



International Trade Union Confederation

## 4<sup>th</sup> WORLD CONGRESS

Copenhagen, 2 - 7 December 2018

### Building workers' power: Change the rules

1. Universal and lasting peace can be established only if it is based upon social justice (*founding principle of the ILO Constitution*).
2. Social justice in the post-war era has never been under greater threat than it is today. Economic, social and political instability endanger human and trade union rights, the very foundation of free and democratic trade union activities.
3. The ITUC demands the realisation of an alternative vision to govern the world economy. A development model based on rights, decent work, the redistribution of wealth, participatory democracy, gender equality and the protection and social inclusion of all people. A vision that incorporates the social, environmental and political dimensions and transcends pure economic growth. A new social contract is required for the 21<sup>st</sup> Century.
4. 2018 marks the 150th anniversary of the creation of the first national trade union centre, which originated in the UK. It is also the 70th anniversary of the Universal Declaration of Human Rights. The legacy of these achievements is in our hands.

### Our organising goal

5. Organising to build workers' power is the mandate of the global labour movement. To do that, we must grow. Congress sets the goal of increasing ITUC membership by 10 per cent by the time of the next Congress. This requires both traditional organising methods with a relatively stable workforce, and innovations to address the changing environments many of us face -- especially young workers -- where employment relationships and production itself are more networked and mobile but still can and must be organised. The ITUC will promote social justice involving all types of workers, at the centre of a global anti-fascist front.

### A failed system

6. The economic system and the current model of globalisation disproportionately benefit capital owners. The financial crisis exposed the inherent market failures of this system, which persist through the recovery. The large firms that caused the collapse of the financial system are back in charge. The real economy is still

a prisoner of poorly regulated financial markets and mergers and acquisitions have created monopolies in some sectors. Investment has been insufficient to produce a recovery that benefits most workers while inequality has intensified and the richest 1 per cent of people now control over half of the world's wealth.

7. The size and role of states has been under attack since the 1980s. Tax systems have become less progressive and the redistributive power of governments has diminished. National tax policies which erode the progressivity of taxes, coupled with the failure of governments and international institutions to combat international tax dumping, tax evasion and tax fraud have further undermined redistributive policies.
8. Paradoxically, after the public sector saved the financial sector with bailouts, the big banks and conservative think tanks have sought to weaken public sectors worldwide. They have pushed fiscal austerity and social security cuts that reduce the income and economic security of working families. In the name of reform, governments have introduced neo-liberal changes in labour market regulations that attack and weaken freedom of association and collective bargaining, employment protection and other fundamental human and workers' rights.
9. Governments and corporations continue to undermine quality public services, when evidence shows that universal provision of public services, with pensions and unemployment income support, is one of the most effective ways to redistribute wealth and combat inequality, as well as to support and encourage innovation. Independent, quality public services and universal social protection are essential to democracy, and their erosion is fuelling populism and extremism.
10. Multinational corporations have exploited governments' receding power by abusing trade agreements to avoid regulation and pushing for privatisation of public services. Countries with high foreign investment have not seen working conditions, wages and social security improve, nor informality decline.
11. By focusing on business rather than trade unions and democratic civil society groups, development cooperation has mostly failed to ensure that economic growth benefits working families and improves living conditions in a sustainable way.
12. A few corporations hold unfettered power, with 80 per cent of global profits being captured by just 10 per cent of publicly listed companies. Yet they depend on a global workforce where less than 60 per cent of working people have a formal contract. Most workers face precarious, insecure and frequently unsafe conditions, often without social protection. Forty per cent of our brothers and sisters are struggling to survive in the informal economy with no rights, no minimum wage and no social protection. The fact that up to 45 million people are in modern slavery further underscores the scandal of exploitation in a world captured by corporate greed. At the same time, global supply chains channel

wealth to a handful of global corporations at the expense of the workers in those supply chains.

13. Historic levels of inequality and massive unemployment are the result of “trickle-down” economics and, more recently, austerity. These failed prescriptions have had a profoundly negative impact on working people, with women bearing the heaviest burden.
14. Democracy is collateral damage, corrupted by concentrated wealth in too many countries. The Panama papers, the Bahamas leaks and the Paradise papers have revealed the scope of the problem. Workers, due to their position within institutions, are well placed to uncover and expose corruption, fraud and tax exploitation. Those who do blow the whistle on corporate tax cheating or other seriously critical issues concerning working life should be fully protected.
15. Tragically, this exploitative economic model has been supported by a majority of governments actively promoting or passively permitting attacks on human and labour rights as well as the suppression of wages and social protection. The rules of the global economy benefit the few, increase inequalities, exclude growing numbers of people from decent lives, increase privatisation, underfund public services and create massive discontent. The rules must change.
16. Multilateralism has failed to repel the repressive nationalistic tide around the world. The United Nations and multilateral agencies -- including the International Financial Institutions, with mandates ranging from security, development, environment, human rights, women, refugees, financial governance, trade, to improving the lives of children -- have become ineffective and must be reformed.
17. Where working people fail to see the dividends promised by politicians, we are witnessing the rise of populist right-wing parties.
18. Tectonic shifts have now arrived at the political level. Extremist parties have gained power in many countries, fuelling xenophobia, nationalism, protectionism and diplomatic frictions.
19. This comes together with other tremendous challenges: the lack of jobs, the aging of many societies, the climate challenge, a new wave of technological innovations and the rise of new business models such as digital platforms and new atypical forms of work.
20. Respect for core labour standards, in particular ILO Conventions 87 and 98, must be at the heart of the needed reforms. These standards are universally applicable human rights. Our alternative is a model of globalisation anchored in sustainability and environmental preservation along with regional integration and productive complementarity, where trade agreements include binding clauses on sustainable development, protections for workers, human rights and the environment, the possibility to claim those rights, and acknowledgement of governments’ regulatory power and duty to provide public services. The ITUC

calls for the broadest application of such protections, including in export-processing zones, and adequate sanctions in case of non-compliance. We reject private arbitration provisions in trade agreements.

21. The Sustainable Development Goals (SDGs), the Paris Climate Agreement and the negotiation of a binding UN treaty on business and human rights offer some optimism. However, the failure to secure peace, to realise sustainable development, to fund universal quality public services, to secure global management of migration or resettle refugees, let alone to curb the unfair trade advantage of the richest nations and reduce inequality, creates a vicious circle of distrust and disengagement.
22. Eliminating poverty and achieving equality and autonomy for women, decent work, development and sustainability, as well as the broader social and economic justice promised by the SDGs cannot be realised unless we end the race for profit, win the fight for democratic rights and freedoms and ensure funding for quality public services.
23. In a world with limited resources and a huge part of the population living still below the poverty line or in marginalised situations, the current growth model is unsustainable for future generations. The ITUC will work with its affiliates in the development of a sustainable development model within the framework of the SDGs and the UN's Agenda 2030. Congress recalls the Addis Ababa Action Agenda on Financing for Development as providing the global framework for financing sustainable development.

### **Our solution**

24. Congress commits the ITUC to strive for the realisation of our alternative vision, with a new social contract of public and democratic control that puts people first and ensures Just Transitions, human and labour rights and social justice.
25. The new social contract must be built on strong ethical foundations, which requires reform of multilateral institutions and global governance that delivers peace and social justice. There can be no compromise on macroeconomic policies if they do not ensure inclusive growth, full employment and decent work. The new social contract must ensure that both governments and corporations are held accountable.
26. The Sustainable Development Goals (SDGs) provide an opportunity to advance goals that are critical to the labour movement. Goal 5 (gender equality), Goal 8 (decent work and inclusive and sustainable economic growth) and Goal 10 (reduced inequality) are of particular interest. Congress requests the ITUC to lobby for the ILO to take a leading role in these areas, and for the ITUC to support affiliates in using the SDGs as a lobbying tool towards their governments by providing information and encouraging discussions. Those goals should also guide international organisations and development cooperation, particularly financial institutions like the IMF, the World Bank and other Multilateral Development Banks. Respect of worker's and trade union

rights and is an important element for poverty reduction, inclusive growth and resilient economies.

### What we will do

27. Congress endorses four pillars for action:
  - Peace, Democracy and Rights
  - Regulating Economic Power
  - Global Shifts - Just Transitions
  - Equality
28. Each of these four pillars is informed by demands for progressive economic and social policy, equality and investment in jobs, and the fundamental human and labour rights vital to shaping the future of work. These ambitions will only be realised if supported by our own investment in organising for union growth and activism to build workers' power. The promise of the SDGs and the Paris Climate Agreement can only be realised in a future of decent work with full employment, social cohesion and Just Transitions.
29. These pillars are the means through which we can build and deliver the new social contract, which is the bedrock for achieving the SDGs.
30. The ITUC is the champion of trade unions internationally, responsible for integrating the whole labour movement. For that purpose, Congress commits the ITUC to conduct its global activities in an organic way with the Regional Organisations and Structures, Global Union Partners and affiliates in all fields of action. The ITUC must help create an environment for national union confederations to organise and mobilise freely without threat from governments or employers, recognising the differences between unions in cultural background, structure and mandate.
31. The ITUC pursues institutional reforms where united action and coordination are crucial for massive political mobilisation. For that purpose, the ITUC will promote unity at the national level, paying due consideration to diversity of affiliates and with respect for pluralism.
32. Congress calls on the ITUC to elaborate, in full cooperation with the ITUC regions, Global Union Federations and national centres, comprehensive strategies on campaigning, communication and education, taking into account the different realities all around the world and focusing on a clear division of labour between the different actors. These areas are important issues for each actor but the task is not the same for everyone.
33. Congress reaffirms that union density and unity are an essential base for the ITUC movement and commits to making an all-out effort to support this. Congress recognises the roles of the regional organisations and structures in their struggles, actions and achievements at the forefront of ITUC actions. Congress commits to allocate more resources to the regions.

