



2024: UNI'S GLOBAL IMPACT BY THE NUMBERS



50+

Countries with campaigns, trainings and projects. In 2024, we expanded our reach to new countries including Guatemala and Honduras



180+

UNI organizers growing unions through our centres, sectors and regions.



10,000

Leaders and activists trained – most of these women.



2000+

Trade unionists gathered for regional and global sectoral conferences



10,000+

Media mentions spreading our worker-power message throughout the world.



300

Investors with US\$67 trillion in assets engaged.

UNI Global Union builds union power to improve workers' lives everywhere. As the global union federation for service workers, we use our combined strength to expand collective bargaining, advance social and economic justice, hold corporations accountable, and transform an unfair global economy.



10

Global sectors



50

Global agreements



50

Countries where our affiliates build power for millions of workers.

WE WILL BE HEARD: ORGANIZING IN CRITICAL TIMES

THE ORGANIZING FUND AMPLIFYING WORKERS' VOICES

UNI's Organizing Fund helps unions grow in every region and in all of UNI's sectors. It supports successful campaigns throughout the world, and it finances our organizing centres along with over 100 organizers globally. The fund is critical to our work, building organizing capacity online and on-the-ground. It is sustained primarily through voluntary contributions from our member unions, and individuals can also contribute.

The Organizing Fund makes possible much of what is in this report, and in a world with growing far-right populism and cuts to social solidarity funds, the fund is increasingly important to build worker power. [You can support the fund with your donation.](#)

In 2024, UNI's organizing efforts showed the power of workers coming together and unions coordinating across national borders. We helped workers win pay raises, form unions, negotiate collective bargaining agreements and take on some of the most powerful corporations in the world. But as workers made these gains, shifting political tides – such as the election of Donald Trump in the United States and Javier Milei in Argentina – are threatening workers' rights and putting pressure on unions' resources.

These new threats only underscore the urgency of sustaining our work. Our victories underline that meaningful change is possible when our movement is united. Now more than ever, we have to fight to ensure that hard-won gains are protected, and that the momentum behind global organizing continues in the face of mounting challenges.

With the support of UNI and the AFL-CIO's Solidarity Center, workers in El Salvador made history in 2024 by establishing the country's **first industry-wide union for call centre employees.** The Industry Union of Call Centre Operators in El Salvador (SITOES) launched in October with a mission to advance the rights and welfare of the 33,000 workers powering this key part of the Salvadorian economy.

SITOES will urgently address labour rights violations in the sector, responding to workers' reports of inadequate break times, challenges with disability payments, and excessive performance demands that frequently result in severe workload pressures. These issues not only make it difficult to earn bonuses that supplement their base salary but also severely impact their mental health contributing to high levels of stress, anxiety and burnout.



“When you have a group that is united, we will be heard,” said Charlie, a new SITOES member. “I dream that we’re going to be respected, that we’re going to be treated properly.”

Hear from Charlie and other new SITOES members about why a business process outsourcing union in El Salvador is necessary.

Most workers who formed the new union work at Teleperformance and were recruited using the global agreement.

In 2025, we hope to continue the momentum of this project despite losing support from the Solidarity Center as a result of the Trump Administration's cuts to USAID.

UNI supported our Turkish affiliate **TGS**, representing thousands of journalists, win its first collective agreement across major media employers in the first months of 2024. Facing skyrocketing inflation, the union secured pay rises of up to 75 per cent in the first half of the year. This win was supported through UNI's Organizing Fund and our European Power and Organizing Centre.

UNI's Central European Organizing Centre (COZZ) helped **long-term care workers in Hungary** form a new national care union, SZÁD. By providing training, capacity building and organizing staff, UNI backed SZÁD's work of establishing local union chapters across Hungarian care facilities, aiming to transform these positions into sources of decent employment.

UNI built global solidarity for **8,000 Evolution Gaming workers in Georgia**, whose union led one of the country's longest-ever strikes to demand their first collective agreement. Fed up with poverty wages, harassment and unsafe conditions, these young, fearless workers demanded change from the Swedish-owned casino giant.

