



# Resolutions

Adopted by the 5<sup>th</sup> World Congress of UNI Global Union  
Liverpool, 17-20 June 2018





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## INTRODUCTION

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This report contains the key policy decisions and action items taken by the 5th UNI Global Union World Congress, which met in Liverpool, from 17 – 20 June 2018, under the theme: “Making It Happen!”.

The Resolutions Committee received 17 motions. Some key motions were submitted by the World Executive Board and others by the affiliates. Since several of the 17 motions covered related topics, the Resolutions Committee recommended that these be combined and/or integrated. As a result, the Resolutions Committee referred 9 motions to the Congress from the original 17. All 9 were adopted.

The Resolutions Committee was appointed one year before the Congress and included representation from all regions and sectors.

We will only be able to carry out the actions contained within the nine motions with your active support. Together we must implement our strategies, so that we can win for workers and build the world we want.

We look forward to reporting on the many achievements at our next Congress.



Christy Hoffman  
General Secretary  
UNI Global Union



Alke Boessiger  
Deputy General Secretary  
UNI Global Union



## MEMBERS OF THE RESOLUTIONS COMMITTEE

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**Chair:** Trevor Johnson

**Secretary:** Alke Boessiger

### **For UNI Africa:**

|             |           |         |              |
|-------------|-----------|---------|--------------|
| Ndèye Founé | Niang     | SNTPT   | Senegal      |
| Patricia    | Nyman     | SACCAWU | South Africa |
| Oyinkan     | Olasanoye | ASSBIFI | Nigeria      |

### **For UNI Americas:**

|         |          |             |                   |
|---------|----------|-------------|-------------------|
| Hector  | Daer     | FATSA       | Argentina         |
| Trevor  | Johnson  | BIGWU       | Trinidad & Tobago |
| Theresa | Mortimer | BFSU        | Bahamas           |
| Mario   | Raia     | CONTRAF-CUT | Brazil            |
| Jim     | Sauber   | NALC        | USA               |

Women's Committee

### **For UNI Apro:**

|       |         |           |           |
|-------|---------|-----------|-----------|
| Julia | Fox     | SDA       | Australia |
| Hanae | Nakano  | UA ZENSEN | Japan     |
| VVSR  | Sarma   | AISBISF   | India     |
| Mirah | Sumirat | ASPEK     | Indonesia |

Women's Committee

### **For UNI Europa:**

|          |                     |                 |                |                   |
|----------|---------------------|-----------------|----------------|-------------------|
| Ben      | Richards            | UNITE THE UNION | United Kingdom | Area I            |
| Arvid    | Ahrin               | NFU             | Sweden         | Area II           |
| Emilio   | Fagnoli             | UILTUCS         | Italy          | Area III          |
| Stefaan  | Decock              | LBC-NVK         | Belgium        | Area IV           |
| Heinrich | Bleicher-Nagelsmann | VER.DI          | Germany        | Area V            |
| Czeslawa | Sonta               | KRZZP           | Poland         | Area VI           |
| Dimitry  | Dozorin             | CWU             | Russia         | Area VII          |
| Tbn      |                     |                 |                | Area VIII         |
| Arlette  | Puraye              | CNE-CSC         | Belgium        | Women's Committee |

### **For UNI Commerce:**

|        |           |            |               |
|--------|-----------|------------|---------------|
| Stuart | Appelbaum | RWDSU/UFCW | United States |
|--------|-----------|------------|---------------|

### **For UNI Finance:**

|            |        |            |       |
|------------|--------|------------|-------|
| Anna Maria | Romano | FISAC-CGIL | Italy |
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***For UNI Gaming:***

Pilar Rato SERVICIOS CCOO Spain

***For UNI Graphical & Packaging:***

Joaquina Rodríguez FSC-CCOO Spain

***For UNI ICTS:***

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***For UNI MEI:***

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***For UNI Professionals & Managers:***

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***For UNI Property Services:***

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***For UNICARE:***

Frédéric Favraud FEC-FO France

***For UNI Women:***

Pearl Sawyer UCFW Canada

***For World Players Association:***

Brendan Schwab UNI GLOBAL UNION Switzerland

***For UNI Youth:***

Alejandro Abraham FATSA Argentina



## EXECUTIVE SUMMARY

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**Resolution 1** lays out the *Breaking through Strategic Plan* for the next congress period until 2022. It identifies the key actions UNI and its affiliates must take to fulfil UNI's mission to build power for working people through strong unions and effective collective bargaining. We currently live in a world marked by constant attacks by employers and governments on unions and social justice. But we know that when workers organize into unions, they win fairer pay, dignified retirement and respect on the job.