34. Congress commits to pursue a constructive engagement policy with non-ITUC organisations, consistent with our values and principles, to reinforce the ITUC's presence globally.
35. Congress confirms that the task of promoting and defending fundamental workers' rights is of the highest priority for the ITUC. To this end the ITUC will pursue a coherent, inclusive and co-ordinated approach developing new and stronger campaign tools and networking capacities in close cooperation with its affiliates.

## **1. Peace, Democracy and Rights**

36. Armed conflicts, increasing range of hybrid conflicts, the militarisation of societies and the weakening of democracy undermine freedom of association, endanger the physical integrity of union organisers and leaders and ultimately affect the power and strength of the trade union movement. With fewer than 12 countries not involved in conflict either directly, in alliance, through the arms trade or in military operations or peacekeeping, it is clear that the prevailing leadership of countries is biased towards conflict and exclusion.
37. We reaffirm the ITUC Founding Declaration of Principles, including: *The ITUC commits itself to promote and to act for the protection of democracy everywhere, so that the conditions for the full exercise of all human rights, universal, indivisible and inalienable, may be enjoyed by all. It shall defend everywhere collective rights and individual liberties, including freedom of thought, expression and assembly. It upholds fervently the maintenance and strengthening of peace and commits itself to a world free of weapons of mass destruction and to general disarmament.*
38. Working for peace, democracy and rights means securing a decent standard of living for all. It means social justice, equality and equity. It means accessible, free and universal quality public education, quality public health, care and housing services. It also includes freedom of expression, and particularly freedom of press, to ensure an informed, active and engaged citizenry. It means solidarity between generations, and the full inclusion of the hopes and aspirations of young people.
39. The ITUC is fully committed to the fundamental rights and freedoms as established in the UN Charter and Universal Declaration of Human Rights.
40. Congress affirms that the central priority of the ITUC is the defence of trade union and workers' rights. The ITUC will campaign for free, independent, democratic and representative trade unionism all over the world. The importance of the Human and Trade Union Rights Committee and of the yearly Global Rights Index will be enhanced.

## DEFENDING DEMOCRACY

41. The ITUC annual Global Rights Index showed that democratic space was constrained by governments in 54 countries in the last year, and the number of countries experiencing physical violence and threats against workers has risen to 65 countries in the same period. In 59 countries, trade unionists were arrested or detained. The displacement of people is higher than any time in history, the threat of nuclear war is very real, so is the increase in threatening hybrid incidents and democracies are increasingly powerless against rising authoritarianism and dictatorship. The global trade union movement's unwavering commitment to peace and democratic rights and freedoms means workers are on the front lines of struggles against increasingly autocratic governments and associated militarism.
42. Quality public education for all is a prerequisite for democracy. Being trained in critical thinking is essential in developing and safeguarding democracy.
43. In an increasing number of countries, those defending labour, human rights, peace and the environment take action at the risk of incarceration, disappearance or indeed murder. Trade unions must stand in solidarity for peace and democratic rights and freedoms and governments must follow our lead.
44. Congress stresses the need for cooperation and alliances with civil society organisations based on shared values and in full respect of the competencies and different nature of the parties. Such cooperation provides the opportunity for building broader support for trade union positions, while at the same time, the concerns of these organisations can be incorporated into social dialogue.
45. The strengthening of dictatorships and authoritarian leaders -- even in democratic countries -- who are championing xenophobia and racism, legitimising discrimination, sexual harassment and other forms of gender-based violence through misogyny or trammelling democratic rights and freedoms, incites fear, division and exclusion. This in turn has fuelled terrorism and conflict.
46. Congress also expresses concern about the implications for democracy of the emergence of powerful information technology companies, which have been able to use data to influence elections and shape public opinion. The emergence of these corporations poses an enormous threat, and is likely to be inimical to the progressive reforms that unions seek for democracy, peace and social justice.

## ENDING CONFLICT

47. Congress reaffirms the condemnation of terrorism in all its forms and under whatever pretext, as well as policies violating individual and collective human rights under the cover of fighting terrorism. Efforts to defeat terrorism must address its root causes, notably and *inter alia*, poverty, injustice, ethnic and

religious discrimination, and unemployment. International cooperation must also break the connections between terrorism and organised crime.

48. There are many countries where conflict is growing on the borders or over disputed land with ethnic tensions and in many cases terrorist groups. Congress affirms that the ITUC will continue to raise its voice in solidarity for peace, disarmament, democracy and rights everywhere. Trade unions have a key role to play in the aftermath of conflict, as well as natural disasters. Congress calls for governments to support and comply with the new ILO Recommendation 205 on Employment and Decent Work for Peace and Resilience. This instrument provides crucial guidance for preventing conflict and for post-conflict reconstruction.
49. The ITUC is committed to a world free of weapons of mass destruction beginning with the full implementation of the Nuclear Non-Proliferation Treaty and the Chemical Weapons Convention. We are also committed to reducing the proliferation of small arms and call for reductions in military spending as well as the reconversion of military industries into civil and sustainable industries. This money should be diverted to vital public services, public investments, decent jobs and the achievement of the 0.7 per cent of GNI target for official development aid. The ITUC expresses its strong support for the UN Treaty on the Prohibition of Nuclear Weapons and will work towards swift ratification.
50. We reject the instrumentalisation and the forced recruitment of women and young people in armed conflicts around the world. And we condemn all forms of violence against women and children, LGBTQI people and ethnic, indigenous or racial groups exercised in the context of armed conflicts.
51. Congress recognises that the right of women to physical autonomy, the ability to generate income and their own resources and to participate fully in decisions that affect their lives and their community are fundamental to achieving gender equality, social justice and lasting peace and democracy.
52. Global solidarity is inherent in our identity, and we will continue to stand with the unions and the people in those countries subject to conflict, occupation or dictatorship where there is no rule of law or no guarantee of democratic freedoms.

### GLOBAL SOLIDARITY

53. Palestine has endured 50 years of occupation. We have repeatedly supported the terms of a just and sustainable peace, in particular in accordance with resolutions 242 and 338 of the UN Security Council. We reaffirm our position.<sup>1</sup>
54. The continued Israeli occupation of the West Bank, the existence of illegal Israeli settlements there and their impact on the lives of Palestinians impose severe constraints on the potential for Palestinian economic and social

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<sup>1</sup> [https://www.ituc-csi.org/IMG/pdf/2CO\\_09\\_Peace\\_Disarmament\\_and\\_UN\\_03-10-2.pdf](https://www.ituc-csi.org/IMG/pdf/2CO_09_Peace_Disarmament_and_UN_03-10-2.pdf)

development. Under the current conditions, hundreds of thousands of Palestinian workers are unable to find employment, causing widespread despair and disillusion. Many Palestinian workers, dependent on precarious work in Israel and the settlements, find themselves working in exploitative conditions. Action to promote decent work opportunities for them is urgent. States and businesses should be dissuaded from directly or indirectly enabling or profiting from activities related to the illegal settlements.

55. The occupation must end, with the removal of illegal settlements and Israel's withdrawal from all Palestinian lands along with the dismantling of the separation wall. In line with our commitment to a two-state solution with secure borders for both nations, we call on all countries to recognise, without delay, Palestine as a sovereign state with East Jerusalem as its capital. This will help confirm the right of the Palestinian people to self-determination in a free and independent Palestine.
56. We recognise and encourage the continuation of the cooperation between the Histadrut and the PGFTU, particularly concerning the agreement to transfer the dues of Palestinian workers.
57. Reaffirming the decision of the 3<sup>rd</sup> ITUC World Congress, the ITUC denounces the suffering of the Saharawi people, which has continued for half a century, and urges all parties involved in the conflict in Western Sahara to search for a just and lasting solution, negotiated under the auspices of the UN, and founded on the principles of freedom and democracy.
58. We equally support the demands of people for peace and security in other countries ravaged by conflict including Afghanistan, Burundi, Central African Republic, Iraq, Lebanon, Libya, Somalia, Sudan, Syria and Yemen. The world cannot close its eyes to the death and destruction being unleashed on innocent civilians, and the destruction of vital infrastructure.
59. The Rohingya people of Myanmar have experienced one of the worst atrocities of the last two years with the rise of military power and violence again in this country. The promise of liberation and democracy for this country is marred by the vile treatment of a people wanting to live in peace. The relative silence of neighbours and world powers, despite Security Council resolutions, must be condemned. The union movement has defended the rights of all people in Myanmar to peace, democracy and fundamental rights for more than 25 years and we will continue to do so.
60. The One Belt One Road initiative from China should be monitored for impacts on human and labour rights, civil and political rights, land rights and the sovereignty of other countries.
61. Rights are being systematically denied to workers in countries with the rating of 5 on the Global Rights Index. In these countries, rights are very limited and in too many of them are deteriorating, including Belarus, Greece, Kazakhstan, Turkey and Ukraine in Europe; Benin, Nigeria and Swaziland in Africa;

Bangladesh, Cambodia, China, Fiji, Hong Kong, India, Indonesia, Iran, Korea, Laos, Myanmar, Pakistan and Philippines in Asia and the Pacific; Bahrain, Egypt, Saudi Arabia and UAE in the Middle East; and Colombia, Ecuador, Guatemala, Honduras and Mexico in the Americas.

