

Empowering people and ensuring inclusiveness and equality

Workers and Trade Union Submission to HLPF 2019

The trade union movement calls for a **New Social Contract** for governments, business and workers, with a *universal labour guarantee* that provides a protection floor for **all** workers. This means rights and women's equality are respected, jobs are decent with minimum living wages and collective bargaining, workers have some control over working time, social protection coverage is universal, due diligence and accountability drive business operations, and social dialogue ensures just transition measures for climate, technology and displacement.

Recommendations to Governments

Labour Rights Implementation (SDG 8 and SDG 16)

Labour rights, freedom of association and collective bargaining, hand in hand with social dialogue are not only key factors for sustainable economic growth and job creation, but are also pillars of democracy. Building democratic processes is in turn a cornerstone for sustainable development.

1. The ratification of ILO Conventions 87 and 98 on freedom of association and collective bargaining must be followed by effective implementation and enforcement systems.
2. Ensure that systems are in place to grant the enforcement at national level of the ILO Protocol on Forced Labour Convention 29 and Recommendation 203, as well as, ILO Conventions on Child Labour.
3. Ensure business accountability and transparency in investments and 'due diligence' in global supply chains as prescribed by the UN Guiding Principles on Business and Human Rights and the ILO Tripartite Declaration of Principles on Multinational Enterprises and social policy.
4. Establish a Universal Labour Guarantee that provides a labour protection floor for all workers, which includes fundamental workers' rights, an adequate living wage, limits on hours of work and ensuring safe and healthy workplaces.

Inclusive Labour Markets Policies (SDG 8 and SDG 4)

5. Through social dialogue, design and implement pro-employment policies - including on youth employment- aligned to the ILO Declaration on Fundamental Principles and Rights at Work.
6. Governments must urgently allocate at least 6 % of GDP on social protection floor and a further 6% on quality and free public education.
7. In the context of climate action and technological shifts develop systems to support life-long learning, as well as, support the establishment of an international governance system and standard(s) for digital platforms business, as well as, regulations to govern data use.

8. Take concrete actions for the formalisation of the informal economy according to the ILO Recommendation 204, supported by the ILO Recommendation 202 on social protection floors.

Expansive policies on Wages (SDG 8 and SDG 10)

9. Implement and enforce statutory minimum wages that guarantees dignity for all workers and their families. Minimum wages should take into account the cost of living, be evidence-based and regularly reviewed by social partners and adjusted for inflation. Collective bargaining rights must be ensured to achieve fair wages above the minimum wage level, and collective agreements with sectoral coverage should be promoted.
10. Put in place and enforce robust equal pay and gender-based anti-discrimination legislation, including implementation of pay transparency measures.

Implementation of Social Protection systems (SDG 8 and SDG 10)

11. Social protection systems should be extended to ensure universal coverage to workers in all forms of work through a combination of tax based social protection floors and contributory social security, in line with ILO standards (Convention 102 and Recommendation 202).

Climate Justice and Just transition (SDG 8 and SDG 13)

12. Social partners must be involved in the development and implementation of policies and strategies for ambitious emissions reductions, in order to ensure a just transition that guarantees decent jobs.