To make it happen, UNI will:

- Grow unions through organising
- Build power within multinational companies
- Protect and expand collective bargaining
- Hold corporations and governments accountable

**Resolution 2** brings about a fee increase of 5 centimes (Swiss currency) per year in each year of the Congress period which ensures that UNI will have the resources to implement the ambitious action plans adopted by the congress. The statutes were amended to empower the World Executive Board to suspend the fee increase scheduled for the following year under certain conditions. A detailed background report on the issue of affiliation fees was published alongside the Motion.

**Resolution 3** sets forth our ambition for a Sustainable Global Economy. We demand a new model which takes action against inequality through expanded collective bargaining, fair taxation and redistributive justice and which recognises that good jobs depend upon a healthy planet. We demand secure jobs which guarantee workers a decent living and social security, along with actions to eradicate the gender pay gap, while at the same time giving workers the right to work-life balance. Trade and investment should protect labor standards and human rights. The resolution furthermore emphasises the need to improve the efforts to build a more sustainable finance system and for better regulation of financial markets.

**Resolution 4** Unions and the Future World of Work, sets a target for decent work, fairness, security, transparency, opportunity and responsibility in the digital economy. We demand that people must be kept in work. Our fundamental rights and digital rights must be secured, and artificial intelligence must put people and planet first. The actions laid out in this Resolution give us a clear pathway ahead in our quest to secure a future of work that is decent and empowering for all.

**Resolution 5** on Peace, Democracy and Human Rights reflects the need for trade unions to be united to create a just, democratic and peaceful world. It addresses the challenges to democratic values and human rights by the rise of anti-democratic forces and right-wing nationalists and emphasises the need to fight intolerance, racism, xenophobia and discrimination in all its forms. It integrates action points related to members of the LGBTQI+ community. The Resolution underlines that UNI stands for disarmament, peace and democracy, against war, oppression, division and injustice. It outlines demands and actions to address the particular situations in Palestine, Brazil, Korea and Turkey.



**Resolution 6** addresses the issues of media concentration and cross-media ownership, the need to defend the rights of media workers and the imperative to promote diversity and democracy in media if we are to avoid a media landscape that is dominated by a few companies controlled by big business.

**Resolution 7** sets a common goal of increasing youth participation in UNI's events and calls on UNI and our affiliates to explore changes to be made in their programmes and structures to make unions more attractive to young workers, for instance by giving them opportunities to develop their skills through specific programmes and their active inclusion in the design and implementation of organising campaigns.

**Resolution 8** calls upon UNI and all affiliates to fight sexual harassment and any form of violence in the workplace through awareness raising and campaigns. It is proposed that the ILO adopt a new convention on violence in the workplace and that the issue be addressed in collective bargaining.

**Resolution 9** demands the full application of human and labour rights to all people involved with or affected by sport as well as demanding transparency and accountability in sport's governing bodies. The Universal Declaration of Player Rights is included in this resolution.



## Resolution N° 1:

### ***BREAKING THROUGH STRATEGIC PLAN, 2018-2022***

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

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

- a) Organise, Organise, Organise.... At all levels, UNI will continue to support and prioritise organising within our sectors and in our regions. The kinds of support will include: field support for specific campaigns, capacity development and regional organising hubs and Organising Forums aimed at sharing best practices, including innovations.
- b) All workers, in all forms of work must have the rights to organise and to collective bargaining. Unions must have the right of access to workers, to negotiate collective agreements and the right to strike to attain said agreements.
- c) UNI-supported campaigns will focus on multinational companies which are sector priorities or are strategically important for building sectoral power, with an emphasis on campaigns which include a broader strategy to organise across the sector in a specific country, including workers in new forms of work.
- d) Bigger is better! Building on the experience of COZZ (Central European Organising Centre), and in order to maximise the impact of UNI's resources, UNI will establish organising centres in areas of high strategic importance and low density, such as Colombia and Southern Africa. These centres are aimed at building organising capacity and leading and winning multiple campaigns, creating a greater opportunity for change and efficiencies of scale.
- e) UNI and its affiliates will make use of digital technologies as a strategic tool in organising campaigns.
- f) Including you! UNI's interprofessional groups (Women, youth, professionals and managers) will be included in UNI campaigns.
- g) UNI will continue the successful mentoring program, which has to date involved almost 500 women, enabling them to create a positive example of women engaged in trade unionism and to encourage others to join.
- h) The Organising Fund and SSO (Solidarity Support Organisations) resources will continue to be dedicated to organising.
- i) Organising activities and results will be reported to the UNI Management Committee, World Executive Board and Regional Executives.
- j) UNI will work with other Global Union Federations, and take a leading role on the Council of Global Unions, to share organising experiences and support the development of transnational organising throughout the global union movement.

