

Motion submitted by the UNI World Executive Board

## **2023-2027 STRATEGIC PLAN- BUILDING UNION POWER FOR ALL**

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### **ACTION POINTS**

**UNI's mission is to build power for working people through strong unions and effective collective bargaining. To "Rise together" UNI will:**

#### **1. Grow Unions through Organizing:**

- a) At all levels, UNI will continue to support and prioritize the growth of unions within our sectors and in our regions. The support will include field support for specific campaigns, capacity development and regional organizing centres, organizing forums and webinars aimed at sharing best practices, innovations and providing expert strategic advice to affiliates on organizing.
- b) UNI-supported campaigns will focus on multinational companies which are sector priorities or are strategically important for building sectoral power. We will also put emphasis on organizing the growing areas of the economy which are low density, like tech and care.
- c) Organizing at a single work site is not always enough to deliver the results that so many workers deserve, especially in low-wage industries and in countries with very low density. In these cases, UNI will support sectoral organizing campaigns involving our political and civil society allies, to win sector-wide improvements in pay, terms and conditions or a sectoral agreement.
- d) Building on the experience of COZZ (Central European Organizing Centre), COE (Colombian Organizing Centre) and UNI SEEOC (Southeast Europe Organizing Centre) and to maximize the impact of UNI's resources, UNI will, where possible, establish organizing centres in areas of high strategic importance and low density. These centres are aimed at building local organizing capacity as well as leading and winning multiple campaigns, creating a greater opportunity for change and efficiencies of scale.
- e) UNI and its affiliates will continue to expand and innovate in the use of digital organizing tools. These tools, often combined with in person organizing, can be part of an effective campaign to win collective bargaining and are especially important to reach the ever-growing number of dispersed or remote workers. UNI will continue to share the best practices of both UNI and its affiliates.
- f) UNI will continue to expand the use of virtual tools for training activities, which make it possible to expand massively the number of affiliates, organizers and activists involved.
- g) The importance of unions in ensuring a safe workplace has never been clearer. Health and safety is a key issue which motivates workers to organize. UNI will further develop

strategies to support health and safety committees as a vehicle for organizing and union visibility at work.

- h) The Organizing Fund and SSO (Solidarity Support Organizations) resources will continue to be dedicated to organizing. In addition, UNI will continue to seek resources from new donors to support the organizing work.
- i) Organizing activities and results will be reported to the UNI Management Committee, World Executive Board and Regional Executives.

## **2. Build Power within Multinational Companies:**

- a) UNI and its affiliates will identify the key multinational companies on which to focus efforts for building power across each sector.
- b) Global agreements with multinational companies will remain a key priority for UNI as a tool to establish and reinforce workers' rights to organize and bargain everywhere, without fear, obstacles or employer opposition. These agreements shall establish the unions' right to access to workers, including those working remotely, and a commitment to collective bargaining. They should include the right to organize within the company's multinational value chain, including franchises and outsourced and platform workers.
- c) Beyond organizing rights, the global agreements can be expanded to include provisions to promote equality and end workplace violence, to guarantee union involvement in the company's due diligence process, and to promote the establishment of health and safety committees as well as to address remote work policies and safety protocols.
- d) It is essential that these global agreements have credible enforcement mechanisms aimed at resolving problems when dialogue fails. These should include mediation and arbitration.
- e) UNI sectors will create and maintain company (or broader) Alliances in order to enable affiliates to strategize about common issues, share best practices in organizing and bargaining and demonstrate strategic solidarity. These Trade Union Alliances will lead the effort to achieve and then implement the global agreements with UNI and will support organizing efforts within the company or industry segment.
- f) UNI will put companies which defy workers' rights to organize and bargain into the global spotlight when other efforts fail and will mobilize our affiliates along with public, investor, legal and political pressure when it is necessary to protect these rights.
- g) UNI will hold corporations responsible for their treatment of workers and violations of worker rights across their entire operations and supply chain, including subcontractors and all forms of work.
- h) Make Amazon Pay! The campaign to organize Amazon will remain a top priority for UNI. The company's business model, built on tax avoidance, monopoly power, abuse of technology and disregard for the rights of workers, must be exposed and challenged as a threat to workers everywhere and to democracy itself. UNI will continue to work with allies and unions around the world to demand that Amazon be held to account, and that it respect the rights of its workers. The UNI Amazon Alliance will continue to coordinate among unions engaging with Amazon.