Research from UNI's Property Services sector shows why organizing is so important for these workers. In observance of International Justice Day, UNI released an extensive global survey highlighting the working conditions of security workers. **The survey, Insecurity in Security Work: A Global Survey of Working Conditions in the Security Sector**, reveals that an overwhelming majority of security officers feel underpaid, unsafe and in urgent need of union representation to improve their working conditions. The findings call for immediate industry-wide reforms to ensure safe and fair working environments, with strong backing from unions to advocate for and protect the rights of security workers worldwide.



Evolution Gaming worker demanding collective bargaining.

UNPRECEDENTED SOLIDARITY: AMAZON WORKERS DEMAND CHANGE

The movement to transform Amazon into a responsible employer grew broader and stronger in 2024. Workers around the world are organizing for safe jobs, living wages and collective bargaining. There were breakthroughs, like Franco da Rocha and Região in Brazil building worker power in Brazil, and more unions joined UNI's Global Amazon Union Alliance and existing partners showed unprecedented levels of activity and solidarity.

HIGH PRESSURE, LOW PAY: AMAZON INDIA WORKERS ORGANIZE

During a historic heatwave, the UNI-backed Amazon India Workers Association (AIWA) **exposed brutal, hazardous conditions**. Workers were not allowed to rest, drink water or use the bathroom unless they met the company's punishing quotas while toiling in inhumane temperatures. The union's activity drew global attention and triggered an investigation by the Indian government.

UNI and the AIWA **conducted the first-ever survey** of Amazon's working conditions in the South Asian nation. The majority of the 1,800 worker responses noted high pressure, widespread safety issues and a disturbing prevalence of injuries.

High pressure, high heat, high risk: Amazon's work environment in India

High Pressure:

Four out of five warehouse workers reported that the targets set by Amazon are difficult or very difficult to achieve.



Safety Issues:

Only 21.3 per cent of warehouse workers and drivers believe the work environment at Amazon is safe.

Insufficient Breaks:

86.3 per cent of warehouse workers and 28.0 per cent of drivers said the company does not allow adequate time for them to use the restroom.



Injuries:

One in five delivery drivers surveyed reported being injured on the job.



Amazon workers in India endured gruelling heat without adequate water and restroom breaks.

#MAKEAMAZONPAY GENERATES STRIKES AND PROTESTS WORLDWIDE

In November 2024, workers and their allies around the world marked the fifth year of **Make Amazon Pay actions**, which started on Black Friday (now known as Make Amazon Pay Day) and continued throughout the weekend. Unions and their allies rallied, protested and went on strike in over 20 countries. This year, Germany was the epicentre of the Day of action, where workers from the U.S., the UK and throughout Europe rallied to support striking members of ver.di.

“Amazon’s relentless pursuit of profit comes at a cost to workers, the environment and democracy,” said **Christy Hoffman, General Secretary of UNI Global Union**. “Bezos’s company has spent untold millions to stop workers from organizing, but the strikes and protests happening around the world show that workers’ desire for justice – for union representation – can’t be stopped.”

The holiday season actions didn’t stop there. In December, the Teamsters held **the largest Amazon strike** in U.S. history alongside German unions ver.di.

AMAZON LOBBYISTS OUT OF THE EUROPEAN COMMISSION

UNI played a critical role in persuading EU lawmakers to maintain a ban on Amazon’s lobbying in the European Parliament. This is only the second time in the history of the European Parliament, after Monsanto in 2017, that a corporation’s lobby access has been removed. This ban was enforced after Amazon refused to attend hearings on labour practices, and it reflects growing political pressure to hold the corporation accountable for its treatment of workers.



TRANSFORMING THE CARE ECONOMY

The **Together We Care (TWC)** initiative, supported in 2024 by USAID, The Ford Foundation and the Care Fund, pushed for systemic change for health and care workers – overwhelmingly women – in Colombia, the Dominican Republic, Ghana and the Philippines. With UNI organizers and campaigners supporting national unions, the effort focusses on building sustainable care systems, developing leaders and growing collective representation.

- In **Colombia**, the Care Workers' Network launched out of the programme – formalizing representation for underserved home-based care workers.
- In the **Dominican Republic**, the programme supported hundreds of workers winning formal workplace representation while increasing the number of union leadership roles held by women.
- In **Ghana**, TWC reached hundreds of private hospital workers to help the union grow there. It also supported widespread gender equity training and occupational health and safety compliance across facilities.
- In the Philippines, advocacy by UNI Philippines Liaison Council and with thousands of community health workers has led to the Philippine Senate's passage of the landmark **Magna Carta for Health Workers**. This bill aims to improve working conditions by ensuring better compensation and expanded access to training. Once signed into law, it will benefit over 253,000 of the poorest community health workers in the Philippines. TWC has also helped organize nearly **2,000 workers**, leading to the formation of five unions.