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

- a) UNI and its affiliates will identify the multinational companies in which, by means of united organising efforts, decisive trade union power will be established.
- b) UNI will continue to sign enforceable agreements with multinational companies which guarantee the right to organise all workers, regardless of their employment status without fear, obstacles or employer opposition, access to workers and a commitment to collective bargaining. These agreements should include the right to organise within the company's multinational value chain, including outsourced and platform workers. They should also include provisions for the establishment of an internal joint procedure for the resolution of conflicts. These agreements will cover equality issues and provide a platform to achieve equality in the world of work.
- c) UNI Sectors and regions will work closely to create and maintain the company (or broader) Alliances in order to enable affiliates to strategize about common issues, share best practices in organising and bargaining and demonstrate strategic solidarity. These company Union Alliances will lead the effort to achieve and then implement the global agreements with UNI, and will support organising efforts within the company. Where appropriate, UNI will develop ties with transnational information and consultation bodies (e.g. European Works Councils).
- d) New norms on "due diligence" require that global business "know and show" that they have ensured respect for human rights, including labour rights, across their operations and supply chains. UNI will assert an important and active role in this process through its global agreements or other forms of engagement with MNCs.

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

- a) 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 campaigns which reduce sectoral bargaining such as recent efforts in Europe.
- b) Think big! Organising 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 broad campaigns for better conditions to win sector-wide bargaining or other mechanisms which ensure a sustainable union role.
- c) Follow the jobs! UNI will encourage unions to organise "atypical" workers, especially in those multinational companies identified in accordance with 2a) and to extend to them all the benefits deriving from collective bargaining.
- d) UNI will make the case that what is good for workers and unions is good for society and that collective bargaining must be part of the new world of work. Unions must be involved in a structural way in re-designing an alternative sustainable economic system for the long-run good of people and planet. Unions must be part of the joint governance in the new sustainable economy together with other relevant stakeholders.



#### **4. Hold Corporations Accountable:**

- a) The freedom of association for trade unions is in crisis. UNI will continue to play a visible and leading role to strengthen global and regional tools - such as the OECD Guidelines for Multinationals, the ILO Tri-partite Declaration on Multinationals and all other ILO mechanisms, the UN Guiding Principles for Business and Human Rights, the Global Deal\* and regional human rights systems - and to use these instruments when companies refuse to respect this critical right for workers.
- b) There is no hiding! UNI will put companies which defy workers' right to organise and bargain into the global spotlight when other efforts fail and will mobilise our affiliates, along with public, investor, legal and political pressure, when it is necessary to protect these rights.
- c) UNI will actively engage with investors to ensure that they too are held to account for global norms and to promote investment policies which recognise workers' right to organise, to strike and to bargain collectively.
- d) UNI will hold corporations responsible for their actions as well as non-actions in their entire operations and supply chain, including subcontractors and in all forms of work. Companies should be held accountable for their CSR policies.
- e) UNI and its affiliates will fight for workers' rights, human rights, justice and safety in multinationals' entire value and supply chains through private agreements, like the Bangladesh Accord, as well as national and international instruments, such as ILO Conventions or Protocols or a UN Treaty. The ultimate goal is to establish effective and legally binding instruments that would require MNCs to comply with the legal principles for corporate responsibility.

#### **5. Hold Governments Accountable:**

- a) UNI calls on all governments to establish strong national action plans that transpose the UN Guiding Principles on Business and Human Rights into practice and to support initiatives such as the Global Deal. UNI invites all countries to adopt laws imposing due diligence on multinationals.
- b) UNI calls on all governments to engage actively in the current negotiations on a binding UN treaty on transnational corporations and human rights and to support its adoption. Governments must also impose both civil and, where appropriate, criminal liability for violations of human rights in the supply and value chain and allow victims access to a legal remedy.
- c) UNI calls on all governments to fully respect, ratify and implement all ILO core conventions.

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\* The Global Deal was initiated by the Swedish prime Minister in 2016. It is a global partnership with the objective of jointly addressing the challenges in the global labour market and enabling all people to benefit from globalisation. The Global Deal is a multi-stakeholder partnership in line with Goal 17 ("partnerships for the goals") in the UN 2030 Agenda for sustainable development. It aims to encourage governments, businesses, unions and other organisations to make commitments to enhance social dialogue. [www.theglobaldeal.com](http://www.theglobaldeal.com)



## Resolution N° 2:

### UNI GLOBAL UNION AFFILIATION FEES

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1. The 5th UNI World Congress, convened from 17 to 20 June 2018 in Liverpool, United Kingdom, decides as follows:
  - a) that UNI affiliation fees be increased by 0.05 Swiss francs per member in each year of the Congress period beginning 2019 and ending 2022.
  - b) that Article 7.5 of the UNI Statutes be amended by adding the following words to the end of the Article (as underlined below):
    - 7.5 The World Executive Board shall be empowered in exceptional circumstances to impose an additional levy or to suspend the fee increase scheduled for the following year.