62. The rule of law has broken down in countries with a 5+ rating in the Global Rights Index, including Burundi, Central African Republic, Eritrea, Libya, Palestine, Somalia, South Sudan, Sudan, Syria and Yemen. The ITUC welcomes the peace agreement between Eritrea and Ethiopia and hopes that it can bring a constructive and democratic development for both countries and the Horn of Africa.
63. Congress commits the ITUC to giving top priority in its solidarity action to countries in these two categories in the Index.
64. Congress notes that, even in countries that have general trade union rights legislation, public sector workers are often denied basic legal rights including the right to organise and collectively bargain. From firefighters in Japan to health workers fighting Ebola in Africa, public sector workers are routinely denied their human rights whilst risking their life at work for the public. The defence of these rights, and the universal ratification and implementation of ILO Convention 151, is an important part of the ITUC workers' rights agenda.
65. The ITUC will mobilise against threats to democracy such as we have seen in Honduras' stolen 2017 election and violent repression of protest, the parliamentary coups in Paraguay, Honduras and Brazil, and voter suppression in the United States.
66. Brazil is a tale of corporate and political corruption beginning with a political coup orchestrated against President Dilma by politicians, more than 200 of whom are themselves charged with corruption but enjoying immunity of office. The illegitimate Temer government has attacked labour rights, minimum wages and social protection, creating massive unemployment. And with the crusading Judge Moro, backed by the Globo media empire, they have set out to see Lula jailed so he cannot stand for the presidency to end their hold on power. Despite no evidence, he has now been sentenced to 12 years' jail for corruption. The ITUC stands with Lula and calls on people to join the campaign supporting him. Congress stands in solidarity with our affiliates and the people of Brazil to see this corrupt parliament defeated.
67. The ITUC supports its affiliates in Venezuela in their struggle to strengthen democracy and dialogue, and the workers and people of Venezuela in dealing with the enormous difficulties that they are experiencing due to the economic blockade imposed on Venezuela.
68. Congress reaffirms its support for the legitimate trade union movement in Somalia, and condemns attempts from within government to undermine freedom of association.

69. The ITUC has expressed its deepest concerns at the developments taking place in Turkey since the failed coup of 15 July 2016. The ITUC and the ETUC have endorsed the joint statement of the Turkish affiliates and will continue to maintain a legal support fund and other means to defend union members. Congress affirms its solidarity and support for the Turkish affiliates in their struggles.
70. While Colombian workers have been working towards achieving peace together with other social movements, the government of Iván Duque has failed to make progress on the implementation of the agreement between the government and the FARC. Moreover, the process for a political reconciliation with the ELN has stalled. ITUC condemns the assassination of social leaders and demands the continuation of the peace process. The ITUC will participate in related peace conferences held in Europe and in Colombia in 2019.

#### FUNDAMENTAL STANDARDS AND THE RIGHT TO STRIKE

71. Congress reaffirms its solidarity and support for all affiliates mobilising and organising against the abuse of human and labour rights, whether by business or governments. Congress also firmly condemns the offensive since 2012 of the ILO Employers' Group against the universal recognition of the right to strike in Convention 87. The ILO Workers' Group plays a key role in safeguarding and developing ILO standards and policies.
72. According to the UN Human Rights Council, the right to strike has been established in international law for decades, in global and regional instruments, and it is also enshrined in the constitutions of at least 90 countries. The right to strike has, in fact, become customary international law. This has long been argued by the ILO Committee of Experts, who have repeatedly stressed that the right to strike is an intrinsic corollary to freedom of association and is therefore covered by ILO Convention 87. The ILO Committee on Freedom of Association has also supported the right to strike as something necessary in many specific situations given the greater relative power of employers in the workplace.
73. Without the right to strike, workers are enslaved and exposed to the most exploitative and unsafe work environments and denied the possibility of effective collective bargaining. Nationally and internationally, we reaffirm our determination to fight for this fundamental human right.
74. Employers' attacks aim to weaken the ILO supervisory bodies in their role as overseeing the application of standards and erode the institutional framework the ILO provides for fundamental workers' rights. The standard review mechanism, which the ITUC agreed to implement in 2015, should not weaken the supervisory system, existing international labour standards and the ILO as an institution. Against this background, the best defence is a counter-attack. In this spirit, Congress demands the ITUC:
- Open an internal debate on the future of work and the future of the ILO to

- reinforce the unique specificity of the ILO, defined by its tripartite governance structure and normative mandate, including its supervisory system.
- Strengthen the role of ITUC human rights and trade union rights committee and better involve it in ILO relevant activities;
  - Promote further democratic and inclusive process for reaching decisions and defining strategies with regard to the future of the ILO and to share information and facilitate debates within the Workers' Group of the ILO Governing Body;
  - Prepare an international demonstration for the centennial conference in favour of a second century for the ILO supporting progress and social justice.
  - Push the ILO to aim for further relevant and far-reaching standards on issues where gaps in standards exist;
  - Demand an ILO Convention on supply chains to regulate the activities and operations of multinational companies by imposing a duty of care obligation; and
  - Defend the position that respecting fundamental rights is not only an obligation of national governments, but also of multinational enterprises.
75. The ITUC will support its affiliates nationally and internationally to defend the right to strike, as an essential element of trade union action and collective bargaining.
76. On the eve of the ILO Centenary, Congress calls for a global campaign to expose those countries which have failed to ratify ILO fundamental standards, and to achieve universal ratification and respect of Conventions 87 and 98 in particular. The right to strike must be at the heart of this campaign. In addition, the ITUC will devise a comprehensive medium and long-term strategy, which will include identifying existing ILO Conventions on key issues which must be defended, and identifying areas where new conventions are needed to address the challenges of a changing world of work. The ITUC will prioritise the protection and enhancement of the existing ILO supervisory system, and especially the role of the Committee of Experts and the Committee on Freedom of Association. Any proposal to modify the ILO supervisory system must be subject to an in-depth debate inside the ILO Workers' Group and the ITUC bodies. Close cooperation with the worker members of the ILO Governing body will be required in this work.
77. The ILO Centenary with its Future of Work initiative provides a key moment in history to push this agenda forward. The ITUC will intensify and deepen its strategic debate about the future of work and the ILO, to maximise the trade union impact on the Centenary and the future role the ILO must play. This will include a public mobilisation of trade unionists during the Centenary celebrations.

### INFORMAL WORK

78. In many regions of the world, the most common form of work is informal work. In industrialized countries, emerging forms of employment relations are absorbing growing parts of the labour force. Labour rights and social protection are often dependent upon an employment relationship. The ITUC defends the interests of all workers. The ITUC underlines that all workers are entitled to effective rights at the workplace, decent work and social protection, regardless of whether or not they have a formal employment relationship.
79. In many regions, ITUC affiliates are organizing a growing numbers of informal workers and designing strategies to ensure them effective rights. Trade unions have developed innovative ways to extend social protection to informal workers. The ITUC will assist its affiliated organisations in exchanging best practices and stepping up trade union recruitment.
80. Trade unions all over the world have demonstrated that collective organizing and joint activities are fruitful if enacted.
81. The ITUC is committed to assisting informal workers, in particular, to collectively improve their living and working conditions.

### HEALTH AND SAFETY AT WORK

82. The ILO Conventions and Recommendations are the nexus between labour and human rights. The fact that occupational health and safety is not included as a fundamental right at work is an anomaly. The right to health does not stop at the factory gates.
83. Work-related fatal injuries and diseases have now reached 2.78 million cases per year, with violence at work, particularly against women, adding to the total.
84. Some 20 per cent of asthma cases are related to work, and even in industrialised countries, diseases thought to have been beaten, such as black lung disease, are re-emerging, while there is still no effective global ban on asbestos.
85. With emerging epidemics of work-related diseases and increase of psychosocial risks resulting in distress and despair through heart attacks, suicides, strokes and addictions, our workplaces are simply not safe.
86. Sexual harassment is a highly prevalent risk factor with serious negative effects on the health and safety of many workers, especially women workers. If we are to achieve occupational health and safety for all workers trade unions must recognize sexual harassment as an issue of health and safety, and work towards preventative measures against the risk of sexual harassment.
87. Unions will never accept that risking injury, disease or death can be part of work. The right to know, the right to participate and the right to refuse to work

in unsafe environments are fundamental. ILO fundamental standards are an essential foundation of the Future of Work we want, and occupational health and safety standards must be included as core labour standards for all workers, irrespective of the kind of employment relationship.

88. Increasing work pressure, employment of untrained temporary workers and language problems are significant contributors to unsafe working conditions and to accidents, for instance in the building industry.
89. Adequate preventative and protective measures, including the protection of whistleblowers, along with training and clear communication in the workplace, are important conditions for a healthy and safe working environment. This is true for all workplaces, both those with a high risk of accidents and those with a high risk of illnesses, including illnesses caused by an unhealthy psychosocial work environment. Employers have a responsibility to ensure health and safety at work, and must work with unions to this end, including by giving trade union health and safety representatives the time, training and information they need.
90. All workers should have the right to work in a clean workplace that is provided with drinking water and clean toilets for men and women. Employers must ensure clean areas with washing facilities, where workers can prepare their food and eat and drink during breaks.
91. Congress resolves to intensify global trade union action on all occupational health and safety concerns while working to ensure that the ILO health and safety standards are included as core labour standards. We will campaign for a global ban on asbestos and, with 10 per cent of all cancer deaths related to work, we will push for “zero cancer at work”. Universal adoption of the REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) standard is needed, to address the production and use of chemical substances, and their potential impacts on both human health and the environment.