### **3. Protect and Expand Collective Bargaining:**

- a) UNI will continue to make the case that what is good for unions and workers is good for society and that collective bargaining must become part of the new world of work. During the Covid-19 pandemic, it became clear to all that unions and collective bargaining were central to safe work and a safe reopening, to recovery and to resilience. Beyond safety, collective bargaining reduces income inequality, helps to close the gender pay gap and eliminates discrimination, and provides a pathway towards work with dignity. It is a fundamental pillar of democratic society, something which operates to the benefit of all.
- b) Despite the clear evidence that collective bargaining is a social good, bargaining coverage continues to decline across the globe and more and more workers are excluded from the benefits of collective agreements. It is time to reverse this trend. As one step, UNI will support campaigns to demand that governments take steps to promote collective bargaining- for example, through public procurement and other measures linked to public spending or policy choices.
- c) Collective bargaining, in addition to a strong regulatory framework, is now more essential than ever to address the impacts of technology on work. The collection and use of workers' data, algorithmic management, production quotas, surveillance and monitoring must all be negotiated in order to protect and assert workers' interests. The conditions for working remotely must also be established through bargaining. UNI will continue to monitor and promote best practices in each of these areas.
- d) UNI will encourage unions to organize and bargain collectively for all workers in their sectors including gig workers and bogus self-employed and reiterates its demand that all workers, irrespective of their alleged employment status, must have freedom of association and the right to bargain collectively.
- e) UNI will actively support campaigns to resist attacks by employers, governments, or others on the right to bargaining and the right to strike and especially those attacks which aim to reduce or end sectoral bargaining.

## **RIISING TOGETHER FOR PEACE, DEMOCRACY AND HUMAN RIGHTS**

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### **ACTION POINTS**

#### **Peace and Respect for Human Rights**

Universal and lasting peace can only be established through social justice and a decent standard of living for all. UNI redoubles our commitment to the objective of a peaceful world free from fear, based on the universal recognition of human rights, and where peace and democracy are based on the full application of international law.

UNI and its affiliates:

- Remain fully committed to the fundamental rights and freedoms as established in the UN Charter and Universal Declaration of Human Rights:
- Call on governments around the world to invest in global dialogue for agreement on measures to prevent conflict, to end existing conflicts and to rebuild in the aftermath of war in a just and sustainable way.
- Support and defend workers and activists subject to violence, occupation or dictatorship where there is no rule of law or no guarantee of democratic freedoms.
- Will offer practical and political support to affiliates working in conflict situations in order to achieve peace and democracy.
- Denounce the violations of women's rights in armed conflicts and demand that the aggressors be brought to justice and that governments devote sufficient resources to help and protect women and children who have been used as weapons of war.
- Demand increased action from the global community to end the scourge of human trafficking and to provide support and assistance to all victims of this horrendous crime.
- Confirm the need for cooperation and alliances with civil society organizations based on shared values and a commitment to peace and the defence and promotion of human rights.

#### **Defending and Enhancing Democratic Space**

The disturbing reality is that democracy is under attack and in decline as many countries move towards authoritarianism, where restrictions on speech, repression of trade unions and attacks on the fundamental principles of democracy are seen with alarming regularity.

UNI and its affiliates:

- Commit to defend, and fight to expand, the rights to freedom of association, speech and assembly, which are the building blocks of democracy.
- Reject the dangerous rhetoric of authoritarianism and nationalism that right-wing extremists and autocratic leaders are promoting around the world. We will continue to act to protect our rights and freedoms, and to stand together to defend democracy.
- Condemn those social media and information technology companies which enable click chasing algorithms to spread disinformation and manipulate public opinion, including facilitating the red tagging of trade unionists, and demand effective regulation to hold them responsible for what occurs on their platforms.
- Condemn attacks by governments on journalists, media professionals, civil rights and environmental activists.
- Support the protection and strengthening of public broadcasting as well as independent local media and journalism to ensure truthful reporting.

## **Disarmament**

World military spending topped \$2.1 trillion dollars in 2021 (the last year for which there are reliable figures) and dramatically increased in 2022, an almost unimaginable sum when so many around the world still live in poverty and situations of conflict. For just over half this amount, we could guarantee a basic level of income security and access to healthcare for all in 145 low- and middle-income countries. We must fundamentally reassess our priorities so that the money that goes into the arms trade can be used to provide vital social protection, inclusive growth and development for all.

UNI and its affiliates:

- Are committed to a world free of weapons of mass destruction and will cooperate with the peace movement for an effective international regulation of the production and trading of arms, the elimination of all weapons of mass destruction.
- Demand a disinvestment by workers' capital and public funds from arms manufacturers and dealers, the conversion of military industries into civil and sustainable industries and the diversion of those funds into decent jobs and the achievement of the 0.7 per cent of GNI target for official development aid.
- Call for effective defence diversification strategies that will protect the skills, employment and pay levels of the millions of trade union members employed in defence industries.
- Demand that all governments ratify and implement the Treaty on the Non-Proliferation of Nuclear Weapons (NPT), the Treaty on the Prohibition of Nuclear Weapons (TPNW), nuclear-free zones, the Arms Trade Treaty, the UN Declaration on small arms, and treaties that ban cluster munitions as well as chemical and biological weapons.
- Call for a ban on autonomous weapons that are controlled by AI and operate without human intervention.

## **Countries in Conflict**

Palestine: reinforce previous resolutions.

