Implementation of these at the national, regional and global levels is the focus for 2017. The work of the Trade Union Development Cooperation Network (TUDCN) at the global and regional levels is central to the capacity of

our affiliates and solidarity support organisations to raise the visibility and impact of unions in development.

Combatting tax evasion and base erosion and profit shifting (BEPS) business practices, returning to progressive taxation, and ensuring the financial sector pays its fair share, including a financial transactions tax (FTT), are central to achieving tax justice. A shift to long-term and responsible investment policies by institutional investors, including pension funds, 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.

International organisations – including the OECD and the ILO – and governments – also in the G20 context – are discussing new strategies in regard to technological change, including on the next production revolution and the digital economy. This is often being done in silos and often without trade union involvement. It is important to ensure that industrial and innovation policy, plans and recommendations, are linked to employment, taxation and regulatory policies, and thus involve both social partners.

**Investment of workers' capital, pension funds – this must be managed to ensure secure retirement incomes and to demand corporate compliance with workers' rights and environmental standards including:**

- A commitment to disclose where pension fund money is invested;
- Transparent corporate procedures for due diligence and human rights;

- Corporate plans for the consequences of climate change consistent with the Paris Climate agreement along with company commitments to social dialogue to ensure a just transition; and
- Corporate responsibility for environmental risks to communities.

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

## Goals

1. Ensure that full employment and decent work are central to the implementation of Agenda 2030 at national, regional and global levels.
2. Universal social protection – including social protection floors in the implementation of Agenda 2030 and in the promotion of the new ILO Recommendation 204, on the Transition from the Informal to the Formal Economy.
3. Wage increases and a reduction of income inequality – including through minimum living wages and collective bargaining in union campaigns, agreements and in development policy.
4. Support the end to tax evasion and to BEPS practices and aggressive tax planning by global business, and support effective financial regulation and taxation.
5. Union participation in company and government planning to implement the global Climate Agreement that integrates industrial transformation and just transition measures.
6. Fair transition policies for workers in sectors disrupted by technological change and quality jobs – including employment relationships, collective bargaining and universal social protection coverage – in the digital economy.
7. Effective stewardship of workers' capital and the application of long-term investment principles in investments by pension funds and across the financial industry.
8. Compliance of multinational companies with workers' human rights, including in global supply chains.
9. Fair trade with multilateral rules that support workers' rights and safeguard domestic policy space, including with regard to public services.
10. International financial institutions (IFIs), OECD and G7/G20 shift recommendations in favour of policies to tackle the jobs deficit, address inequality and which create inclusive growth.
11. Foster shared criteria on trade union organisational capacity in the context of international solidarity initiatives.

## 2017

**GLOBAL**

- Put in place a trade union engagement strategy on Agenda 2030 monitoring and implementation (priority goals: 1, 5, 8, 10, 13, 16), strengthening the regional development networks
- Evidence-based research on the role of social dialogue in the Agenda 2030 and on business accountability; prioritising decent work in donor government development policies.
- Research and advocate progressive economic policies for jobs, wages, social protection for inclusive growth with a focus on changing the focus of the OECD's work on structural reforms (and in the G20) and the revision of the OECD Jobs Strategy.
- 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, regional economic blocs and international agencies for development and just transition plans for climate action and related industrial transformation.
- Support global unions and civil society campaigns on tax justice and tax transparency.
- Organise meetings to enable exchange on the next production revolution and the digital economy, and participate in policy dialogue at the OECD, the G20, the ILO and the WEF.
- 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.

**LEGAL**

- Prepare and support cases to regional Economic and Social Commissions.
- OECD Complaints against investors.