#### FIGHTING POPULISM

92. There is growing disenchantment with the idea of globalisation and declining respect for international norms, even within developed economies. Self-interest, lack of solidarity, greed, xenophobia and racism combine to create an environment for the rise of right-wing political parties and populism, as well as a retreat into nationalism.
93. The ILO is not immune from these trends. Unions need to promote the social justice objective of this most important international institution, including through its tripartite mechanisms, supervisory role and crucial work in respect of other international institutions. Unions also need to work to improve its functioning in the interests of working people.
94. Congress calls for reform of the multilateral system to ensure human rights, shared prosperity through sustainable development, and an end to the orthodox conditionalities of the IMF that has driven austerity with attacks on

collective bargaining, minimum wages, public services and social protection. Congress also calls for an end to the promotion of labour market deregulation, of privatisation of education, and other vital public services such as health, electricity, sanitation and water by the World Bank.

95. We need not only to reform existing global institutions, but consider the creation of new ones to ensure that workers have a say over our lives, especially given the changes in the structure of capital. “Nothing about us without us” must be a guiding principle. Congress affirms that the ILO must be at the centre of the international system, to ensure coherence of international policies in favour of social justice and that its standards, its governance structure, its independent programmes and funding and its constitutional mandate are respected by all the international institutions. Priority must be given to the ILO within the global governance system in order to make full use of the potential of this normative tripartite UN agency to address the real concerns of workers and their trade unions.

#### MAKING OUR VOICE HEARD

96. In an unprecedented move, the UN General Assembly granted Observer Status to the International Chamber of Commerce (ICC) in December 2016. The decision marks the first time that a business organisation has been admitted as an Observer at the UN General Assembly. It is totally unacceptable that business has a direct voice in the General Assembly while the global labour movement, through the ITUC and the GUFs, does not.
97. The ITUC has General Consultation Status with the UN ECOSOC. As a step toward UN reform, the ITUC and the GUFs demand formal observer status in the UN General Assembly. A campaign of lobbying has begun and will be continued until genuine social partner representation is achieved. Congress also calls for those who work for the UN to have full respect for their rights to freedom of association and collective bargaining.

#### ENDING MODERN SLAVERY

98. Congress applauds the global focus on modern slavery, but notes that up to 89 million people have been trapped in it in the past 5 years. Unions have a central role to play in achieving the complete elimination of all forms of slavery. The ITUC Berlin Congress determined that this is a priority, and the ITUC is a now a recognised leader in the fight to eliminate modern slavery.
99. The 2014 ILO Forced Labour Protocol sets out clear obligations on governments to prevent and eliminate forced labour, and the ITUC will redouble its efforts to achieve universal adoption and enforcement of this important instrument.
100. Eliminating modern slavery in global supply chains, supporting action by GUFs and affiliates in specific sectors and carrying forward the campaign to abolish the kafala system in all the Gulf countries are major objectives in the struggle

against forced labour. Special attention must also be given to the entrapment of migrant workers into slavery.

101. The international campaign to ensure that 2022 World Cup host Qatar ends the kafala system and brings its laws into compliance with ILO standards has had a profound impact in Qatar, and raised public awareness of the pervasive use of modern slavery in the Gulf. The ITUC congratulates affiliates, along with the BWI, the ITF and community allies who have campaigned to expose the exploitative conditions of two million migrant workers servicing and building the huge infrastructure programme to deliver the 2022 FIFA World Cup.
102. New commitments have been made by Qatar to the ITUC, BWI and the ITF, and a technical cooperation programme between the ILO and the government is in place.
103. ITUC activities must continue to focus on both securing these gains as well as expanding efforts to eliminate slavery everywhere, including the continued use of the kafala system by Saudi Arabia and the UAE in particular. Similar systems also exist in other countries of the region.
104. With UNI and the BWI, the ITUC has contributed to the development of the independent centre on sports and human rights, which will ensure a comprehensive approach across the world of sport to prevent and remediate violations of workers' and other human rights in the sports industry. Bids for mega-sporting events will be assessed against human and labour rights criteria, with compliance measures including due diligence and access to remedy to ensure decent work in the construction, services and merchandising supply chains associated with major sporting events and the sector in general.
105. The ITUC will, with Global Union Federations, support efforts to use public attention of mega sports events to raise the stakes for global companies to comply with international labour standards. This includes the supervisory systems of the ILO.

#### CHILD LABOUR

106. The elimination of child labour is a priority for the trade union movement. Despite the progress made over the past decades, an estimated 152 million girls and boys are still engaged in child labour, including 73 million in the worst forms of it. The ITUC is committed to the objective in the UN SDG 8.7 of the full and sustainable elimination of child labour by 2025.
107. No government can hide from the responsibility for legislation, compliance and protection. And no company can use child labour directly or in its supply chain. The use of child labour and forced labour should be prohibited in binding national, regional and international legislation and regulations. Ending child labour also requires strategies to ensure all children are in quality education, and support for families to ensure that children are at school rather than at work

and requires fair working conditions for parents, including the possibility to organize and negotiate collectively.

## **2. Regulating Economic Power**

108. Congress declares that the current global economic model is unjust and unsustainable. It is a model of inequality by design, where global corporations dominate governments and the people and threaten democracy itself. Working people and their families are at the front line of the growing distrust in globalisation, and many are losing faith in the very principles of democracy. The world economy is still at risk in the absence of effective financial regulation, the need for which is as high as it was prior to the financial crisis.
109. Congress determines that the struggle against all forms of corporate greed and for regulation of economic power in the public interest must be escalated. We will not accept the growing informalisation and precarisation of work, and will challenge the deployment of technologies in global production in a way that increases inequality, including gender inequality. It's time to change the rules. The global labour movement will leave no one behind.
110. Congress demands the universal recognition and respect of collective bargaining systems at all levels, freedom of association and fundamental rights at work by all international organisations, primarily the International Financial Institutions. Congress calls for a global campaign demanding their commitment to respect all up-to-date ILO standards, including freedom of association and collective bargaining, in all their activities. The ITUC should further establish a group of trade union experts on the IFIs to develop the best possible strategy to reach this goal and support national affiliates. Congress calls upon the ITUC to cooperate with the GUFs, and in particular those with a public sector membership, with a view to oppose the programmes of inequality, worsening working conditions, and weakening social protection systems promoted by organisations such as the IMF and the World Bank. The ITUC should disseminate its achievements in countering the policies of these organisations. The UN and other international organisations such as the World Bank and the IMF must support progressive taxation and strengthened public services such as health, electricity, sanitation, water and social protection systems. Given the negative record of private-public-partnerships, these organisations should abstain from any promotion of them in the context of development cooperation.

### **THE TIPPING POINT**

111. The world is reaching a tipping point. Sixty per cent of global trade is now driven by multinational corporations that depend on a business structure based on exploitation, discrimination and abuse of human rights in supply chains, with widespread violations of national labour laws by suppliers. Unions everywhere must unite in the struggle for decent work.
112. Corruption, tax evasion and pollution of land, air and water are entrenched in the global economy while corporations avoid responsibility for due diligence,

grievance mechanisms and remedies required by the United Nations Guiding Principles on Business and Human Rights.

113. The largest corporations directly employ only six per cent of the workers they depend on for their profits. The 94 per cent of supply chain workers who make up the hidden workforce, contributing to massive global growth, must get a fair share of the dividends of production and the wealth created. Corporate structures are changing as a result of the growing importance of big technology companies. Meanwhile, multinationals continue to surreptitiously shift profits that could be used to provide wage rises for workers and pay taxes, into tax havens for the benefit of the wealthy.
114. Company profits are too often driven by lowest costs and highest flexibility, resulting in wages too low for people to live on and by jobs that cause death, injury and illness. Highly mobile, cost-driven and labour intensive sectors such as construction are heavily dependent on informal and precarious work. Global supply chains too increasingly depend on informal and precarious work, and even child labour and slavery. The fragmentation of responsibility inherent in the complex and multi-tiered make-up of global supply chains has created a ‘governance gap’ that must be overcome. Companies at the top of the chain must be required to ensure respect for fundamental rights and decent conditions at all levels. This includes transparency and monitoring, with negotiated mechanisms and legislative provisions to ensure compliance and guarantee remedy.
115. Governments are cowered by demands of corporations, banks and the finance markets. They are ensnared by austerity measures – driven by the failed orthodoxy of the IMF, World Bank and other institutions – that attack workers’ rights, wages, social protection and public services.

#### A NEW MODEL OF TRADE

116. We support a model of trade based on social justice. We reject trade and investment agreements and trade wars run by corporate elites in their own interest. Trade deals must provide for enhanced labour rights and protection for public services. We oppose a vision of free trade that does not include fair trade; deregulates employment, food, consumer and environmental standards; offers up public services like health to rapacious multinational companies; and gives foreign investors privileged rights to sue democratically-elected governments for acting in the interests of working people. We demand that trade agreements and investment and competition policy reward compliance with ILO standards, proscribe social dumping and incorporate Just Transition conditions. The ILO should be the authority for interpretation of binding social provisions in trade agreements, and the ITUC will work for the introduction of social “most favoured nation” clauses in agreements to drive up standards.
117. Labour rights, including the right to form trade unions, the right to collective bargaining, and the right to strike are key in providing social and economic

development. The ITUC will support the inclusion of all up-to-date ILO standards in trade agreements in order to prevent a regulatory race to the bottom. Those ILO standards should be made enforceable in agreements through general dispute settlement and complaint mechanisms with the consequence of economic sanctions in case of violations. Trade and investment agreements are and should be tools for economic, social, environmental, and democratic development - including freedom of association and social dialogue - and operate for the benefit of workers and their communities. The ITUC will advocate and promote specific impact assessments on gender, as well as clauses on the promotion of gender equality. Congress commits to fair global trade with the objective to make human rights due diligence obligations part of trade agreements.