- Myanmar: Denounce military coup.
- Ukraine.
- Others to be determined.

## **RISING TOGETHER AGAINST INEQUALITY, RACISM AND DISCRIMINATION**

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### **ACTION POINTS**

UNI and its affiliates:

- Confirm their strong commitment to work together for a world of justice, equality and solidarity and to stand up against racism and discrimination on the basis of gender, religion, nationality, indigenous status, ethnicity, handicap or LGBTI+ status.
- Commit to fight for inclusive workplaces free of discrimination, harassment and violence and will work for inclusion and diversity in our own organizations.
- Will fight for gender justice, expose gender-based violence in all its forms and support the ratification and full implementation of ILO Convention 190 and Recommendation 206.
- Reaffirm their opposition to gender-based violence everywhere.

### **Racism and Xenophobia**

UNI and its affiliates:

- Resolve that economic justice cannot be achieved without racial justice and commit to fighting against structural and institutionalized racism and discrimination at all levels in our societies and economies, including at schools, in the workplace, in government and in law enforcement.
- Resolve that racism and xenophobia have no place at work nor in society and re-confirm their commitment to promote equality of all people regardless of their nationality, origin, identity or ethnicity.
- Condemn the xenophobia, racism and nationalism fuelled by extremist parties and governments in many countries and the legitimization of discrimination, harassment and violence against racial or ethnic minorities.
- Call on corporations and governments to take sweeping steps to stomp out the racism that limits economic opportunity and social mobility for people based on their race or ethnicity.
- Will work to safeguard the rights of immigrant workers and their families and denounce the rise in physical and verbal attacks against immigrants inflamed by hateful rhetoric by right-wing politicians and opinion makers.
- Condemn government actions to undermine the rights of immigrant workers and their families.
- Will pressure governments to take responsibility for the refugee and migration crisis and to adopt measures to root out the causes of flight and migration from the countries of origin. The successful integration of migrants and refugees requires the right to work, training and equal treatment.
- Denounce the practice of “outsourcing” the processing of asylum seekers by moving them to other countries.

### **LGBTI+**

UNI and its affiliates:

- Are fully committed to fighting prejudice against LGBTI+ workers and to protect and promote LGBTI+ rights in the workplace by organizing LGBTI+ workers into unions and negotiating strong collective agreements that eliminate income disparity, harassment and unfair treatment at work.

- Will continue to cooperate with other Global Union Federations (GUFs), for instance, in a cross-GUF working group, to develop and coordinate actions against LGBTI+ discrimination as well as continuing to develop actions to address LGBTI+ issues.

## CHANGING THE RULES TO HOLD CORPORATIONS ACCOUNTABLE

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### ACTION POINTS

#### **Businesses Must Respect the Human Rights of Workers, No Matter Where They are in the World.**

It has been over 10 years since the adoption of the UN Guiding Principles on Business and Human Rights and the respect for the fundamental rights of workers remains in crisis. Voluntary efforts, social auditing and CSR statements have failed. It is time to change the rules and to require that businesses respect fundamental rights for workers everywhere they operate. This means putting trade unions at the heart of due diligence processes and the rights to organize and bargain as the foundation upon which we secure respect for the human rights of all workers.

UNI and its affiliates will:

1. Continue to play a visible and leading role in strengthening global and regional tools such as the OECD Guidelines for MNEs, the ILO Tri-partite Declaration on MNEs and Performance Standard 2 of the International Finance Corporation. These tools should have a binding enforcement mechanism which applies when dialogue and mediation are unsuccessful.
2. Work to strengthen the ILO's normative mandate and tripartite structure and resist continued efforts by employers to undermine the ILO, its core labour standards, and in particular the right to strike,
3. Campaign for mandatory Human Rights Due Diligence laws at the regional and national levels. Where they have already been adopted, UNI will support the development of best practices and test the laws where necessary, in order to promote strong implementation and interpretation of those laws. UNI will use its influence to ensure that fundamental rights of workers are recognized as enabling and salient. These laws should include access to remedy.
4. Push to embed practices involving trade unions at every stage of the due diligence process. For due diligence to be effective in delivering improvements for workers, unions must be proactively involved throughout the process of identifying and mitigating risks and securing a remedy when rights are violated.
5. Coordinate their work and engagement on Human Rights Due Diligence to maximize the opportunities to improve the rights of workers around the world. UNI will consolidate its various sectoral and regional activities relating to due diligence with the aim of developing best practices, shape the content and implementation of new laws, including grievance mechanisms, and strengthen the role of affiliates in the process. This will include support for training and development to assist trade unions in understanding due diligence and operationalizing it within multinational companies. UNI will put a priority on developing the capacity to gather information about rights violations and to advise affiliates and share best practices on the use of global agreements to both avoid violations and secure a remedy for harm.
6. Call upon governments to engage actively in the negotiations for the Binding Treaty on Transnational Corporations and Human Rights and support its adoption. This will enable



victims of human rights violations to have access to the judicial system in the home country of the MNC—in other words, cross border enforcement of human rights.