Unfortunately, many of these gains are threatened in 2025 due to the Trump administration's decimation of USAID.

Building trade union power and workers' rights in Ghana, Kenya and Mozambique



With the support of SASK and Finnish unions, UNI Global Union is helping to build trade union power and strengthen workers' rights in Ghana, Kenya and Mozambique. See how trade unions have secured better pay, parental rights and safer workplaces.



With the support of UNI's Together We Care initiative, the Health Services Workers Union in Ghana held a series of gatherings focusing on growing youth and women leadership as well as building a sustainable care economy.

GLOBAL AGREEMENTS: BUILDING UNION POWER, SECURING WORKERS' RIGHTS

Global agreements are one of the most efficient tools available to grow unions, expand collective bargaining and build our movement's power. A cornerstone of UNI's work, they secure workers' rights across multinational corporations' operations and, increasingly, across their value chains. The 50+ global agreements that UNI has signed cover millions of workers in virtually every country.

With support for UNI's organizing team and fund, the **Trade Union Federation of Commerce (FSC) in Romania** used our global agreement with Auchan to build a membership base at over 400 of the supermarket chain's stores. This dogged on-the-ground organizing resulted in the first collective bargaining agreement, which raised wages and improved conditions for the company's 7,000 employees in the country.



**ÎMPREUNĂ
suntem mai puternici!**



Together we are stronger! Material from the FSC in Romania building support for collective bargaining at Auchan.

“We’ve waited a long time for this victory, but our wait paid off. The first step for us was the global agreement, and the during the pandemic, the organizing project. It led to a strong agreement for Auchan Romania workers. This win is a beautiful story; it’s a success story. The heart of the narrative is the solidarity workers had for each other and the solidarity UNI showed us.”

**Vasile Gogescu of FSC, Romania
of workers’ win at Auchan**

An international solidarity project run by UNI with the support of the FNV of Netherlands helped Carrefour workers in Uganda, members of **HTS Union**, secure their first collective agreement and blazed the trail for further organizing campaigns across Africa.

For example, **the Kenya Union of Commercial, Food and Allied Workers (KUCFAW)** used UNI’s global agreement with Carrefour to overcome local management resistance and reach a recognition agreement with the company covering over 2,600 workers. The KUCFAW credited support from UNI Africa and Finnish union SASK as crucial for its organizing strategy.



An international solidarity project helped HTS Union in Uganda

SUSTAINED PROGRESS AT TELEPERFORMANCE

UNI's global agreement with Teleperformance, signed in 2022, has continued to enable organizing in the world's largest business process outsourcing company.

SITT in Romania negotiated their first collective agreement with Teleperformance in August 2024. Workers won pay increases between five and six per cent, additional breaks and food vouchers. Over 80 per cent of Teleperformance staff in Romania work from home, and the union was able to recruit over 1,200 workers using the provisions of the global agreement.

In Colombia, a first collective agreement was negotiated following global agreement implementation. The agreement formally recognizes the union at the company, and includes a transparent disciplinary process, union leave for union representatives, and a chapter on the prevention of bullying and sexual harassment at the company.

UNI's affiliate BITU organized over 2,500 new union members in Jamaica, representing a majority of the workforce. The union is working with local management on a verification process.

Additionally, progress was made in implementation in Canada, Kenya, Portugal and the Philippines.

However, the work of implementing the Teleperformance global agreement suffered a setback in January 2025, when USAID funding stopped, resulting in ten organizers in Central America and 12 organizers in the Philippines losing their jobs. The funding supporting the Teleperformance work came from USAID in partnership with the AFL-CIO Solidarity Center.