118. Governments of developing countries are increasingly entering into free trade agreements with developed countries. These unequal agreements undermine economic, social and environmental rights. We demand that these agreements provide for the mobility of people, the transfer of skills and technologies and support for development in order to go beyond purely commercial interests.
119. Corporations are now driving a new wave of trade agreements that set the rules of globalisation yet further in their interests, extending beyond tariffs to restrict governments' ability to provide public services and to regulate in areas such as health and safety, data privacy, intellectual property, medicines, financial stability mechanisms and the environment.
120. Trade agreements have to respect the regulatory power and provision of public services by governments. Guaranteeing universal access to quality public services must take precedence over advancing liberalisation, privatisation and investors' rights.
121. These agreements enforce a corporate version of competition policy and establish investor state dispute mechanisms that allow states to be sued for massive amounts for enacting democratic mandates. The massive overreach of these bilateral and pluri-lateral trade agreements undermines the multilateral trade system and the public backlash risks seeding the ground for trade wars.
122. Medicines are developed with enormous public funding and then sold far above the real costs. The ITUC demands universal and affordable access to essential medicines, which should be free for those who are unable to pay.
123. Trade policy, intellectual property rights and competition policy must be reformed to enable and support Just Transitions and decent work. International trade agreements must include social and environmental clauses, which are binding and based on the relevant ILO Conventions.
124. In addition, we insist that the WTO itself must be reformed to include binding commitments to fundamental labour rights and other human rights and to effectively address global overcapacity in key industries. The views taken by the ILO supervisory system should be binding for WTO dispute settlements.

125. Only with these profound changes to the trade model, will workers view trade as leading to shared prosperity rather than a zero-sum exchange that has led many to embrace the right wing.

### QUALITY PUBLIC SERVICES

126. Corporate influence is also driving governments and institutions to stick to the ideology of privatisation and liberalisation, and the failed outsourcing of public services. We reaffirm that public ownership and investment, and democratic control and ownership are appropriate ways of achieving social objectives, and demand the promotion of quality public services and the use of progressive public procurement policies. Privatisation and liberalisation, including damaging Public Private Partnerships, have done enormous harm to the services working people rely on, widened inequality by enriching private corporations and brought greater insecurity and lower pay to working people, especially in less wealthy countries. Congress declares its strong opposition to the demolition of existing social protection systems and the imposition of unfair conditionality within them, and will actively fight for improving the existing systems. Equally, we will fight to extend social protection to all.
127. Congress supports the central role universal quality public services play in the realisation of human rights, combating inequality, promoting economic development and creating social stability and peace. Congress opposes privatisation and the use of market-based solutions to the universal provision of vital public services. Congress opposes the trend to cut public administration and outsource policy making to consultancy firms, special interest groups and private providers.
128. The ITUC will campaign, with GUFs and affiliates, for universal quality public services including *inter alia* health, education, water, energy, sanitation, justice and vital social care services, and against all forms of privatisation.

### A FAIR TAX SYSTEM

129. Congress rejects the premise of tax competition between countries. Fixing the broken global tax rules requires international tax cooperation. At the heart of the problem is the false premise that companies within the same group will trade with each other as if in the open market. Only a unitary approach to multinational corporate taxation will work. The ITUC will support the global union federations and affiliates to fight for tax justice. The failure of governments to regulate and tax global digital conglomerates is allowing monopoly power to be amassed across many sectors of the global economy. There is a lack of political will to legislate over the labour, tax and social policies of global digital platforms. “Too big to touch”, their market dominance is destroying local jobs and small businesses and undermining freedom of association and collective bargaining. Amassing vast quantities of personal

data on their workforce and customers, their predatory behaviour knows no bounds.

130. These companies are salient examples of the majority of the global corporations that use cross-border schemes to evade responsibility for workers' rights, taxation and the environment.

### GLOBAL WAGE CRISIS

131. For millions of people, an increase in the minimum wage is urgently needed, in order to ensure a living wage that covers the costs of basic needs for a family. This would represent a fraction of the profits made by major corporations, where the profits for every worker in their supply chains can be as high as USD 17,000.
132. Congress further instructs the ITUC, Regional Organisations and Structures, working together with Global Unions and affiliates, to campaign for decent wages and wage rises in every part of the world. In African, Asian and Latin American countries, living wage floors based on the cost of a basket of essential goods must be implemented, to ensure a minimum wage on which workers and their families can live with dignity. The ITUC will support the ETUC's work to ensure general pay rises in Europe, including its "Pay Rise" campaign.



133. While minimum wages, either negotiated or implemented through the law, must provide the floor for a guarantee of a decent life, workers must also be able to freely bargain collectively through their unions for wages that reflect the true value of the work they do and for decent working conditions.

### FIGHTING CORPORATE GREED

134. Corporate power is out of control. The model of corporate greed and corruption represented by companies like Samsung that are virulently anti-union, denying freedom of association and paying poverty wages in supply chains, must be exposed. Their workers are paying with their lives and their livelihoods for a business model that puts profits ahead of their safety and their chance for a decent life.
135. That business model must be replaced by constructive industrial relations systems in compliance with ILO Conventions 87 and 98, decent work, social protection and a stable political climate free of fear of reprisal. Social dialogue and collective agreements provide an unrivalled method for promoting social justice and achieving inclusive social and economic progress. Collective

bargaining at all levels, social dialogue and tripartism are central tools for fighting inequalities and must be at the heart of these systems. The extension of collective bargaining coverage is a key trade union objective in order to address the problem of growing inequalities. The ITUC is committed to supporting national organisations in their related activities and will defend this policy in international institutions.

136. Congress confirms that we must organise to change the rules. Congress instructs the ITUC, regional organisations and structures, working together with Global Unions and affiliates to fight for:
  - An ILO Convention on supply chains, including global frameworks with core labour standards for cross-border negotiation and collective bargaining;
  - The effective implementation of the ILO MNE Declaration;
  - ILO occupational health and safety standards to be added to the core labour standards;
  - Mandatory due diligence for all supply chains, including new forms of international service chains, with grievance mechanisms at all levels and remedy;
  - A binding UN Treaty on Business and Human Rights supported by effective remedy systems
  - Strengthened National Contact Points for complaints through the OECD Guidelines for Multinational Enterprises;
  - Compliance mechanisms for better enforcement of international agreements between the global unions and multinational companies;
  - International tax cooperation, progressive taxation laws and compliance measures; including a global tax treaty, a global assets register, a minimum 25 per cent effective corporate tax rate and ultimately a global tax body;
  - The incorporation of ILO standards, including the core standards, in public procurement processes for large IFI-financed infrastructure projects and in the general conditions of the IFIs;
  - Fair trade agreements that do not undermine the multilateral trade system or limit governments' ability to regulate, encourage privatisation, undermine democracy, entrench corporate interests, promote a deregulatory agenda or contain ISDS in any form.
137. The ITUC will work with GUFs to strengthen and replicate the Bangladesh Accord on Fire and Building Safety and other forms of accountable, worker-driven social responsibility in supply chains, to ensure rights and decent working conditions.
138. Where there is a clear and substantial breach of the law, the ITUC will provide support where necessary for affiliates taking legal cases in local, regional or global jurisdictions and will help affiliates strengthen their legal capacity.

139. The ITUC, TUAC and the GUFs are united in the campaign for due diligence in supply chains with effective grievance procedures to ensure remedy, as prescribed in the UN Guiding Principles on Business and Human Rights. This is a foundation for holding corporations to account, and there is some progress with the *loi de vigilance* legislation in France, the tripartite Compact in the Netherlands, the Bangladesh Accord, OECD guidance on due diligence and the negotiations on a UN binding Treaty for Business and Human Rights. This momentum now needs to be sustained by all partners and translated into tangible progress regarding due diligence and access to remedy.
140. Corporate greed expresses itself by using more and more workers on a flexible and temporarily basis, instead of hiring workers on a permanent employment contract. It also manifests itself by using cloud and/or platform workers and workers who are ‘self-employed’, not by choice but by compulsion. The ITUC will aim to limit the use of these, to ensure that employers can obtain no advantage by substituting permanent employment contracts with precarious work, and to organise and ensure rights, including collective bargaining, for all workers regardless of the nature of their employment relationship, including contractual relationships. The ITUC seeks to promote policies and legal instruments at the national and international level that dismantle fraudulent employment practices in supply chains, with the aim of protecting workers’ rights regardless of employment relationship. Action on this should be a priority.
141. The Global Deal, initiated by Sweden and promoted by the OECD and the ILO, provides an important basis to advance social dialogue and collective bargaining with multinational companies, and should be supported by the international trade union movement.
142. To break the growing gap between labour and capital, a shift is necessary in power relations. We will fight for a new and innovative social contract, to realise the SDGs. This includes:
- The guarantee of minimum living wages and collective bargaining;
  - Full employment with secure and decent jobs and tripartite development of labour-friendly industrial development policies;
  - Universal social protection and universal public services for all;
  - Laws that guarantee workers’ rights based on the Universal Declaration of Human Rights and ILO standards;
  - Life-long learning with a strong emphasis on quality public education and training for workers;
  - Gender equality and non-discrimination;
  - The right to work and equal treatment for migrants and refugees; and,
  - An end to corporate tax cheating and corruption.
143. In order to put people and the planet, not company profits, first, we have to regain power over our workers’ capital. One proven option is by stewardship of retirement savings. We encourage affiliates to support or join the Committee on

Workers' Capital (CWC), an initiative of ITUC, GUFs and OECD/TUAC, and promote information sharing and joint action in the field of workers' capital.