7. Hold investors responsible for requiring respect for rights across their portfolio companies and to engage in human rights due diligence to that end. Global investment should support quality jobs and should require respect for fundamental labour rights, including the rights to strike, to engage in collective bargaining, and to freedom of association.
8. Work with the Committee on Workers' Capital and UNI affiliates to promote corporate accountability policies and practices within pension funds and their asset managers.
9. Promote and sign binding agreements with employers, such as the International Accord for Fire and Building Safety, to hold companies responsible for standards and rights within the entire value and supply chain. The goal is to establish effective and legally binding instruments to hold MNCs accountable.
10. Similarly, promote the International Labour Arbitration and Conciliation Rules for the enforcement of these binding agreements in order that there is a viable alternative to costly commercial arbitration.
11. Support the development of trade agreements which link trade to the enforcement of labour standards, especially compliance with the ILO Declaration on Fundamental Principles and Rights. If rights are violated, there should be a complaint mechanism which provides for economic sanctions as a possible remedy.
12. Support affiliate campaigns for legislation requiring public procurement be linked to respect for collective bargaining and other measures of decent work.
13. Push the “benchmarking” organizations and “responsible investment” norm setters and ratings agencies to engage with UNI so that they measure what matters. We must stop the abuse of flimsy “audits” with no credibility or presence on the ground, which has been used to justify and explain all kinds of misconduct and even to support undeserved pay raises for management. Too often, a company is ranked as “good” in connection with its treatment of workers simply because there have not been any legal challenges to its conduct or press scandals. Companies should be required to report actual levels of collective bargaining and union representation as an indicator of performance on the key metrics of respect for the rights to freedom of association and collective bargaining.

## CHANGING THE RULES FOR A JUST AND INCLUSIVE GLOBAL ECONOMY

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### ACTION POINTS

**A sustainable future requires a new, inclusive and green economic model, with fair employment and social protection for all.**

UNI and its affiliates are committed to:

1) First, good jobs

Back-to-back crises, caused by the Covid-19 pandemic, war and climate change have eliminated jobs or driven down working conditions in countries across the globe. Many countries have yet to rebuild employment to pre-Covid levels and inflation has imposed a substantial pay cut on workers everywhere. The price increases in energy and food, in part driven by the war in Ukraine, have been shouldered disproportionately by workers, while at the same time many companies have profited from the opportunity to raise prices.

We must fight to rebuild and reshape our economies with the aim of creating conditions for full, green employment and decent work for all.

UNI and its affiliates:

- a. Demand increases in pay and purchasing power and a global living wage for all people. The bottom rung of our economic ladder must be lifted so that working poverty is a thing of the past. Wage increases at a minimum must reflect the rising cost-of-living being faced by workers and a share of the productivity increases they generate.
- b. Reject the actions of central banks whose almost universal decision to raise interest rates have further damaged the living standards of workers around the world and dramatically increased the debt burden of less developed countries.
- c. Call for governments to make large investments in good jobs in care, a key infrastructure for the modern economy. More women, who have the disproportionate care burdens, will enter the labour market if there is access to care and this would be a multiplier for economic growth leading to even more jobs.
- d. Demand that governments intervene to prioritize the creation of climate friendly jobs aligned with decent work, with standards set through collective bargaining, fair wages and conditions with dignity.
- e. Continue to campaign to revalue and elevate the status and pay of low wage essential workers, such as carers, cleaners and cashiers. These workers, primarily women and ethnic or racial minorities, should have upgraded conditions which recognize their importance to society, established through collective bargaining with union representation.

- f. Continue to campaign to close the gender pay gap, recognizing that the gender pay gap is smaller where women are represented by a union and is in large part driven by job segregation and the undervaluing of jobs where women are concentrated.
- g. Support efforts to reverse the erosion of the employment relationship through bogus “self-employment” and to ensure that all workers have the correct employment classification. Workers who are legitimately self-employed should also have the rights to living wages, social protection and fundamental rights. There should not be a “third” or “middle” classification which creates two tiers of employees.
- h. Take part in the global campaign to achieve the Sustainable Development Goals by 2030, which includes an end to extreme poverty, child labour and modern-day slavery.

## 2) Social protection for everyone

Covid-19 laid bare the consequences for humanity when so few workers had social protection to carry them through unemployment or illness triggered by the pandemic. 53.1% of the global population remain unprotected by any social protection measures.

UNI and its affiliates commit to:

- a. Call for universal, portable and inclusive social protection which safeguards a decent living standard for workers in all forms of work through unemployment insurance, social security and pension benefits, paid sick leave, and access to affordable healthcare and other public services.