## Resolution N° 3:

### UNIONS FOR A SUSTAINABLE GLOBAL ECONOMY

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**A sustainable future requires a new and alternative economic model. UNI Global Union is committed to:**

#### **1. Decent jobs**

- a) The world needs a pay rise! UNI will join and support the global and regional campaigns for increases in pay and purchasing power and a global living wage for all people. Wages must compensate for inflation and rise in line with productivity gains. The pay differential between workers and Executives should be reduced.
- b) The gender pay gap must be eradicated. UNI Global Union and its affiliates should continue efforts to increase women's labour market participation and bargaining power and seek cooperation with global stakeholders to eliminate the gender pay gap. In order to support the correct application and respect for the principle of equal pay for equal work, UNI calls for legislative control, which, together with corporate social responsibility (CSR), must be accompanied by sanctions against companies that do not take the necessary steps to ensure equal pay for men and women.
- c) The expansion of collective bargaining is critical for a sustainable economic future, pairing economic success with distributive justice. Negotiations must include all age groups and genders and precarious workers and respect diversity. Alongside its work to expand bargaining through organizing, UNI will step up its activity to resist attacks on bargaining and sectoral bargaining in particular.
- d) We must reverse the erosion of the employment relationship. Jobs should be formal and secure. Bogus "self-employment", zero-hour contracts and other forms of precarious employment must end. At the same time, service workers must have the right to work-life balance, where clear lines are drawn between work and private/family life, and the right to be disconnected. UNI will intensify its efforts in this area through support for organizing, bargaining, legislative and political campaigns, and through the exchange of good practices.
- e) UNI and its affiliates demand an increase in public investment to support the growth of employment and our economies, along with the promotion of more equal societies. Investment in universal social protection, education and social spending is particularly important because the latter creates jobs necessary for society. Public spending should be linked to responsible procurement policies, based on social and environmental criteria, which favour good employers with ethical supply chains.
- f) Address the under-valuing of occupations that are perceived to be "women's work", such as the so-called caring professions, which is a root cause of the gender pay gap." Employers must ensure that everyone's skills are being developed to their maximum potential.



- g) UNI will take part in the global campaign to achieve the Sustainable Development Goals by 2030, which include an end to extreme poverty, child labour and modern-day slavery. UNI is supporting the ILO's Decent Work Agenda and the ITUC campaign for the rights of all migrants and refugees to have safe haven and decent work. UNI will also work in partnership with the co-operative movement and initiatives to promote inclusive growth and sustainable economic development, for instance by promoting workers' cooperatives.
- h) Public policies must be adopted to address mass unemployment, the growth of underemployment and in particular youth unemployment among young people and precarious work.
- i) UNI will work to establish cross-sectorial whistleblowing mechanisms with reliable channels for reporting malpractice and illegal activity while offering full protection to workers.

## 2. Social Protection

UNI and its affiliates 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 and access to healthcare and other public services.

## 3. A fairer society

UNI and its affiliates will campaign for:

- a) An end to the current era of unprecedented inequality in income, wealth and opportunity, which threatens both democracy and a sustainable economic future. We will magnify the message that "Unions are a necessary part of the solution as crucial contributors to democracy and sustainable economic development for all".
- b) Taxes which produce a more equitable distribution of wealth and tighter governmental controls as well as intergovernmental cooperation to counter tax avoidance and capital flight and an end to tax havens.
- c) An end to corruption, in both the public and private sectors, which saps the resources dedicated to public spending and erodes democracy.
- d) An investment model which stimulates investments into the real economy, long-termism, social welfare and job creation.
- e) Gender equality and empowering women all over the world, in particular by improving education, economic and political opportunities as well as defending the rights of women and girls.



#### **4. Climate Action**

UNI and its affiliates will:

- a) Support the campaigns to reverse climate change, recognising that good jobs depend on a healthy planet.
- b) Actively support the ITUC's call for a just transition for affected workers, including co-providing the necessary upskilling and reskilling.
- c) Urge governments, and companies and unions to adopt sustainability measures, to deliver on the Paris Agreement's commitments. Tripartite cooperation can play a vital role in this regard.
- d) Communicate and share national/local climate campaigns and activities to inspire and inform one another.
- e) Combat the kind of financialisation of the economy, that prioritises the accumulation of capital and undermines respect for natural resources and the environment.