### 3. Global Shifts - Just Transitions

- 144. While global wealth has increased over 30 per cent in the last 10 years and global GDP has grown over threefold in the last 20 years, poverty remains rampant and nearly 1 billion people still live on less than USD 1.90 per day. Poverty amongst workers is increasing around the world, with one in six workers in Europe being 'working poor'. Inequality is increasing with more than 70 per cent of the world's people having no or inadequate social protection. Conflict and economic desperation have resulted in historic levels of migration and refugee flows, while accelerating climate devastation and public health challenges, including pandemics and epidemics, remain omnipresent threats.
- 145. These realities, along with the rapid expansion of digitalisation, automation and shifts in energy and production technologies, are creating massive risks in the world of work, including to secure and safe jobs. Global shifts give us opportunities for just transitions. Technological progress in the world of work is welcome as long as the global labour movement is involved in shaping and regulating the process, and it is done in a responsible way. The global labour movement wants to build a better world and technology can be a tool in achieving it.
- 146. Without regulatory intervention and investment in job creation the risk of these global shifts includes increasing unemployment, the further intensification of work and still more displacement of people.
- 147. Congress deplores the massive and growing global inequality, and demands a just transition to a digitalised and low-carbon economy with full employment and a future of work that is sustainable, equitable and free of discrimination on gender, sexual identity, race, ideology, religion or other grounds.
- 148. The global labour movement will not accept a growing precarisation and informalisation of work under the cover of innovation, or allow technology to fuel polarisation of employment and irreversible inequality. The ITUC demands that all transformation in the world of work take place in the framework of Just Transitions. Processes of change can and must benefit the many, rather than enhance the wealth and power of the few.
- 149. The ITUC will advocate for central and coordinated collective bargaining with derogations at workplace level authorised only where they improve working conditions instead of fragmented collective bargaining. Workers must enjoy this right at all levels and on all subjects of workers' interests.
- 150. Social dialogue presupposes existing and effectively implemented rights to collective bargaining and freedom of association. As such, social dialogue is larger than collective bargaining and may involve governments on different levels.

## NEW TECHNOLOGIES

151. Looming technological changes likely to disrupt the world of work via the rapid expansion of digitalisation, which will require new skills from workers. Automation and shifts in the organisation of production processes add to workers' insecurities about the shape of workplaces of tomorrow, the decline of employment opportunities, the resilience of social security systems and the rise of inequality through suppression of wages.
152. Digitalisation also offers new opportunities with regard to employment creation, better working and living conditions, skills development and income. Digitalisation is a new economic and social challenge affecting economic structures, value chains and power relations. Congress expresses its concern about the increased use of social networks by extremist groups of all kinds to spread fear, stigmatisation and isolationism.
153. Congress resolves that this transition to new technologies has to be shaped by strong policies, involvement of social partners through collective bargaining and state intervention rather than solely by technological considerations and the drive for profit. Digitalisation and automation must benefit us all, including through higher quality in services and products and personal development at work. In an era of increasing digitalisation, Congress reaffirms the principle that labour is not a commodity.
154. Collectively-bargained reduction of working hours is a lever to put technological progress at the service of human progress. It is an essential tool to help both overworked people with no time for a private and family life, as well as those, mainly women, who are stuck in underemployment, precariousness and part-time work. Collective reduction in working hours is a means to realise equality between women and men and to achieve a better management of time.
155. Large-scale reductions in employment protection, coupled with predatory "uberisation" of the economy, are fuelling anxiety and inequality. In the absence of regulation, platform businesses are increasing informal work and other work excluded from the regular labour laws, social dialogue and social protection at the expense of decent jobs, particularly affecting women.
156. Particular attention must be given to workers in platform businesses and "cloud" workers, who are today denied proper employment status, the right to control of their intellectual property and fundamental rights and entitlements that all working people must have. Forcibly categorised as independent contractors, to the detriment of their incomes, retirement prospects, life at work and their private life, these workers need the support of unions to organise and undertake collective action. The ITUC will promote international trade union action to assist unions in organising and representing them and in advocating for legal recognition of their rights.

157. Those who choose or are forced to work as freelancers should have the right to join trade unions and must be considered as workers. They must be allowed to bargain collectively to set contract prices and associated conditions.
158. Data behemoths like Alibaba, Amazon, Apple, Facebook, Google and Weibo are increasingly dominating not only data but also economic and social life, and are in many cases distorting national and international politics. If human control is abandoned to algorithms and artificial intelligence, the world will face social disintegration. Congress resolves to hold governments responsible for protecting the privacy of citizens and to hold multinational companies to account in terms of data protection towards their employees, customers and the broader society. Human beings must receive and retain democratic control of data in order to use technology for social and economic progress, and workers must be allowed to reject intrusive surveillance by employers in their workplaces and in their private lives.
159. Technological advances have the potential to fuel the biggest productivity increases in history while the gap between productivity growth and wage growth has long been increasing. Workers must be able to decide about, participate, and be consulted and involved when new forms of production are developed. All workers must be equipped with the right skills so that no one is left behind when technological changes take place. Congress commits the ITUC to develop and support exchange of information and experiences on organising workers in the context of technological advancement.
160. For developing and emerging economies, rapid advances in automation and the use of robots, as well as “re-shoring” of manufacturing to developed economies, limit the jobs potential of expanding manufacturing. This will make it harder to generate the job growth required for the large numbers of young people entering the labour market each year.
161. The ITUC will also support the Global Union Federations and affiliates organising against the dehumanising treatment that workers face in giant technology companies that fail to distinguish the treatment of human beings from robots.
162. The future of work must be a future with secure employment and rights. Changes cannot simply be dictated by the market and technological possibilities. Governments need to develop adequate industrial and employment policies through social dialogue with Just Transitions guaranteed, so that real discussions and negotiations related to changes in the organisation of work are possible. All stakeholders should be involved in processes of strategic planning with active labour market policies to maximise benefits of technological change, create new decent jobs and ensure retraining and lifelong learning opportunities to all workers, not least those at risk of marginalisation. Education and lifelong learning opportunities must be introduced for all workers of all skills levels. Social security systems and retirement policies must also play a central role. Social dialogue and collective

bargaining have been the key to worker-centred flexibility and inclusive innovation in that past, and must continue to be so.

### CLIMATE CHANGE

163. The Paris Climate Agreement provides an important step toward for sustainability, but governments must raise their ambition and ensure investment in jobs and Just Transition. Lives and livelihoods are being lost to climate change, and a world with a temperature increase of more than 1.5 degrees Celsius will be unsafe and risky for nature, societies and economies.
164. The workers directly affected must be treated justly. The burden of change should not fall on those least able to deal with it – neither in industries that will inevitably decline, nor in developing countries that require more energy for economic and social development. Common but differentiated responsibilities must ensure that countries that have become rich while emitting greenhouse gases should shoulder additional responsibilities. The union movement fought and won the commitment of governments to Just Transition in the Paris Agreement and subsequently agreed ILO Guidelines for Just Transition measures. Nonetheless, more needs to be done to ensure compliance with the Agreement.
165. The fight against climate change requires investments in sustainable and low-carbon technologies. This means a global deployment of innovative and efficient industries, renewable energies and smart energy grids. The global labour movement recognises this development as a great opportunity for new and better jobs as well as regional growth and development.
166. The costs of climate change policies also need to be distributed fairly within countries. Climate change policies must not lead to increasing income inequalities.
167. We call upon countries to undertake impact assessments on the distribution of costs and benefits of climate change and energy transition policy measures within countries.
168. Remunicipalisation is a viable strategy for a socially just energy transition that puts people, not profits, first.

### PEOPLE IN CONTROL

169. In the absence of Just Transitions, the risks from climate change and the fourth industrial revolution may outweigh the enormous benefits and potential that technology offers. Equal access to quality education, including life-long-learning, and equal access to and use of technology are crucial to achieve Just Transitions. This is especially significant for young people who are currently entering the world of work.

170. Just Transition guarantees must be at the centre of all global shifts including climate change, technological innovation or migrant and refugee flows. Just Transitions require:
- Plans for the creation of green jobs;
  - Secure pensions for older workers facing displacement;
  - Skills and redeployment/employment guarantees for all workers, including those entering the labour market, to support occupational mobility;
  - Decent work guarantees – labour rights, minimum living wages and collective bargaining;
  - The right to work and equal treatment for migrants and refugees;
  - A transition from the informal to the formal economy and combating the growing informalisation of work;
  - Universal social protection, including income protection for all;
  - Investment in quality jobs and sustainable communities;
  - Implementation of social dialogue and efficient tripartite mechanisms (ILO C144); and
  - Reinforced rights for information and consultation of workers.
171. Workers have a right to know and to negotiate with governments and employers to ensure that Just Transition measures are deployed against all economic, environmental, demographic and work-related transformations. Social dialogue and collective bargaining must be respected and strengthened by all governments, employers and other institutions as the basis for ensuring the future of work that people want. The Global Deal initiative can help build momentum to achieve these objectives. The ITUC Just Transition Centre can help ensure that unions, government, business, cities and concerned communities can work together and that climate action means green, secure and decent jobs. In all of these forums and initiatives, the ILO conventions and recommendations must be the minimum acceptable standards. Investment in active labour market policies and education, including lifelong learning, are essential to Just Transitions. However, current levels of investment are woefully inadequate, with OECD countries spending only 1.32 per cent of their GDP on active labour market measures and 4.4 per cent on education. These investments need to be scaled up. While social protection and protection of vulnerable workers in key sectors are needed, they are insufficient. Major investment in infrastructure and clean jobs are fundamental.
172. Just Transitions, with a society based on Peace, Democracy and Rights, as well as a functioning and fair labour market can only be achieved when supported by an investment in quality education for all. This requires:
- Quality teaching – through the recruitment of high calibre candidates to teaching, the provision to them of high quality initial teacher education and the support throughout their career of continuous professional development.
  - Quality tools for teaching and learning – including appropriate curricula and

inclusive teaching and learning materials and resources.