## 3) A more inclusive global economy

The current level of global inequality -both between and within countries- is unsustainable. We must rebalance within our economies and win a fair share for workers everywhere. Less developed countries are facing rapidly increasing levels of debt repayments as a result of global interest rate rises which is forcing austerity and cuts to vital government spending onto millions. Income and wealth inequality within countries, now at historically high levels, undermine the social fabric and result in poverty alongside unimaginable wealth. Discrimination against marginalized or vulnerable populations further erodes fairness and lowers standards.

UNI and its affiliates commit to:

- a. Campaign to expand collective bargaining to a greater number of workers, through sectoral approaches aimed at lifting the earnings of workers across entire sectors. This will pair economic success with redistributive justice.
- b. Support limits on CEO and top executive pay through national limits and shareholder activism.
- c. Join the campaign against monopoly power. A small number of companies dominate almost every industry and economic power is highly concentrated. Digital monopolies, in particular, have been allowed to aggregate enormous market and political power in the recent decades, enabling a massive accumulation of wealth for a tiny group. These monopolies should be broken up, regulated and/or converted to public utilities. Competition law must become fit for purpose in the digital age.

- d. Support debt relief for developing countries and where relevant debt elimination to enable countries to invest in job creation and essential services.
- e. Call upon developed economies to support those countries with fewer resources in order that they are able to invest in jobs focused green future.

#### 4) Tax the rich

Billionaire wealth has risen more since Covid-19 than in the previous 14 years combined, but very few governments have increased taxes on the richest. An annual wealth tax on millionaires starting at just 2 per cent, and 5 per cent on billionaires, could generate \$2.52 trillion a year—enough to lift 2.3 billion people out of poverty, make enough vaccines for the world, and deliver universal healthcare and social protection for everyone living in low- and lower middle-income countries. An “excess profits” tax could generate billions more.

UNI and its affiliates will:

- a. Support one-off and permanent wealth taxes, so that working people do not disproportionately bear the tax burden, including the costs of the Covid-19 recovery and transition to a green economy.
- b. Campaign to end crisis profiteering by introducing excess profit taxes to capture the windfall profits of big corporations across all industries. Oxfam estimated that such a tax on just 32 super-profitable multinational companies could have generated \$104 billion in revenue in 2020.
- c. Campaign for corporate and digital tax policies to be developed with intergovernmental cooperation in order to counter tax avoidance, end tax havens and close tax loopholes.
- d. Call for corporations to adopt and report using the GRI Tax Standard, including the provision of country-by-country reporting of taxes and other financial information.
- e. Demand more ambitious and fairer international rules than the deal brokered in 2020 by the OECD in order to put an end to the race to the bottom on corporate taxation, with the aim of a global minimum corporate tax rate of 25 per cent.

#### 5) Regulated financial markets

The continued high profits generated by the financial sector, along with an inadequate regulatory system, continue to leave the world economy crisis prone. The financial sector must be more effectively regulated and monitored and, where appropriate, consideration should be given to the control of strategically important financial institutions (SIFIs) being taken over by the State in order to prevent future systemic financial crises and speculative bubbles, and to protect workers and consumers.

UNI and its affiliates shall:

- a. Call for a sustainable regulatory framework to avoid systemic risk and promote a long-term people-centered investment perspective on the financial markets which promote good jobs in a green economy.

- b. Call for the financial sector to do its part in providing the financial framework within which people and businesses can rebuild from the Covid-19 crisis.
- c. Push for banks to serve as socially responsible investors in particular by recognizing and acting upon their responsibilities under the UN Guiding Principles on Business and Human Rights. This shall include conducting due diligence on all potential human rights impacts of the business.
- d. Hold legislators accountable for regulating the financial markets to avoid excessive risk-taking, over-leveraging and dangerous speculation.
- e. Demand legislators and companies to ensure that digital tools and services in the financial sector are developed and implemented with transparency, non-discrimination and fairness.

#### 6) A new trade and investment model

UNI and its affiliates will promote and advocate for trade and investment agreements that help to build a fair, just and green economy. Trade policy must be developed through a process of public scrutiny and democratic accountability and not in secret behind closed doors. The upholding of high labour, social and environmental standards should be considered a pre-condition for the negotiation of trade agreements and not a hoped-for outcome.

Specifically, these agreements must:

- a. Embed labour standards, along with a complaints mechanism, with the potential for economic sanctions in the violation of these standards.
- b. Exclude public services, including a public sector postal system, from the scope of trade and investment agreements and ensure the right of governments to regulate.
- c. Maintain the space for the use of all tools of public policy by governments to protect and support economic development.
- d. Avoid the inclusion of ratchet and standstill clauses and reject the use of negative listing for market opening commitments.
- e. Include consultation and agreement with trade unions to ensure equity and equality as well as ethical and sustainability considerations and standards in the design and application of new technologies.
- f. Not include privileged legal treatment for corporations and investors. UNI will oppose the inclusion of ISDS or ISDS style systems in trade agreements. Any legally tenable solution to settle trade disputes must satisfy the criteria of transparency, fairness and equal treatment.