#### **5. A New Trade and Investment Model**

UNI and its affiliates will promote and advocate for trade and investment agreements that put people and the future of the planet first. More specifically these agreements must:

- a) Enforce labour standards, especially compliance with the ILO Declaration on Fundamental Principles and Rights, collective agreements, public services, including a public sector postal system, and the right of governments to regulate. If human rights are violated, provisions for a complaint mechanism, including economic sanctions, should be in place. This provision should not have to consider the impact on trade of such violations.
- b) Take into account the United Nations Human Development Index and similar indicators.
- c) Include consultation and agreement with trade unions for equity and equality as well as ethical and sustainability considerations and standards in the design and application of new technologies.
- d) 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.
- e) Consider the duties of investors towards employees, consumers, the environment and society as a whole. Observe and encourage the highest level of protection for the environment, consumers and workers. Guarantee access to justice for victims of human rights violations, especially violations of workers' rights.
- f) Amend provisions on financial services to guarantee adequate regulation of the financial system and prevent systemic crises, as requested by the UN Committee of Experts regarding reform of the international monetary and financial system (2009).

- g) Be negotiated and implemented in full transparency, and with the involvement of trade unions, consumers and all other interest groups. Transparency must be established in relation to the work of the committees entrusted with the application of investment treaties, particularly those with responsibility for regulatory cooperation and the liberalisation of services and investments.

## **6. Making sustainable finance happen**

There is increasing attention put on Environmental, Social and Governance (ESG) factors in investment decisions of the global investment industry. Building on the Cape Town UNI World Congress motion on a Social Pact for Sustainable Banking, UNI and its affiliates will:

- a) Work to make the global investment system support decent work, quality jobs, and labour rights including freedom of association, the right to strike and collective bargaining.
- b) Work to make leading global ESG norm-setters, such as UNPRI and MSCI, include labour rights in its core principles.
- c) Take part in strategic alliances with NGOs, governmental agencies and private consultants who support the ESG agenda to strengthen its impact.

## **7. Regulating financial markets**

The excessive and unsustainable profits generated by the financial sector have made the world economy more crisis-prone. The financial sector must be re-regulated and, where appropriate, the control of strategically important financial institutions should be taken over by the state in order to prevent future financial crises and speculative bubbles, protect workers and consumers. UNI and its affiliates shall:

- a) Call for a sustainable regulatory framework to avoid systemic risk and ensure that the finance industry can promote long term business investments to support the real economy.
- b) Risks to the economy resulting from a lack of transparency, complexity and high trading volumes must be excluded by maintaining and expanding, where appropriate, the regulatory framework for financial markets adopted in the wake of the financial crisis.
- c) Call for a structural reform of the banking sector including separation of investment banks, commercial banks and savings institutes, as well as the introduction of ring-fencing speculative investments by the same banking group.
- d) Demand the adoption of comprehensive regulations for the shadow banking system as well as stricter rules for over-the-counter (OTC) derivative instruments.



## Resolution N° 4:

### UNIONS AND THE FUTURE WORLD OF WORK

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#### TOP 10 ACTIONS & PRINCIPLES

##### **1 Ensure decent work, fairness, security, transparency, opportunity and responsibility**

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**The meaning and importance of work must never be underestimated. Economic policy and corporate goals must aim to keep people in work. All workers, whatever their form of work, should have decent work under fair conditions with a voice on the job. Uni and its affiliates will, therefore, campaign to:**

- a) Reinvest the profits of digitalization in new decent jobs and make sure there is a fair distribution of the economic gains.
- b) Ensure through a new social contract the realisation of articles 23 and 24 of the Universal Declaration of Human Rights regarding: equal pay for equal work, the right to work and the right to rest.
- c) Promote working time as a tool to give all workers fair working conditions that give them the opportunity to economically and socially thrive. Tools aimed at redistributing work, such as the reduction of working time, should stimulate gender equality and be without detriment to workers in relation to pay, pensions and other terms and conditions of employment.
- d) End abusive data manipulation that undermines our democracies.
- e) Ensure in this new world of work Fairness, Security, Transparency, Opportunity and Responsibility:
  - Fairness and Security: Workers, in all forms of work, must enjoy protection and respect, be given a voice, and receive an income that grants them and their families a good life and social protection.
  - Transparency: in AI-facilitated decisions, in algorithm processes, in data sets, in data ownership and use, in corporate structures and supply chains.
  - Opportunity: Everyone must have access to the internet and to digital technologies. Digital change should empower workers and citizens across the world regardless of where they live, their sex, sexual orientation, age, gender, gender identity, skill level, ethnicity, or socio-economic status. Open source technologies and the establishment of a data commons should be explored. All people must be free from discrimination and have the opportunity to thrive, to feel empowered and valued. Open source technologies should be supported as a means to provide all citizens, companies & organisations with opportunity.