# ITUC Priorities:

# Global Governance

# of Migration

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## Highlights

### GLOBAL

- ILO tripartite expert meetings adopted guidelines for fair recruitment and guidance on access to labour market which can be used as a tool for influencing global governance of migration.
- ILO General Survey on promoting fair migration confirmed the continued relevance of ILO Conventions 97 and 143.
- The UN is working towards a global compact on responsibility sharing for refugee and a global compact “for safe, regular and orderly migration”.
- Several governments, including Morocco, Sudan, Vietnam, Sri Lanka and Benin indicated a willingness to work towards the ratification of the ILO migration Conventions. The government of Greece has indicated that it intends to re-examine the possibility of ratification of the two Conventions as part of the promotion of an integrated proposal for a regulatory intervention on migration.

### NATIONAL

- Strong regional networks in Africa, Latin America and Asia Pacific.
- Increased engagement of unions in formulation of national and regional labour migration and labour mobility policy.
- National targets for organising migrant workers.

## Challenges

### GLOBAL

- IOM joins the UN as a related agency and is recognised as the “leading organisation on migration”, with affirmation of its non-normative status and no constitutional obligation to promote international human rights instruments.
- Clarity on the roles of different agencies in the global governance of migration, including responsibility for driving the global compacts.
- ILO Convention on fair recruitment.
- Ratification of the migration Conventions.
- Tripartite forum on labour migration within GFMD.

### NATIONAL

- Deepen national organising campaigns.
- Strengthen capacity of regional networks.
- Bilateral agreements between trade unions.
- Inter-regional exchange between trade unions organising along migration corridors.
- Recruitment monitor web platform.

## Overview

Migration is as old as humanity itself. It fuels the global economy and enriches the human experience. Yet today, migration is again increasingly a necessity rather than a choice. Millions of people are risking their lives in order to escape grinding poverty, conflict and the impacts of climate change.

Thousands of children, women and men have lost their lives at sea and on land. The millions who do make it to places of relative safety face highly uncertain futures in refugee camps or otherwise on the margins of society: waiting for the determination of their status; and not knowing when or whether they might be able to earn a living, find suitable housing, support their families, whether their children will be able to pursue education, and whether they will be able to use and develop their skills.

Fragmentation of responsibilities and a lack of effective coordination amongst agencies has led to a breakdown of global and regional governance of migration and a regulatory vacuum that boosts the profits of traffickers, smugglers and unscrupulous labour recruiters.

The dominant discourse on migration issues, including labour migration, has reached new levels of toxicity. Governments are reneging their obligations under international human rights law and borders are being sealed. Far-right political groups and parties are gaining ground, exciting xenophobia and fear.

Incoherent labour migration and labour market policies and gaps in laws and regulation that promote equal treatment for migrant workers are exacerbating tensions between workers, driving down established terms and conditions of employment and increasing decent work deficits.

The need to address migration and refugee flows through a human rights-based approach, targeting the root causes, ensuring the respect of fundamental rights of migrants, refugees and other displaced persons, and deconstructing the discourse of the securitisation of borders, is more urgent than ever.

Changing the narrative is not impossible. The 2015 ITUC Frontlines poll on refugees showed that 67 per cent of those questioned agreed that their governments should provide vulnerable people who have fled their own country with basic social protections and the right to work.

The recently agreed Agenda 2030 on sustainable development, the commitment of states to develop global compacts on large movements of migrants and refugees and newly negotiated ILO guidance on fair recruitment and access to labour markets for refugees and other forcibly displaced persons, offer important opportunities to effect change.

The promotion and realisation of formal employment and decent work for migrants' refugees and other forcibly displaced people are key parts of the solutions. Fast and smooth integration of refugees into labour markets will also help ease pressure on social security systems.

Regulation of the cross-border recruitment industry, including through standardised registration and licensing schemes, the strengthening of labour inspectorates and other enforcement mechanisms would help to stamp out human and labour rights violations, including forced labour and trafficking. The ITUC's recruitment monitor website will contribute to efforts to organise migrant workers along migration corridors and to monitor the activities of labour recruiters.

## Goals

1. Global, regional and national governance of migration is based on the legal and normative human rights framework. The ILO continues to play a leading role in the global governance system for labour migration.
2. Elimination of abuses in recruitment of migrant workers.
3. Better coherence and stronger linkages between migration, fair recruitment and anti-trafficking in policy frameworks at the national, regional and global level.