## **RIISING TOGETHER FOR WOMEN’S EQUALITY THROUGH COLLECTIVE BARGAINING**

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Rampant discrimination in the world of work--in all forms--is a growing barrier to a truly just and equal society with decent wages and better working conditions for all; and the Covid-19 pandemic has further exacerbated our societies' inequalities.

In 2020, the ILO reports that female employment worldwide declined by 4.2 per cent<sup>1</sup> during the initial surge of the Covid-19 pandemic. One in four women considered leaving the workforce or downshifting their careers<sup>2</sup> to take care of their families and help reduce their already overburdened schedules.

And whilst gender-based violence, particularly domestic violence, skyrocketed creating a “shadow pandemic<sup>3</sup>,” other forms of violence such as third-party violence affected millions of frontline workers across the world who were verbally, physically and mentally abused by customers, clients, patients and others.

The lack of PPE suited for women workers evidenced a lack of gender perspectives regarding occupational health and safety, and the rise of remote work increased women’s workloads, giving rise to excessive work and mental health issues.

Gender-related issues cannot be dealt with in isolation, and as unions, collective bargaining is a critical tool to help promote equality, diversity and inclusion.

An ILO review of collective agreements in 80 countries showed that higher collective bargaining coverage rates reduce the gender pay gap.<sup>4</sup> Where collective bargaining agreements are established, workers’ unions are well placed to secure equal pay.

Furthermore, collective bargaining agreements are key to retaining meaningful employment for women, ending precarious working conditions, developing fair flexible working arrangements and ensuring women have work of equal value compared to their male counterparts.

For this reason, UNI and its affiliates will:

- Actively engage to end the gender pay gap and the gender pensions gap by organizing and collectively bargaining to eliminate them.
- Support all initiatives that build union power through the investment in skills and training for women.
- Engage and support activities that break down barriers to ensure women’s equal participation in the labour market and particularly in fast-growing sectors such as STEM careers.
- Continue to campaign for the ratification of ILO Convention 190 and Recommendation 206, as well as their implementation in collective agreements.
- Include a gender perspective in occupational health and safety protocols and ensure robust collective agreements are in place to cover all aspects of women’s health in the workplace in all UNI sectors.
- Ensure that training and development programs for women suit their work-life arrangements.

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<sup>1</sup> “Fewer women than men will regain employment during the Covid-19 recovery” – International Labour Organization 2021

<sup>2</sup> “Seven charts that show Covid-19’s impact on women’s employment” – McKinsey and Company, 2021.

<sup>3</sup> The Shadow Pandemic: Violence against women during Covid-19 – UN Women

<sup>4</sup> [Social Dialogue Report 2022 : Collective bargaining for an inclusive, sustainable and resilient recovery](#)

## **RISING TOGETHER FOR YOUTH**

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Globally, the labour force participation rate amongst young people continues to decline, with the total number of young people engaged in the labour force falling from 568 million to 497 million<sup>5</sup> Young people are three times as likely as adults to be unemployed mainly as a result of structural barriers that prevent them from entering the labour market<sup>6</sup> creating significant instability amongst young workers.

It is vital that we strive collectively to break down these institutional barriers and reduce the precarity that young people face. Increasing levels of non-standard employment in the rapidly changing world of work which lack legal and social protection as well as limited opportunities for training and career progression are sadly now the norm for many. This reality is leading to increasing mental health challenges for many young workers. Unions fought for and won many of the benefits that workers enjoy today and they are vital in helping to voice and support young worker's needs, and win the change that is so needed.

In this new world of work, the development and strengthening of various skills such as digital, cognitive, personal and social, are essential to help workers adapt to new ways of working, improve job security, labour market mobility and employability.

Furthermore, a lifelong holistic approach to training, that involves developing and strengthening of transferable human skills such as problem-solving, creativity, teamwork, and communication; to name a few, can help empower young workers in the service sector and motivate them into trade unionism.

By investing in skilling and reskilling of young workers, trade unions are making sure that their legacy and work remains strong; whilst adapting to the new demands of a new world of work.

The future of trade unions depends on the leaders of today as guides and investors of the leaders of tomorrow.

For this reason, UNI and its affiliates will:

- Highlight the importance of lifelong learning to face the challenges of the new world of work.
- Involve young members in the design, discussion and adoption of policies regarding the new world of work
- Promote training for young workers on a broad set of skills and working methods in order to ensure worker employability.

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<sup>5</sup> International Labour Organization, "Global Trends for Youth 2020".  
[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_737648.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_737648.pdf)

<sup>6</sup> Ibid

- Include youth issues in collective bargaining and negotiation demands by including clauses that will help workers receive proper career development skills. The gender dimension should receive particular attention so that pursuing a family life does not hinder chances for career progression.
- Invest in the training and upskilling of young trade unionists so that young people can follow, observe and participate in all levels of decision making in trade unions, for instance by continuing the UNI Youth Schools and UNI Youth Mentoring Programs
- Ensure proper access for young trade unionists in their decision making bodies
- Continue to build on the good practice already in place in a number of UNI sectors and include seats for young workers in sector committees
- Make room for youth by aiming to achieve 10% youth representation in all UNI events.