- Responsibility: Technological innovations, politicians, the public sector and corporations, must put the long-term interests of people and planet above the interests of the few.
- f) Ensure that change must benefit employment by promoting job-creating innovation and diverting productivity gains to areas of social need, which in turn will foster the development of necessary social services.

The following principles substantiate these demands:

## **2 Ensure equal opportunities**

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### **UNI and its affiliates will fight for:**

- a) A future world of work that provides equal opportunities to all: economically, technically, socially and environmentally, including: bridging the digital divide between the Global North and the Global South; stopping trade policies that widen the digital divide; and giving everyone the right to their data, and the right to influence how it is mined, stored and used – where and by whom.
- b) A fully-inclusive, genderless digitalisation, where algorithmic biases are eliminated or at least accounted for, where men and women where men and women receive equal pay for equal work, and where workers can enjoy the same rights and privileges regardless of gender.

## **3 Ensure workers' social and fundamental rights**

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### **UNI and its affiliates will:**

- a) Work to ensure that fundamental trade union, labour and social rights apply for all workers, in all forms of work, in the new world of work. This includes fighting for a living wage.
- b) Resolutely campaign in the new platform capitalism for the establishment of collective bargaining between platforms and their workers. We reject fee-charging platforms and demand that all existing laws that are used to block workers from exercising their fundamental rights are challenged and rectified. This includes changing competition law so the single-unit self-employed have a right to collective bargaining.

## **4 Ensure the right to social protection to all workers**

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### **Social security systems, must be established, improved and adapted to function in the future world of work. Therefore, UNI and its affiliates must work to ensure that:**

- a) All workers, in all forms of work, as well as the unemployed, have the right to social security. Access to social security must be guaranteed to every person without discrimination.



- b) All companies, including platforms operators, contribute financially through taxes and social contributions to the societies in which they are embedded, and on which they belong.
- c) Every form of work gives rise to a social protection entitlement. This notion of a portable benefit system is currently gaining traction in several countries.

## 5 Ensure all workers' access to life-long learning

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**There is currently a chronic under-investment in people. To boost labour market mobility, all workers, in all forms of work, must have the rights and access to training and competence development on a regular basis with an appropriate level of remuneration. UNI must work to:**

- a) Ensure that systems for training and professional development are established with a clear role for social partners. This could include the establishment of national or sectoral education funds that are democratically managed by the social partners and the state and that guarantee workers' participation.
- b) Ensure that unions have a structural role in the joint management of the training process, including identifying future skills needs.
- c) Revamp and broaden active labour market policies to include all workers in all forms of work.
- d) Ensure that all companies take responsibility in training, re-training and upskilling current and future workers through extended training programmes. This includes through the establishment of extended quality apprenticeship schemes that are tailored to all types of workers.
- e) Ensure that the formal recognition and certification of informally acquired skills and qualifications are put in place.
- f) Promote training for workers of all categories and ages on new technologies and working methods in order to prevent that workers are excluded because of an alleged inability to adapt.

## 6 Ensure ethical AI that puts people and planet first

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**AI Research, development and application must be guided by ethical principles that put people and planet first. This is why ethical AI discussions on a global scale are essential. A global convention on ethical AI is urgently needed. Therefore UNI will:**

- a) In cooperation with relevant stakeholders, facilitate, monitor and evaluate AI development aiming to create global standards for the ethical use, development and deployment of artificial intelligence, algorithms and big data.
- b) Fight furthermore for that the data on which artificial intelligence and machine learning are built is made a 'commons', i.e. available for every citizen, organisation, business and government to tap in to, use and learn from.



## **7 Ensure workers' privacy and data rights as well as data protection**

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**As companies increasingly use data in human resource processes and outcomes, UNI and its affiliates must work to:**

- a) Ensure that workers and their union representatives have the right of access to, and control over, the personal data that is collected on them via their work processes.
- b) Guarantee that workers and their union representatives have the right to edit and delete this data.
- c) Enforce unions' right to negotiate which personal data may be collected, how it may be stored and for how long, and the use to which it may be put.
- d) Establish this through appropriate legislation and other mechanisms, such as data clauses in Global Framework Agreements and collective agreements that include safeguards against blacklisting as outlined in the UNI Global Union 10 Principles for Workers' Data Rights.
- e) Oblige companies to clearly state in job announcements whether automated selection processes are used.