## 2017

### GLOBAL

- Continue to push for a rights based framework on global governance of migration, which protects the rights of all workers in alliance with the Global Union Federations, migrants' organisations and other civil society organisations advocating for the protection of migrants' rights.
- Promote ILO guidelines on fair recruitment and ILO guidance on access to labour markets for refugees and other forcibly displaced persons.
- Work towards an ILO standard to fill the gap in regulation of cross-border recruitment of workers.

### NATIONAL

- Build capacity of trade unions to engage in formulation of national labour migration policy, fair recruitment policy and labour mobility negotiations at the national, bilateral and regional level – and to monitor implementation of policy/agreements.
- Strengthen and expand 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.
- Strengthen alliances between trade unions, migrants' organisations and human rights organisations at national, regional and global levels.

# ITUC Priorities: Count Us In!

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## Highlights

### GLOBAL

- ITUC commissioned research on investment in the care economy contributing to a changing narrative on investment in social infrastructure.
- UN High Level Panel on economic empowerment.
- ILO standard-setting item on violence against women and men in the world of work – tripartite meeting of experts.
- Global “16 Days of Activism against Gender-Based Violence” Campaign in 2017 to focus on gender-based violence in the world of work and an ILO Convention.

### NATIONAL

- Around 150 affiliates with national action plans on women in unions and leadership.
- Unions organising around investment in care and decent work for care workers.
- Labour Rights for Women:
  - More than 23,200 women workers across eight countries joined a union through the Labour Rights for Women campaign;
  - New mentorship programmes established;
  - More women trained as negotiators and participating in collective bargaining;
  - New CBA clauses on sexual harassment, maternity protection, equal pay and childcare facilities;
  - More than 60 women elected to leadership positions.
- Domestic workers:
  - New unions of domestic workers formed;
  - Membership of IDWF has reached 500,000;
  - Number of national labour law reforms giving protection to domestic workers reaches 50;
  - Domestic workers Bill signed in the state of Illinois, US.
  - New presidential decree establishes the rights of domestic workers in Angola;
  - Sweden, El Salvador and Jamaica close to ratifying C189.

## Challenges

### GLOBAL

- ILO Convention and Recommendation with a focus on gender-based violence in the world of work.
- Gender bias in macro-economic policies.
- Investment in social infrastructure/implementation of SDG Goal 5, especially in relation to the care economy.
- Women's labour force participation.
- Alliance building.
- ITUC 3<sup>rd</sup> Women's Conference/Organising Assembly.

### NATIONAL

- Deepen national campaigns, including on minimum living wages, social protection and investment in care.
- Gender-specific clauses in collective agreements.
- At least 30 per cent of women in leadership positions in 80 per cent of ITUC affiliates.
- Assessment/evaluation of national and regional Count Us In! unions' and leadership action plans.
- Alliances between domestic workers and other care workers.
- Action on exploitation and abuse of domestic workers, in particular migrant domestic workers.

## Overview

Counting women into trade unions, into leadership and into the economy is vital to addressing many of the challenges that face us in our movement and in our communities.

The Agenda 2030 on sustainable development recognises that without major advances on gender equality, progress on all 17 goals is in jeopardy. But gender inequalities are still deep-rooted in every society. Women continue to struggle for access to decent work opportunities, and are over-represented in informal and precarious work, including in the supply chains of multinational companies. Occupational segregation and undervaluation of work in the sectors where women dominate remains a huge challenge, as do the resulting gender wage gaps. Gender-based violence in the world of work is a major obstacle to women's economic empowerment, autonomy and independence.

### COUNT US IN TO THE ECONOMY

**Decent employment of women is the fastest and most sustainable way to drive growth and productivity. We need an “economic agenda for women” that:**

- prevents gender-based violence in the world of work;
- removes gender biases in macro-economic policies;
- redistributes caring responsibilities;
- recognises the true value of care work to our well-being and to our economies; and
- increases women's participation in the labour force through investment in creating desperately needed care jobs and services.