AGREEMENTS RENEWED OR SIGNED IN 2024 COVERING OVER 1 MILLION WORKERS

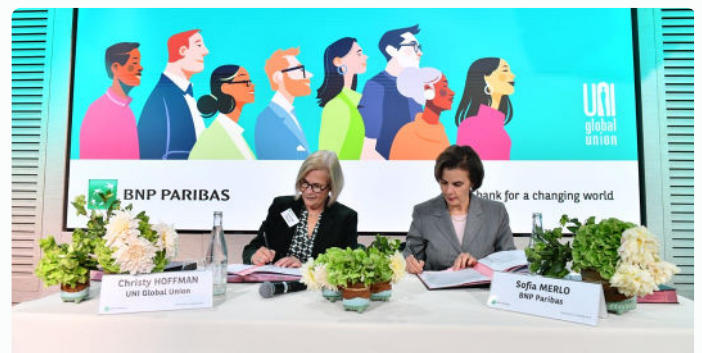
BNP Paribas: UNI and BNP Paribas renewed and reinforced their global agreement in November. It includes new protections for remote workers, increased trade union access and establishes UNI as a key partner in the bank's due diligence plan. The new four-year global agreement improves conditions for 183,000 workers in 63 countries.

DHL: UNI and the International Transport Federation signed a new OECD Protocol with German multinational logistics company, DHL, covering nearly 600,000 workers worldwide. The protocol builds on constructive relations developed over several years and sets out additional annual regional dialogue meetings.

Inditex: In October, we renewed our global agreement with Inditex, fifteen years after we signed our first landmark accord with the Spanish-based fashion giant. The new agreement covers 160,000 fashion and retail workers around the world, including franchises, and brings new worker protections in the face of digital transformation, diversity and violence and harassment.

Geopost: We strengthened our partnership with French logistics multinational Geopost by signing an addendum to our 2017 global agreement. This new agreement expands Geopost's human rights responsibilities to include its subcontractors and establishes a groundbreaking commitment to limit subcontracting to a single tier.

CIRSA: In March, UNI signed its first global agreement with CIRSA, a Spanish multinational with over 16,000 employees in the gaming and entertainment sector. The agreement affirms CIRSA's support for the workers' right to join and be represented in a union of their choice, including teleworkers - a first for the gaming industry.



UNI's renewal of the BNP Paribas agreement helped expand union access.

DEMANDING EQUAL OPPORTUNITIES FOR ALL WORKERS

A workplace free from bias and discrimination is a basic right, and across UNI's regions and sectors, we have integrated this principle to ensure that it is not just an aspiration but a reality.

UNI Equal Opportunities completed a three-year project cycle for the women's Mentoring Program in Asia-Pacific, supported by DGB. As a result, an astonishing 42 per cent of the mentees have become union leaders and over 1,000 women have been organized into unions. The programme trained 650 women in total and established 158 new tandems of mentor and mentees in 2024 alone. Several participants have been elected to the UNI Asia & Pacific Women's Committee and the region's Executive Committee, while three women have been voted onto the World Executive.

In Africa, we organized **workshops for male union leaders** and shop stewards in Ghana, Kenya and Mozambique, encouraging them to reflect on their own roles in perpetuating and dismantling patriarchy and gender bias. By engaging with solely male participants, these sessions facilitated honest conversations about power dynamics and deeply ingrained stereotypes of gender roles. The discussions helped participants identify concrete steps for making their workplaces, homes and societies more equal.

In the Dominican Republic, we launched **a nationwide awareness campaign** with our member unions in the care sector to build support for the ratification of ILO Convention 190, a global standard designed to reduce violence and harassment at work. Our efforts, through the Together We Care activity, involved training union representatives to understand the convention's requirements, raising public awareness through targeted outreach and holding dialogue with policymakers to illustrate why this legal framework matters, especially for women and other vulnerable groups.

In the media, arts and audiovisual industries, UNI pushed for equality in employment on multiple fronts. In the Americas, we partnered with affiliate unions and the International Federation of Actors on a campaign to push employers to join with unions to build **violence-free workplaces and encourage national governments** to ratify and implement ILO Convention 190. In Europe, UNI put together a series of **tools and recommendations** to achieve equality in the sector, with an emphasis on promoting pay transparency, supporting women's careers and fostering more open discussions about remuneration.

On the global stage, we also contributed to conversations about gender equity in sports. UNI's World Players Association brought together athletes, union leaders and community advocates to imagine the possibilities in the women's game but also to commit to and develop a strategy around how to achieve gender equity in sport through organizing and collective bargaining.



UNI Americas and its affiliates in the Dominican Republic at the launch a campaign to ratify ILO Convention 190.