## **8 Keep People in Work!**

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**UNI Global Union and its affiliates demand that technological and digital development is geared towards support of, rather than replacement of, human labour and contribute to sustainable economies and societies.**

## **9 Fight for new business models for inclusive growth**

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**UNI Global Union and its affiliates will advocate to move beyond GDP as a measure of society's economic and social health and adopt a multi-dimensional matrix that includes the values of human dignity, freedom, democracy, equality, rule of law, and respect of human rights. The OECD's Better Life Index<sup>1</sup> offers an interesting starting point.**

## **10 Making it Happen – UNI's collective commitment and call to action**

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**Acknowledging the urgency of now and the strategic importance this has for the future of UNI Global Union, we will, with intent, competency and consistency, shape the Future World of Work so it is transparent, offers opportunity for all and empowers workers. We will fight against the tyranny of monopolistic digital capitalism. We will accompany workers in the transition in front of us, and we will leave no one behind. Decent work is our foremost goal. Unions are part of the solution! UNI and its affiliates will:**

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<sup>1</sup> <http://www.oecdbetterlifeindex.org>



- a) Utilise our leadership role and strong voice and provide a global response to these global developments. United we will take the UNI message to the old as well as the new sectors, employers and workers – wherever they may be.
- b) Make the points in this motion happen through cutting edge campaigns and advocacy, expanded and deepened global networks, and by making use of research and modern technologies, to protect and enforce the rights of all workers in the future world of work.
- c) Use our regional structure, to:
  - Develop region-specific analyses and policies related to the Future World of Work and the above-mentioned principles
  - Conduct regional lobbying, networking and awareness building
  - Leverage our global and regional networks and knowledge to support union innovation

**At the level of UNI affiliates, we will, in cooperation and dialogue with affiliates:**

- a) Influence the national conversations, and feed UNI messages in to the acceleration of work done by national governments.
- b) Lobby and build awareness in companies, governments and citizen groups to the needs and wants of workers in the digital economy.
- c) Engage with UNI Global Union regions and head office to inform UNI policies and activities.
- d) Continue to share knowledge and insights with the global UNI community through the digital expert working group.



## Resolution N° 5:

### **WORKING FOR A WORLD OF PEACE, DEMOCRACY AND HUMAN RIGHTS**

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#### **1. Democratic Space and Respect for Human Rights**

UNI will:

- a) Support and defend trade unionists confronted with violence, and offer practical and political support to affiliates working in conflict situations in order to achieve peace, reconciliation and the building of democracy.
- b) Demand that all governments denounce violations of women's rights in armed conflicts, ensure that the aggressors be brought to justice and devote resources to help and protect women and children who have been and are used as weapons of war.
- c) Speak out against governments which attack and deny human rights, including the rights to freedom of association, speech, and assembly, which are the building blocks of democracy.
- d) Campaign to protect and promote the freedom of speech and free media including print and electronic media and their workers, in particular public broadcasting - a cornerstone of democratic societies.

#### **2. Countries in Conflict**

Democratic and inclusive societies can only exist only when the exercise of rights, including freedom of opinion and expression, peaceful assembly and association as well as labour and social rights and participation in public life are fully respected.

##### ***Palestine***

UNI denounces the occupation of Palestine, and, in line with Resolution 12 adopted at UNI's Cape Town Congress and UN Security Council Resolution 2334, UNI continues its call for action to end economic support for the illegal settlements, which are an impediment to peace and put the two-state solution beyond reach. UNI will implement this decision actively in relevant UNI sectors.

Further, UNI:

- Calls on governments to take action to renew peace negotiations based on UN resolutions.
- Will continue the training and organizing support for Palestinian workers in UNI sectors such as ICTS and Finance.
- Encourages the Histadrut to continue its representation of all Palestinian workers who work in Israel, as it has done in particular in the construction industry.



- Calls upon the Israeli government to take steps to reduce the crossing times for Palestinian workers who work in Israel, to improve the conditions at the border stations and to prohibit the practice of predatory labour brokers.
- Calls upon the US government to restore its funding of UNRWA, upon which millions of Palestinians depend for basic needs.
- Calls upon the US government to reverse its decision to move its Embassy to Jerusalem, as this is an impediment to peace.

### **Turkey**

UNI strongly condemns the Turkish government for the totally excessive measures and decrees it issued after the attempted Coup d'état in 2016 to silence any opposition and other critical voices such as journalists and union leaders, in order to legitimise mass dismissals, particularly in the public sector.

UNI calls on the Turkish government to:

- immediately release all people imprisoned without charges and to give those in jail a fair trial;
- reinstate those dismissed from their workplace and to respect ILO Conventions 87 and 98;
- engage in constructive dialogue with all society;
- immediately end the state of emergency, restore all democratic and press freedoms;
- restart the abandoned peace process and seek a peaceful resolution of the Kurdish question through new negotiations between all parties involved in the conflict;
- release all imprisoned trade unionists, activists, political leaders and politicians, including the candidates for the presidential elections on June 24th 2018;
- withdraw all its forces from Afrin and allow the civilian population to return;

### **Brazil**

UNI:

- Denounces the attack on democracy by the current Brazilian government who came to power by illegitimately ousting the democratically elected President Dilma.
- Condemns the labour law reform and the attack on the trade union movement which weakens workers' rights to be represented by unions and take part in collective bargaining, ends the funding of trade union activities and promotes irregular work.
- Denounces the attack on the sovereignty of the Brazilian people represented by the transfer of control over the land, minerals, oil and water resources to international capital, the real author of the Brazilian coup d'état.