The workers needed in the care economy can support women's participation and add more jobs. Domestic workers are an important part of the “global care chain”. Achieving decent work for domestic workers is critical to the goal of decent jobs in the care economy as a whole. The organising work of unions has won living wages, social protection, working-time regulation and other basic labour rights for millions of domestic workers.

Research for ITUC in seven OECD countries shows that investing public funds in the provision of childcare and elder-care services would boost employment, earnings and economic growth, whilst closing gender gaps in

employment. Investing in the care economy would be more effective in reducing public deficits and debt than austerity policies. Further research from nine countries in the Global South shows that the economic stimulus from care investment is not limited to richer economies.

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, as does the work of the UN Secretary General's High Level Panel on Women's Economic Empowerment.

### COUNT US IN TO UNIONS AND LEADERSHIP

Organising around women's economic and social human rights can build women workers' power and deliver stronger, more representative unions that truly reflect the diversity of our membership at all levels. 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. This must change to make our leadership better reflect our membership.

The ITUC's 3rd Women's Conference/Organising Assembly will focus on our collective organising strategies to Count Us In!

## Goals

1. Build stronger, more representative unions.
2. Increase women's membership in trade unions by 5 per cent and representation in union leadership to at least 30 per cent by 2018.
3. Reduce gender gaps in women's labour force participation, including through the redistribution of unpaid care work, implementation of social protection floors and living minimum wages.
4. Creation of decent jobs in the care economy.
5. An ILO Convention and Recommendation on gender-based violence in the world of work.

## 2017

### GLOBAL

- Engage with multilateral institutions at the regional and global level to advance an economic agenda for women.
- Form strategic alliances with women's rights organisations, feminist groups and feminist economists to advance an economic agenda for women.
- Form a broad coalition, including women's rights groups and male champions, to advocate for an ILO Convention and Recommendation on gender-based violence in the world of work.
- Strengthen alliances between global/regional organisations of domestic workers and other care workers.

### NATIONAL

- Organise women workers around social protection, minimum living wages and the formalisation of informal work – particularly domestic work.
- Organise for family-friendly workplaces, including collective agreements on maternity protection, paternity and parental-leave and time off to care for dependants.
- Organise women workers around the prevention of gender-based violence in the world of work.
- Increase affiliates' capacity to lobby for adequate investment in the care sector and decent job targets in the care economy.
- Strengthen alliances between domestic workers and other care workers.
- Increase affiliate sign up to the Count Us In! Women in Leadership action and develop regional and national action plans to meet the objectives.
- Evaluate women's representation at the leadership level and the impact of organising campaigns, based on regional/national action plans.
- ITUC women's conference/organising assembly: collective organising strategies on Count Us In! campaign.

# ITUC Priorities: Organising

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## Highlights

- 205 lead organisers trained until August and 334 associated organisers.
- 140 organisers focused on youth were trained with half of the courses achieving gender parity.
- Active screening of participants based on specific criteria has substantially improved the quality of the programs.
- Gender parity in regional lead organisers trainings has become the norm.
- Training has included representatives from 54 countries and GUFs.
- Of the 205 lead organisers trained to date, the great majority are still working as lead organisers on behalf of national centres and pursuing strategic organising campaigns.
- Cultural diversity and different areas of union experience have increased participants' awareness and enriched the course content. It is being revised to better serve the needs of future discussion leaders/instructors and reflect the diversity of our movement with appropriate case studies.
- Facebook communication has been established for all of the regions improving communication, support and mentoring between national and regional lead organisers and the GOA staff.
- A Global Organising Academy advanced skills course brought together regional and national lead organisers, as well as GUF campaign leads to exchange organising strategies and experiences, and improve skills.
- Thirty-nine affiliates have joined the ITUC "Get Organised!" Youth platform, and affiliates in nine countries have developed organising campaign plans targeting young workers.
- Decisions for Life campaign in Georgia: hundreds of young women workers were reached out to through workplace visits and outreach activities. Four seminars were conducted to enhance women's capacities in mobilising young women workers around the objectives of the Decisions for Life campaign, as well as women's organising and negotiation skills.
- In Moldova: 385 young women workers enhanced their knowledge on women's labour rights, organising and negotiation skills.