## **RISING TOGETHER FOR A DIGITAL TRANSFORMATION WITH SHARED BENEFITS FOR ALL**

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### **ACTION POINTS**

The digital transformation of our economy accelerated during Covid, enabling the accumulation of extreme wealth for a handful of “pandemic profiteers,” but likewise reshaping the world of work.

It is therefore essential that now, more than ever, trade unions expand their capacity to put into action their collective power and strengthen workers’ rights in an increasingly digitalized world of work. UNI Global Union will continue to help build collective union power in the increasingly intense battle over workers’ rights and well-being in this new world.

UNI and its affiliates will:

- a. Insist that unions have a clear role and are at the table to negotiate the impacts of the digital transformation in order to secure a just transition for all workers into a fairer and better green future world of work.
- b. Call for strong regulatory frameworks to protect the interests of workers and wider society through this rapidly accelerating transformation.
- c. Demand that the abundant opportunities and economic gains enabled through technology be fairly shared, not hoarded at the top or by a few companies.
- d. Demand that workers are not displaced or made redundant by technology but rather that technology enables shorter workweeks and that workers are reskilled or upskilled for other jobs. Workers must not shoulder the burden of a transition to digital technology and digital technology should support, not replace, human labour.
- e. Demand that algorithms and digital processes are tested so that societal biases in relation to recruitment, pay, safety and other issues can be eliminated.
- f. Campaign to implement the “Right to disconnect” through bargaining or regulation. Service workers must have the right to work-life balance, with clear lines between work and private life and the ability to preserve their privacy.
- g. Continue to gather, promote and develop best practices in bargaining and regulation in the related digital areas of data; surveillance; artificial intelligence, and algorithmic management and its consequences. Key principles include that:
  - i. Workers must demand control and influence over the collection, use, storage and sale of their personal data. Personal or other sensitive data, e.g. content of emails, conversations or location tracking data, should not be collected without explicit consent. Workers should have access to any data collected about them at work and any algorithmic assessments of performance. When they leave employment, they should have the right to request that any personally identifiable data still held by the employer be deleted.

- II. Data collection and surveillance, along with the resulting artificial intelligence and algorithmic management, must be transparent, proportionate and respect workers' right to privacy and safe work. Full time observation by a camera at work should not be permitted except in cases where justified by health and safety concerns.
  - III. The higher Production targets enabled through algorithmic management must be transparent and the subject of negotiations to ensure fairness and sustainability. Surveillance and algorithmic management should not be relied upon for purposes of discipline except in rare cases and there must always be a human in command in these cases.
- h. Call for all workers to have access to lifelong learning, through training and professional development, which will boost green labour market mobility. Unions should have a structural role in the joint management of training programs.
  - i. Demand that remote work be enabled only after bargaining to ensure that all workers receive appropriate economic support for the costs of working at home, for example, for equipment or internet access, and have a safe workplace.
  - j. Remote workers (either full time remote or hybrid) should be considered workers with the same rights and conditions as the in-site workforce, including freedom of association and full health and safety protections. Unions must have full access to the remote workforce and employers must ensure the opportunity and ability for remote workers to actively communicate and engage with their union on all issues. Even in cases where the workers are not already represented by the union for purposes of bargaining, the employer shall be required to share the contact details of its remote workforce upon request.
  - k. Remote work must be gender neutral, voluntary and reversible, and not erode the employment relationship. The increasing prevalence of remote work has led to heightened risks for workers of loneliness and depression. Remote work schemes must take these risks into consideration during their development and implementation. Additional care must be given to the long-term consequences for women and youth. UNI will continue to monitor and share best practices in this area.

## **RISING TOGETHER FOR HEALTH AND SAFETY**

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### **ACTION POINTS**

Workplace health and safety has emerged in recent years as an urgent concern for workers in UNI sectors and a rallying point for action. Both the Covid-19 pandemic and the digital transformation of work have laid bare the need for strong workplace representation and regulation to protect workers from infectious disease, exposure to chemicals, overwork, exhaustion and violence, among many other threats to mental and physical health.