- Quality environments for teaching and learning – supportive, comfortable, safe and secure, with the appropriate facilities to encourage student learning and to enable teachers to teach effectively.
173. The ILO Commission on the Future of Work will bring down its report for debate at the ILO Conference in 2019. The ITUC, bringing together trade union expertise and experience on the future of work, has developed its analysis and agenda<sup>2</sup> for the policies and actions needed to harness the potential of new technology and ensure that the foundations for the future are built upon the enduring principles set out in the Philadelphia Declaration<sup>3</sup>.
174. Principles for the future of work involving new technologies must be based on ILO standards, social dialogue and Just Transition to:
- Use technology to empower, not weaken, workers and to improve working conditions;
  - Promote economic and social inclusion;
  - Establish rules to achieve binding corporate accountability, regardless of where or how people work;
  - Make portable benefits available to all workers;
  - Ensure businesses comply with a social license to operate, providing a level playing field and safeguarding the employment relationship to ensure workers' job protections;
  - Lifelong learning to increase opportunities to access good jobs;
  - Ensure a level playing field for business that ensures workers' and other human rights.
175. Congress reaffirms that the dignity of work is central to our core values and recognises that valuing all work requires unions to fight for full employment and decent work.

#### **4. Equality**

176. Global economic inequality is at an all-time high, and increasing. It is driven by, and drives, social, political and economic discrimination based on gender, race and other characteristics. Discrimination and the denial of rights are the antithesis of solidarity, which is the foundation of trade unionism. Economic inequalities stem from a globalisation that is confined to its commercial and financial dimensions, which aggravates discrimination of all kinds, particularly those based on race and gender.

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<sup>2</sup> [https://www.ituc-csi.org/IMG/pdf/the\\_future\\_of\\_work\\_web.pdf](https://www.ituc-csi.org/IMG/pdf/the_future_of_work_web.pdf)

<sup>3</sup> [http://www.ilo.org/dyn/normlex/en/f?p=1000:62:0::NO:62:P62\\_LIST\\_ENTRY\\_ID:2453907:NO#declaration](http://www.ilo.org/dyn/normlex/en/f?p=1000:62:0::NO:62:P62_LIST_ENTRY_ID:2453907:NO#declaration)

177. Congress reaffirms the global trade union movement's commitment to non-discrimination and our opposition to gender-based violence everywhere. Equally, we stand against sexism, racism, homophobia, transphobia, ageism, xenophobia, and repression wherever they exist. The global labour movement will actively fight for social inclusion and racial and gender justice in its ranks, in industrial relations and in public policy.

### **WOMEN'S RIGHTS**

178. The union movement must project a feminist message of equality and solidarity. Union women have a central message – Count Us In! Women's issues are core trade union issues. Women's rights are human rights. Women's rights are trade union rights.
179. Congress commits to an inclusive and feminist trade union movement, which organises the unorganised, whether migrant workers, workers in the informal economy, workers in platform businesses, in precarious, temporary or agency work or in any other forms of work where workers are deprived of their rights and protections.
180. On every indicator, women deliver:
- Education for women results in better-paid job opportunities and greater economic independence, higher health standards for families and higher family incomes.
  - Employment of women is one of fastest multipliers of productivity and economic growth.
  - Women contribute some US\$ 10tn in wages to global GDP plus an equivalent amount in the value of unpaid work, and yet more from the informal economy.
  - With increasing mobility, women migrant workers are contributing to the economies of their host countries, and to their home countries, their communities and their families through remittances.
181. However, in the world of work, progress for women has stalled. The great achievements made on women's rights in the past century are under attack and in some countries being reversed. The global workforce participation rate for women is 48.5%, and falling due to the lingering impact of austerity. Unpaid care work is worth some 9% of global GDP, and three quarters of it is done by women. The value of this work should be recognised through social benefits on equal terms with paid work. Equally important is that the pension gap between men and women can be as large as 30-40 per cent.
182. Despite improved access to education, and their high performance, women are still under-represented in leadership positions and remain the exception in certain countries and sectors.

183. Only 55 per cent of working-age women are formally employed, compared to 77 per cent of men. The gender pay gap is still 23 per cent – barely 3 per cent improvement has been achieved in the past 20 years.
184. Congress calls for the adoption of macroeconomic, employment and social policies to close the gender pay gap and tackle discrimination and exclusion of women and disadvantaged people from the labour market, including through maternity protection, paid parental leave, quality public care services for children, the aged and the infirm, and family-friendly working arrangements for both women and men. Taxes and social insurance should be designed to encourage labour market participation and employment for both men and women. It is in everyone's interest to ensure that taxes and social insurance do not create incentives to refrain from work.
185. To increase the levels and quality of women's participation, it is vital that governments develop and implement policies to increase women's economic independence, including:
  - Full implementation of ILO Conventions 100 and 111;
  - Universal social protection, with full implementation of ILO Convention 102 and Recommendation 202;
  - Measures to transition from informal to formal employment;
  - Closing the gender pay and pensions gaps;
  - Ending discrimination in all its forms;
  - Stopping violence and harassment in the world of work;
  - Ensuring more influence of workers on their working hours and working locations;
  - Investing in the care economy and developing policies that promote and permit an equal share of care and work between women and men;
  - Making childcare more attractive through better quality, more affordability and greater accessibility;
  - Stimulating employers to make jobs more challenging and offer better career opportunities;
  - Stimulating representation of women in all positions and professions, including technical occupations; and,
  - Helping to make enterprises more attractive to potential women employees and more family-friendly through regulation and incentives.
186. Congress reaffirms the ITUC's commitment to make our trade union movement more representative and increase women's representation at all levels.
187. Progress is being made in the organisation and representation of women workers. Sixteen ITUC affiliates have reported substantial success in increasing women's membership since 2014, by between 2.5 per cent and 23 per cent. The average women's membership rate within the ITUC's affiliates is 42.4 per cent.

188. While the representation of women in leadership still requires strengthening, there has been an increase to 14.4 per cent of women in one of the two top positions today, from 12 per cent in 2012. Average representation of women in the highest decision-making bodies of ITUC affiliates is now 28 per cent.
189. Congress congratulates those affiliates that have committed to this aspect of improving equality within their own ranks, and calls for unions everywhere to redouble their efforts to ensure women workers, including young women, are organised and fully represented in trade union structures, in accordance with the relevant provisions of the ITUC Constitution.
190. Congress calls on all affiliates to commit to achieving a minimum of 40 per cent representation of women in leadership positions.
191. The ITUC will also support affiliates in improving the situation of women in their workplaces by demanding investment in quality public services such as child and elderly care, family-friendly work arrangements for women and men and paid parental leave for both mothers and fathers.
192. Congress is alarmed by the growing global phenomenon of femicide, a most extreme violation of human rights which threatens half of the population.
193. The ITUC will expose gender-based violence in all its forms and has built crucial support for the adoption of an ILO Convention, accompanied by a Recommendation, on “Violence and Harassment against Women and Men in the World of Work”, with a strong focus on the gender dimension of violence.
194. Congress calls for the adoption of a strong ILO Convention on gender-based violence and harassment, in particular sexual harassment at the ILO Conference in 2019. Congress affirms that a priority for unions must now be to organise and strengthen trade union action to eradicate violence against women and men from the world of work.

#### DOMESTIC WORKERS

195. With one out of every 25 women workers being a domestic worker, frequently in vulnerable and exploitative employment, the need to help them organise to improve their lives is evident.
196. The international work to organise domestic workers has created global solidarity including migrants and indigenous people and people of colour, with the campaign resulting in rights and protections through ratification of ILO Convention 189 by 25 countries, and a further 49 countries adopting labour law reforms. There are now half a million domestic workers who are trade union members. New technologies can help domestic workers to enter the formal economy, but at the same time, the new forms of crowd work and digital platforms risk pushing them again into informality. Congress affirms the need to campaign everywhere for equal rights for domestic workers, for ratification and

implementation of Convention 189, including for domestic work organised via digital platforms.

197. Congress commits to continued support for the organisation of domestic workers and to legal frameworks that protect and support them.

#### ORGANISING INFORMAL WORKERS

198. With increasing informalisation of work and a large proportion of the world's workers trapped in the informal economy, the Congress affirms that trade union membership remains a priority for national affiliates. Organising of the workers in the informal economy should serve the transition from the informal to the formal economy. Congress calls for an integrated and inclusive approach for the transition from the informal to the formal economy, through the full implementation of the ILO recommendation 204 with the objective to raise wages, improve working conditions and include them as full paying members into the labour movement. Social partners are the key partners for a successful approach.
199. Congress affirms the need for all affiliates to take up the challenge of organising vulnerable and marginalised workers, to ensure fundamental rights and compliance with minimum living wages and universal social protection.

#### COMBATTING RACISM AND XENOPHOBIA

200. The trade union movement has a proud history of fighting racial discrimination, in the workplace and in the community. With the rise of racism and xenophobia posing a threat to the very foundations of decent societies and to solidarity, the trade union commitment to equality and non-discrimination is as important now as at any time in history.
201. Racism and xenophobia have no place at work nor in society at large, and Congress re-affirms that unions everywhere will continue to mobilise to promote and defend the rights of all people regardless of their nationality, origin, identity or ethnicity, to expose and condemn those who foment racial intolerance and to work with others to oppose xenophobia and racism at every level. All people have the right to work and the right to equal treatment.