## Challenges

- Deepen the commitment to organising with a process of internal review to achieve the required cultural and resource changes.
- Strengthen the provision of internal resources to support lead organisers to carry out planned organising campaigns.
- Achieve more visibility for organising work by “sharing the story”!
- Implement regular mechanisms amongst lead organisers for communicating and reporting of organising activity on the ground.
- Identify and map the sectors where the majority of young workers are employed or seek employment.
- Implement the youth organising plans for unions that do not have a functional youth platform that goes beyond a committee structure and support affiliates who are increasingly realising the need to create those spaces.
- Expand union investment in building young workers’ organising skills and enhance their understanding of how the global economy operates and impacts national development and economic plans.

## Overview

The ITUC Global Organising Academy is now well-established with regional lead organisers/coordinators in Latin America, Asia Pacific, Africa and the Arab Countries sub-region. They coordinate, mentor and support the network of trained lead organisers who in turn coordinate, monitor and mentor groups of experienced organisers who run workplace campaigns.

Since 2014 the Academy has trained over 300 lead organisers and over 700 associated organisers from both national affiliates and GUFs; established a mentoring programme with a managed system of regular follow-ups with our network; 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.

Facebook groups have been established to ensure ongoing communication with lead organisers as part of the mentoring process the Global Organising Academy provides. This is achieved by asking strategic questions to all of the national leads and by using the Facebook group platform as a free and open space to discuss concrete situations and reach out for advice and expertise (both from the GOA and other lead organisers).

Building Workers’ Power remains at the centre of the ITUC’s mandate and underpins its work. Organising to grow and strengthen our unions can only be sustainable if we engage workers on the issues that will improve their lives including wages, safety, decent work, rights and social protection.

Concretely, the challenge for all levels of the global union movement remains to understand and put in place the necessary measures to be able to more actively organise and grow – to organise both in the formal and the informal sector, as well as in new emerging sectors, and to do so in innovative ways.

For 2017, training will be extended to support the organising targets in all ITUC Frontlines and Priorities and will continue to integrate GUF nominations. A Global Conference in the first half of the year will bring to-

gether core lead organisers from our programmes and the GUFs to review existing cases, share successful strategies and develop new ones.

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

## Goals

1. Strengthen trade unions' capacity to organise and recruit new members.
2. Build and support an organising culture within affiliated unions based on clear criteria and commitment.
3. Skill-up lead organisers who can support union targets.
4. Embed a mentoring programme.
5. Establish a global network of lead organisers.