UNI and its affiliates will:

1. Campaign for health and safety to be given a higher priority and more resources, for stronger regulatory and inspection systems to be put in place, and that national governments ratify and effectively implement OHS conventions. The decision of the 2022 International Labour Conference to designate health and safety as a new ILO fundamental right is a significant moment, but this must be just the start.
2. Continue to develop strategies to organize around safety and health and to promote independent health and safety committees, which are essential for safe work and important for union growth and visibility on the job
3. Deepen our engagement with multinational companies on issues of health and safety via global framework agreements or through other mechanisms to secure key rights and principles. All workers must have the right to know and understand the dangers of their work, the right to refuse unsafe work, and the right to participate fully in health and safety decision making.
4. Demand the right to disconnect for all workers and that employers maintain responsibility for the health and safety of remote workers. We also call for an end to the ever-increasing intensity of work resulting from algorithmic management and for the restriction of digital surveillance tools.
5. Amplify our demand for a gender perspective in health and safety and that employers take into account;
  - a. gender-based violence in the management of health and safety at work and end this harassment and abusive behaviour. Women, LGBTI+ and members of other vulnerable groups suffer disproportionately from violence at work, and we witnessed heightened levels of abuse during the pandemic, especially directed towards commerce workers.
  - b. the need to expand the scope of women's health policies, generally restricted to maternity leave, to include supports relating to menstruation, menopause, and fertility treatment, to ensure that women receive the necessary supports in the workplace throughout their working life
6. Organize to win rights to sick pay for all workers regardless of the employment relationship, including recognizing Covid-19 as an occupational disease and ensuring automatic qualification for benefits for workers.

## UNITING FOR A SUSTAINABLE WORLD

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### ACTION POINTS

#### Climate Justice

Climate change is the most important and urgent issue facing humanity. Left unchecked, it threatens everyone and will leave whole regions uninhabitable. Extreme weather events with lasting devastation are already destroying jobs and livelihoods and disproportionately affect the most vulnerable.

We need action now to ensure a transformation towards a zero-carbon economy, and trade unions must be at the core of this transition. We must embed the principle of a Just Transition at every level, 'Nothing about us, without us'. The transition to sustainability must happen through consultation with those most affected. We have a responsibility to take action now in order to secure a sustainable future for young workers and the generations to come.

UNI and its affiliates will:

- Campaign for the full implementation of the Paris agreement on climate change with robust intermediate targets on carbon reduction including the need for a 50 per cent cut in emissions by 2030 compared to 2010 levels if we are to limit global warming to a maximum 1.5C
- Demand that rich nations meet their obligation to commit at least \$100 billion a year in climate financing for vulnerable nations and put in place an appropriate Loss and Damage Mechanism.
- Call for the World Bank, IMF and all other global and regional financial institutions to immediately end all financing of fossil fuels and for governments to impose a moratorium on fossil fuel exploration and an end to the [\\$370 billion in tax breaks](#) governments give annually to fossil fuel industries. They must invest in future-proof technologies such as renewable power and sustainable transport.
- Engage in and build coalitions with fellow social partners, academia and policy makers as well as wider stakeholder groups, including climate/environmental stakeholders and youth movements, to win support for our joint cause.
- Campaign for trade policies that support green change, such as Carbon Border Adjustment Mechanisms.
- Engage in the debates on the development of a sustainable future economic model that can deliver social and climate justice for all.
- Work towards sector specific, regulatory changes that will reduce carbon emissions, such as tighter regulation of last mile delivery in Post and Logistics, the development of sustainable investment obligations for the finance sector, or the requirement of data centres to use and invest in green energy in ICTS.
- Strive to ensure workers' pensions are not invested in fossil fuels.
- Engage in social dialogue and collective bargaining with the aim of reducing carbon emissions.
- Organize workers in the newly emerging green jobs.
- Demand that national governments enable a just transition towards a climate resilient and zero carbon economy that maximizes the benefits of climate action while minimizing hardships for workers and their communities, which include:

- Large-scale investments in low-emission and job-rich sectors and technologies, resulting in climate friendly good jobs with collective bargaining and rights for all workers guaranteed.
- Social dialogue and democratic consultation of social partners (trade unions and employers) and other stakeholders.
- Research and early assessment of the social and employment impacts of climate policies, to facilitate training and skills development which support the deployment of new technologies and foster industrial change.
- Universal social protection, along with active labour market policies.
- Ensure that the strategies, policies and measures towards the development of a Just Transition are gender responsive and take account of the need for racial justice.
- Local economic diversification plans that support decent work and provide community stability during the transition. Communities must not be left on their own to shoulder the costs and impacts of the transition.

**Recognizing the urgency of the issue for all UNI affiliates across our sectors, UNI in particular will:**

- Facilitate the sharing of best practices and enable capacity building in green collective bargaining at a sectoral and workplace level.
- Ensure the voices of the world's service workers are amplified in the debates undertaken and actions implemented at the global level to achieve climate justice.
- Support the development of work on climate justice issues across the UNI sectors, including through developing a toolkit to guide sectors in developing sector specific perspectives on climate justice and a just transition.
- Work with the Just Transition Centre established by the ITUC to implement projects that will aim to identify sector specific challenges and strategies to support a Just Transition for services workers.
- Work with UNI sectors to identify key multinational companies with whom UNI can deepen our engagement on climate justice issues, be that within the context of a global framework agreement or through other mechanisms.