#### MIGRANT WORKERS AND REFUGEES

202. The massive flow of migrants is related to structural causes including climate change, demographic trends, urbanisation, lack of decent jobs, absolute poverty, persecution, war, social and political unrest. Many people do not leave their homelands seeking prosperity, but rather survival. The right to seek asylum is a fundamental human right that must be safeguarded. Another major challenge is the effective recognition of the right of migrants to stay home. Thus, development policies must be effective and sustainable and must reduce the unequal distribution of wealth and economic growth.

203. Congress notes that migration is also often driven by companies' demand for cheap labour. Incorporating ILO core Labour Standards in the public procurement phase and in the general conditions of the World Bank and other IFIs for project financing should be promoted to protect all the workers concerned.
204. For migrant workers and refugees, the xenophobia being amplified by the extremes of politics is putting at risk the lives and the livelihoods of 150 million people who just want safe haven and the right to work. Despite the contribution to their new countries, many face exploitation, discrimination and violence and lack even the most basic protections. This is particularly true and pertinent for women, who make up 44 per cent of migrant workers.
205. The ITUC will strengthen support to affiliates organising migrant workers and will campaign against abuse and oppression of migrants. We will increase our voices for the right to work with equal treatment for refugees and migrants and will take the fight against racism to every workplace.
206. Congress supports the ITUC recruitment advisor website and, in cooperation with other affiliate initiatives, expanding its footprint to ensure migrant workers: know their rights and the legislative standards of the host country; can rate their agencies and can reach out to unions and each other for support. Equally, we applaud the commitment of unions campaigning for migrant rights and pledge support for the organising initiatives of both sending and host country affiliates.
207. All migrant workers, including temporary migrant workers, must be able to enjoy the right to freedom of association and the right to collective bargaining. The ILO's Migrant Worker Conventions C97 and C143 and the UN Convention on the rights of all migrant workers and members of their families are key instruments for the organisation and protection of migrant workers, and the ITUC will actively campaign for their ratification. The ILO recommendations 86 and 151, the ILO Multilateral Framework on Labour Migration and the General Principles and Operational Guidelines for Fair Recruitment, offer additional guidance for governments, business and trade unions.
208. In 2016, the United Nations General Assembly decided to develop a Global Compact on Safe, Orderly and Regular Migration to improve the governance of migration, to address the challenges and to strengthen the contribution of migrants to sustainable development.
209. Congress recognises that in this debate, more attention should be paid to 'circular' migration and greater efforts be made to ensure migrant workers' right to equal treatment, freedom of association and collective bargaining. In sectors which are labour intensive and highly mobile such as the construction sector, or which are dependent of seasonal influences such as the agricultural sector, employers make use of a precarious workforce, which in some cases can be best described as 'modern nomads'. They move from one project to the other with little or no protection, and with a huge risk of being exploited, abused or

ending up in the informal sector. Circular migration is a form of migration which so far has not been addressed in the discussions regarding the Global Compact on Migration and yet the group represents a large percentage of precarious migrant workers

- 210. The ILO migrant workers' Conventions and social dialogue must be at the heart of implementing the Global Compact, encouraging the adoption of fair labour migration governance frameworks at all levels through social dialogue with those on the front lines of the labour market: government ministries, employers and trade unions. The people of Turkey are an example in this regard, hosting 3.5 million Syrian refugees in a cooperation among government, employers and trade unions, as well as international organisations.
- 211. At the same time, governments have been negotiating a Compact on Refugees, which recognises the broader international protection challenges, such as displacement caused by natural disasters, armed conflicts, and climate change. Still to be addressed is the question of resettlement and sharing of responsibility. Eighty-five per cent of the world's refugees are hosted by developing countries.
- 212. Trade unions can directly help by welcoming migrants into their ranks and encouraging them to become active trade unionists. The fight for migrant workers' rights is not limited to the halls of government, but is also in the workplace, in the union and in our societies at large.
- 213. Congress commits the ITUC to coordinating global and regional dialogue on migration. We reaffirm the ITUC's commitment to the right to seek asylum and that migrants and refugees are welcome, and demand safe haven, the right to work and equal treatment for them. We recall the obligation of all countries to host and assist people escaping from wars, repression, extreme poverty, climate change effects.
- 214. Congress underlines that all workers have rights, regardless of their migration status, and calls for actions to prevent the exploitation of undocumented workers. They have the right to fair pay, safe working environments, and effective complaints mechanisms to demand their rights. Pathways out of irregularity and integration into host societies are necessary.

#### EQUALITY FOR ALL

- 215. Even in those countries that have introduced anti-discrimination legislation and policies protecting LGBTQI people, cases of social exclusion, harassment and bullying, unfair dismissals and other LGBTQI-phobic incidents occur on a regular basis.
- 216. Although no exact figures are published, many countries have insufficient or inadequate legislation to recognise the situation of transgender people or people with an intersex status.

217. Trade unions have a role to play in protecting people on the labour market or at the workplace against discrimination on whatever grounds by working on preventative measures and promoting equal opportunities.
218. Equally, violence and discrimination against racial and ethnic minorities, LGBTQI, indigenous, persons with a disability, migrant or refugee workers cannot be tolerated.
219. Congress congratulates those unions involved in marriage equality campaigns including in Australia, Colombia, Costa Rica, Ireland, Great Britain, Japan and the US. These struggles have provided hope for people, expanded human rights guarantees and generated global solidarity. But too few countries have prohibited discrimination on the grounds of sexual orientation at work or in areas such as goods and services, education, or access to housing. The ITUC affirms its commitment to the LGBTQI community and the need for all affiliates to take up the challenge and to actively seek to improve legislative protections for LGBTQI people and workers and work to ensure they are enforced.
220. The ITUC resolves to continue to encourage the affiliates to include the struggle against LGBTQI discrimination in their policies and activities. Also resolves to support and facilitate the setting up of a joint GUFs international working group, consisting of active union members working on defending LGBTQI rights, for generating ideas for actions and activities.
221. For people with disabilities, the struggle for both social protection and income guarantees has become even harder in the face of austerity with cuts to pensions, public services and social protection. Disabled people face double discrimination, they are less likely to be in employment and then once in employment earn less. The gender pay gap for disabled women is as much as 22 per cent higher than for non-disabled women. Disability discrimination in employment is all too often a silent reality, and unions must organise to ensure inclusive labour markets and workplaces that guarantee rights, dignity and equal treatment.
222. For indigenous peoples, ongoing discrimination is still prevalent even where there are clear laws and even treaties. Unions in every region have strong traditions of supporting indigenous rights. The CLC Canada has supported the National Public Inquiry into Missing and Murdered Indigenous Women, and this may provide a model that others can advocate in their own countries.
223. Indigenous people are organised, but their structures need to be recognised and respected. Unions must also look to their own practices even as we demand government action. People in too many communities are living in extreme poverty with no access to social protection and further facing the threat of land grabs by major corporations.
224. Congress commits to supporting indigenous workers, including through campaigning for ratification and implementation of ILO Convention 169, as part

of the trade union commitment to ensure legal recognition of the land, resources and cultural rights of indigenous peoples.

### WORKERS OF ALL AGES

225. Young women and men make up a significant number of the working poor. They are three times more likely than older workers to be unemployed. They are also more likely to be underemployed, engaged in precarious work, employed in the informal sector, or face exploitation in the workplace through cash-in-hand arrangements, unpaid internships, underpayment, bullying and harassment. These conditions lead to an uncertain economic future for young workers.
226. Congress commits to investing in organising and leadership development for young workers to build a new generation of trade union leaders and widen the pathways to collective action for all workers. Policies and campaigns at international, regional and national levels should pass a ‘generation test’ to ensure that they remain relevant for young workers and promote:
  - Equal pay for equal work, including ensuring the same minimum wage for young people;
  - Combatting bogus training in companies without equal pay or without pay at all;
  - Job guarantees for young women and men not in education, employment or training (NEETs);
  - Expanding social protection for school leavers without a job; and
  - An ILO standard to address temporary contracts, including fixed-term contracts and discrimination based on employment status.
227. Congress instructs the ITUC and the Regional Organisations/Structures, working with Global Union Partners and affiliates, to act to secure decent employment and working conditions for youth, to prevent them from social isolation and to bring them into the trade union mainstream.
228. A fair and just society protects its workers also once they have retired. Pensioners must be able to count on a stable income, free from the negative influences of economic crisis and other developments.
229. Women in particular need access to decent pension schemes, especially those who have not had access to a stable and formal job or have worked part time. The ITUC defends universal pension systems that guarantee income security and solidarity to all.
230. All people, including vulnerable groups such as the elderly, the long-term unemployed, workers with disabilities, precarious workers and single parents should have access to adequate social protection and support, affordable housing and care. The ITUC calls for universal social protection floors that provide protection to all, regardless of employment status.

CONGRESS AFFIRMS THE CENTRAL ROLE OF TRADE UNIONS IN ENSURING RIGHTS, DEMOCRACY, FREEDOM AND A WORLD WHERE DECENT WORK FOR ALL IS A REALITY. THROUGH ACTION ON THE FOUR PILLARS IN THIS CONGRESS STATEMENT, THE ITUC RESOLVES TO MEET THE CHALLENGES FACING WORKING PEOPLE AND TO CHANGE THE RULES OF THE GLOBAL ECONOMY. WE WILL REALISE A NEW SOCIAL CONTRACT THAT PUTS PEOPLE FIRST. WE WILL LEAVE NO-ONE BEHIND.

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