## 2017

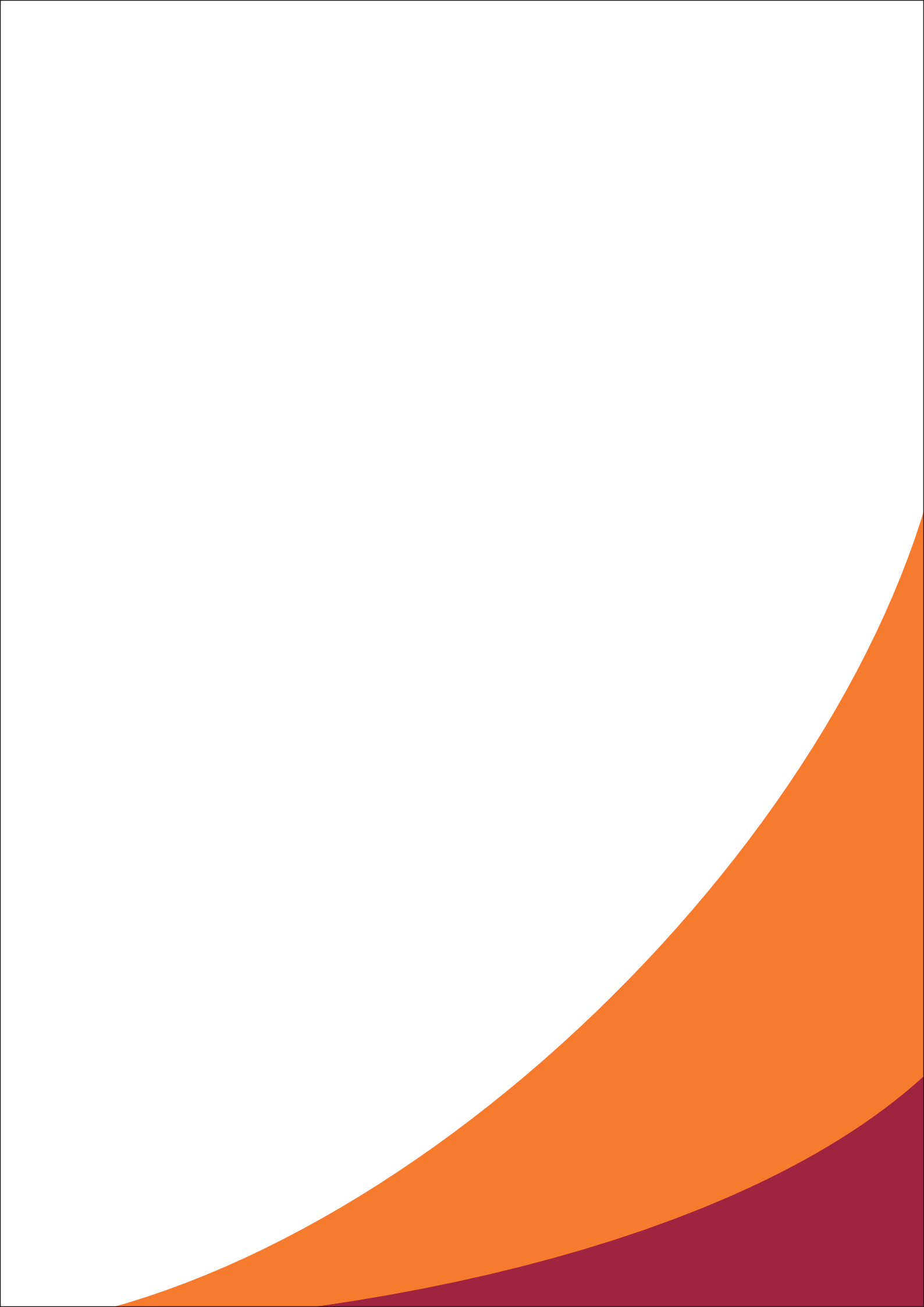
### GLOBAL

- The Global Organising Academy will bring together strategic lead organisers from our affiliates and from the Global Union Federations in the first half of the year to exchange experiences, share strategies and skills, building on concrete cases (both successful and not).
- The Conference should also consider possible organising campaigns in which a small team of lead organisers can be dispatched to significantly contribute and impact on the outcome of the chosen campaign.
- The Global Organising Academy will contribute to the strengthening of the ITUC Frontlines by providing support to the development of educational manuals, as well as the training, nurturing and mentoring of lead campaigners on these issues.
- The Global Organising Academy will expand the mentoring and nurturing of lead organisers through skills capacity building and regular communication mechanisms.
- The Global Organising Academy will continue to pursue better coordination with regional and international structures (including ETUC and the GUFs) and create new synergies.

### NATIONAL

- The Global Organising Academy will support the development of clear and concrete national plans in targeted countries with affiliates committed to effective organising.
- The Global Organising Academy will continue to support national level activities in conjunction with regional lead coordinators and national leads to strengthen the capacity to implement plans efficiently.







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