STANDING FOR DEMOCRACY, PUSHING FOR PEACE

With every region touched by conflict, instability and injustice, UNI Global Union affirmed its commitment to peace, democracy and human rights through action.

In 2024, Bangladesh erupted in protests over decades of injustice and low wages in the ready-made garment industry. Along with IndustriALL Global Union, UNI used our relationships with fashion companies through the International Accord to call on brands to continue their **long-term commitment to Bangladesh** to help secure the country's democratic and economic future.

In November, UNI General Secretary Christy Hoffman was part of **a high-level delegation to Bangladesh** where she engaged in discussions dialogue with unions, employers and government officials – including Chief Advisor Muhammad Yunus, head of the country's interim government. Chief Advisor Yunus reinforced commitments to workers' rights, wages and workplace safety in a critical manufacturing hub of the global economy.

“We want to make our labour laws on par with global standards. It is my commitment.”
**Bangladesh's Chief Advisor
Muhammad Yunus**

UNI partnered with global union federations to combat systemic labour discrimination and violations of international law in Palestine. This included filing **a complaint at the International Labour Organization (ILO)** to make the Israeli government redress and remedy a range of abuses, including unpaid wages and withheld benefits for more than 200,000 Palestinian workers employed in Israel.

UNI also led a global union **delegation to the West Bank**, listening to workers' experiences, showing solidarity and exploring how to best advance the cause of Palestinian statehood as part of a two-state solution in the region. The delegation came after we joined with other global unions in calling on the Israeli government to comply with **the order by International Court of Justice** to take immediate steps to prevent acts of genocide, punish incitement to genocide and facilitate the provision of basic services and humanitarian assistance to Palestinians in Gaza.

UNI's World Executive Board endorsed the call from UNI affiliates, the Palestinian Postal Service Workers Union (PPSWU) and the Jawwal Employee Association, for an **upgraded communications infrastructure in Palestine**. The resolution stated the Israeli government must stop blocking vital communications technology such as 4G and 5G in Palestine as well as release its stranglehold over postal services in Palestine.

As war continued to take a **toll on Ukrainian workers** and their families, UNI joined a delegation organized by the International Trade Union Confederation to show support for unions in the country. We also provided strategic and logistical support to our affiliate Be Like Nina, winners of our 2023 Freedom from Fear award, in their efforts to advance care workers' rights in some of the most difficult circumstances in the world.

With support from UNI and our COZZ regional organizing centre, Ukrainian healthcare union, Be Like Nina (BLN), carried out a remarkable organizing push in 2024. Amidst the ongoing war, the union began engaging with healthcare workers across all 24 administrative regions of Ukraine in August. It reached almost 2,000 workers and expanded its membership by nearly 70 per cent, with approximately 140 members preparing to establish new branches in their workplaces.

WORK IN THE DIGITAL AGE: WE MUST ACT NOW FOR THE FUTURE WE WANT

In 2024, UNI continued to be at the forefront of the movement for a fair and just new world of work. Our General Secretary Christy Hoffman elevated her status as a leader on the topic of AI at work. From the OECD to the World Economic Forum, she has sounded the alarm on the need to negotiate over the implementation of technology on the job.

“Workers will not see the upsides of AI – and there are plenty – unless they are at the bargaining table to tackle the potential harms. We must favour technology which augments human capacity, rather than automates. Technology which creates new tasks to replace those which are eliminated by AI. We need labour policies which favour – even incentivize – unionization.

**UNI Global Union General Secretary
Christy Hoffman to the OECD**

UNI is carrying out that mission. In Europe, we signed a joint declaration with bank employers' associations that calls for social dialogue, including collective bargaining, over AI. It also lays out that the use of AI systems on the job should be fair and transparent, and employee monitoring should be limited and proportional.

In Chile, UNI along with our affiliate FETRA TV brought together the labour movement with experts from academia and policy makers to address AI's impact on employment, its associated risks and its ethical considerations. Similarly, in Europe, UNI and FES sponsored a conference on artificial intelligence, where trade union leaders, experts and Members of European Parliament discussed how unions can make AI work for creative workers and the cultural sectors.

On a global level, UNI gathered union leaders from every continent to share, learn and strategize on AI's perils and promises. We heard from some of the world's leading thinkers on the topic – including 2024 Nobel Laureate in Economics Deron Acemoglu – and unions on the cutting edge of negotiating AI on the job such as the Communications Workers of America, FAECYS, IATSE, ver.di and the Writers Guild of America.

ADVANCING THE RIGHT TO SAFE AND HEALTHY WORK

The right to safe and healthy work is a fundamental human right, and UNI Global Union worked with our affiliates to transform the world of work to a safe one, mentally and physically.

In 2024, we deepened our campaign to help unions around the world fight for health and safety with a gender perspective. We rolled out a series of manuals and trainings around **the Three M's – menstruation, maternity and menopause**.

Although the Three 'M's are all natural biological experiences, they remain taboo topics across many cultures and workplaces. This often leads to the neglect of workers' rights and needs, affecting their physical and emotional well-being, and ultimately impacting their ability to thrive in their professional lives.

These materials help unions train members, identify hazards and negotiate for safer work environments for all workers.

We maintained a strong focus on stopping third-party violence. Our groundbreaking survey in Peru showed that **over half of service workers faced violence from customers**, including verbal abuse, physical attacks and degrading treatment. This research, based on responses from workers across UNI's sectors, including workers in the health, private security, finance, trade, casinos and cleaning, found that women, LGBTI+ workers and racial and ethnic minorities were at higher risk for harassment. It also provided clear pathways for unions, governments and employers to work together to end this scourge of the service sector.

Through the **Together We Care** activity, we held a series of **gender-based violence workshops in the Philippines** community care sector, which were specifically tailored for Barangay Health Workers and private healthcare workers. They cover key topics such as understanding the various forms of GBV, its root causes and the different strategies for prevention, and the response needed to develop safer, more respectful work environments.

In Côte d'Ivoire, we launched an **anti-harassment campaign** to address the challenges faced by women in the security sector. We aim to help unions there tackle critical issues such as the lack of gender-specific facilities like separate locker rooms and toilets, uniforms designed for male bodies and extreme sexual harassment. UNI hopes to use best practices from this campaign to extend it across more sectors in the continent.



INFLUENCING GLOBAL POLICIES, GROWING WORKER EMPOWERMENT

UNI pushes for – and wins – policies that protect and advance workers' rights on global and regional levels.

UNI Europa's campaign to reform the European Union's public procurement policies reached new heights in public mobilization this year with **a massive rally in Brussels** demanding improved wages, better conditions and access to collective bargaining for essential workers.

The demonstration, organized by a coalition of 14 unions including several UNI affiliates, garnered not only the attention of members of the European Parliament, the press and employers but also the support of **more than 100 world renowned economists** including Isabella Weber, Thomas Piketty and Ann Pettifor.

At the International Labour Organization, UNI's World Players Association moved the needle in advancing the cause of athletes deserving the same protections as all other working people. World Players' work helped to prod the ILO's Governing Body to commit to an **expert meeting** on athlete rights and representation, and its research, along with best practices of affiliates, was extensively cited in an **ILO report** emphasizing collective bargaining as a key to protecting player rights.

UNI was a leading voice in the struggle for better wages, working conditions and recognition for care workers during **ILO's Conference on Decent Work and the Care Economy** in June. UNI Care shared stories of care workers around the world during intense, all-night negotiations, and helped make critical gains, particularly around formalization of community health workers and on training.



Thousands of unionists rallied in Brussels for better jobs through collective bargaining.

A key pillar of UNI Post & Logistics' work is **protecting the right to quality postal services**, at affordable prices, no matter where you live – known as Universal Service Obligation (USO). The USO is under threat, and we are working on a global level at the Universal Post Union and with regional bodies like those within the European Commission to defend it. For World Post Day, UNI organized an international delegation to Denmark, to learn from the **painful consequences of the USO's repeal**.



UNI organized a delegation to Denmark to learn how the repeal of universal postal services has impacted workers and residents.

ENGAGING INVESTORS FOR WORKERS' RIGHTS

Over the past year, UNI engaged with more than 300 investors with collectively US\$67 trillion in assets under management (AUM), holding direct meetings with more than 70 of them. A highlight of these engagements was a second union meeting with **Norges Bank Investment Management (NBIM)** and our affiliates, focusing on advancing workers' rights and promoting peace.

In addition to this, UNI maintained a strong presence at major investor events. We held a side session of the Labour Rights Investor Network (LRIN) at the Principles for Responsible Investment (PRI) conference, and UNI representatives spoke on a panel at the European Association of Public Sector Pension Institutions (EAPSPI) conference, addressing the topic of "Investors for a Social Europe."

A milestone this year was the co-coordination of 50 global investors representing US\$1.2 trillion in AUM to urge **Amazon to cease anti-union practices**, supporting the campaign led by GMB.

LABOUR RIGHTS INVESTOR NETWORK (LRIN)

The Labour Rights Investor Network had a successful inaugural year, bringing together 49 institutions that manage a combined US\$3.7 trillion in assets. These institutions all signed the LRIN public statement, with a few additional signatories expected to join soon. Alongside these members, LRIN welcomed seven observer institutions representing an additional US\$14 trillion in AUM. In 2025, the LRIN will continue to strengthen its role as a necessary platform for promoting and protecting workers' rights across global supply chains.



Amazon workers in India protest for safer conditions.

UNI ASIA & PACIFIC 6TH REGIONAL CONFERENCE: RISING TOGETHER TO TRANSFORM

Participants of the 6th UNI Asia & Pacific Regional Conference left energized, united and determined to drive transformational change over the next four years.

At the gathering, hosted in Bangkok, Thailand, from 20 to 22 November 2024, delegates re-elected Brother Akihiko Matsuura (UA ZENSEN, Japan) as UNI Asia & Pacific President and Brother Rajendra Acharya as Regional Secretary.

Organizing was a key focus and the conference heard of the struggles and wins from trade unionists across the region, including healthcare unions in the Philippines and Pakistan, graphical and packaging unions in Thailand, commerce workers in Japan, finance unions in Australia, Amazon workers in India, and many more.

The conference also put the spotlight on occupational safety and health, as well as the vital role of unions in negotiating around new technologies and the need to advance democracy and human rights. Additionally, the conference endorsed a new resolution to advance gender equality.

Re-elected **Regional Secretary Acharya's** remarks reflected the conference's theme of 'Rising Together to Transform':

“The strength of our unions, our unity and our commitment to justice will guide us as we fight for a better future for all workers in Asia and the Pacific. Thank you for your tireless efforts, your courage, and your unbreakable solidarity. Together, we will continue to progress toward a world of work that is fair, just and equitable for all. Together to Transform!



UNI AMERICAS CONFERENCE: “SOLIDARITY IN ACTION, COLLECTIVE HOPE” FOR WORKERS’ RIGHTS, DEMOCRACY AND SUSTAINABILITY

Nearly 600 union leaders from 17 countries gathered in La Falda, Argentina, for the **6th UNI Americas Regional Conference** in December. Under the banner ‘Solidarity in Action, Collective Hope’, the leaders developed a strategy for the next four years to defend democracy, advance collective bargaining, promote equality and reinforce the labour movement’s commitment to combating the climate crisis.

The conference adopted nine key motions that will guide UNI Americas’ strategies from 2025 to 2028. Central to these is *Breaking Through: Strategic Plan 2025–2028*, which prioritizes strengthening union presence in traditionally low-density sectors such as technology and care services. This motion promotes the use of digital tools for organizing and training, ensuring unions adapt to the changing nature of work.

Héctor Daer, President of UNI Americas, captured the spirit of the event: “Solidarity and cooperation among unions make us stronger. We must strive for a sustainable world that reduces inequality, and we must do so together.”

The conference closed with the re-election of **Marcio Monzane as General Secretary of UNI Americas**. Addressing the delegates, Monzane highlighted the struggle facing unions in the years to come.

“To resist, for us, is not just to react but to act with purpose. We live in a scenario where the historical achievements of the labour movement are being questioned or dismantled. But history shows us that organized resistance has power. To resist is to remember that our rights are not concessions – they are achievements gained through tremendous effort and struggle.” **Marcio Monzane as Regional Secretary of UNI Americas.**





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UNI Global Union extends its heartfelt gratitude to all contributors who have played a pivotal role in achieving our successes. This includes our dedicated affiliates, who have run organizing campaigns and supported the Organizing Fund, and our invaluable SSO partners and other donors such as Care Fund, DGB, FES, Ford Foundation, Mondiaal FNV, Open Society Foundation, RLS, SASK, Union to Union, USAID, among other generous donors. Their collective commitment has made our success possible.