- Denounces the dismantling of the Brazilian state by the freezing of the federal budget for 20 years and the transfer of public assets in the form of concessions and the privatisation of companies owned by the Brazilian people.
- Denounces the attacks on the public universal social security system in the interests of private banks, which will block the pension rights of millions of Brazilians.
- Denounces the criminalisation of social movements and police violence during the repression of peaceful demonstrations by the people.
- Denounces media and legislative attempts to promote electoral fraud and stop ex-president Lula from contesting the 2018 elections.
- Will build activities jointly with affiliates to fight the consequences of the coup d'état and defend democracy and labour rights.
- Call for the immediate release of President Lula, who is now a political prisoner, including fair and impartial trial that allows him to run for election and the Brazilian people to choose democratically, who will be the next president of Brazil.

### ***Korea***

UNI welcomes the release from prison of former KCTU President Han San-Gyun and of former KCTU General Secretary Lee Young-Joo, and demands that Korea ratify ILO conventions 87 and 98 as a basis for establishing respect for workers' rights in the country.

UNI furthermore welcomes the opening of a process to bring peace to the Korean Peninsula. In a fractured world this initiative is important for world peace and security. We want to see denuclearisation and respect for human rights at the heart of any agreement.

### ***The Rohingya Refugee Crisis in Myanmar***

- UNI is appalled by the government inaction and condemns the extreme violence and ethnic cleansing meted out to the Rohingya people in Myanmar that has forced Rohingya families to be displaced and flee the state as refugees in Bangladesh.
- UNI calls upon the government of Myanmar to free the Rohingya from state sponsored crackdown, persecution and discrimination, grant them full citizenship, freedom of movement and religion, access to education and employment as a shortfall on these aspects amount to crimes against humanity.

### ***Colombia***

UNI demands that the Colombian government comply strictly with the provisions of the peace agreement and the relevant initiatives to ensure the life and physical integrity of trade union and social leaders who are the victims of revived paramilitary structures.



### **3. Disarmament**

UNI calls for:

- a) Substantially reduced military spending and the transfer of these resources to meet pressing social needs and to promote inclusive growth and development; in this context, UNI calls upon all affiliates to pressure their governments to ratify the recently adopted UN treaty on the prohibition of nuclear weapons.
- b) Governments to develop effective defence diversification strategies that will protect the skills, employment and pay levels of the millions of trade union members employed in defence industries.
- c) Effective international regulation of the production and trading of arms, and in particular the elimination of all weapons of mass destruction.
- d) UNI will support all initiatives to ban or, at the very least, to obtain a moratorium on the design, development and manufacture of autonomous weapons that function without human intervention.

### **4. An End to Discrimination, Racism and Xenophobia**

UNI will:

- a) Together with its affiliates, continue to take action to combat racism and discrimination against members of the LGBTQI+ community, or on the basis of religion, nationality or ethnic background.
- b) Cooperate with other Global Union Federations (GUFs), for instance in a cross-GUF working group, to develop and coordinate actions against LGBTQI+ discrimination as well as developing a plan to address LGBTQI+ issues.
- c) Cooperate with the ITUC to promote trade union action to improve tolerance and understanding between nations and cultures, and encourage affiliates to coordinate with social and peace movements which share the concerns and values of the trade union movement. Together, we must stand up to right wing nationalism, racism and xenophobia, both in society and at the workplace, while at the same time promoting the integration of migrants in the trade unions at all levels.
- d) Support efforts of affiliates to safeguard the rights of immigrant workers and their families given the global rise in right wing nationalism and condemn government actions that work to undermine and deport immigrant workers.
- e) Together with its affiliates 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.

## Resolution N° 6:

### **CONCENTRATION OF THE MEDIA AND CROSS-MEDIA OWNERSHIP**

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1. Strengthen solidarity links within UNI on the basis that this creates a solidarity-based and strategic space for the implementation of policies to defend workers' rights in the media sector.
2. Prioritize, in all UNI strategies, the democratization and gender vision of communication that is an essential component of human rights.
3. Organise initiatives to promote independent research into the global concentration of ownership as a first step to preparing an action strategy to prevent the creation of monopolies and oligopolies in all regions. Highlight the right of all citizens to information and freedom of expression – we want “a diversity of voices in the world”.
4. Promote democratic global communication that respects gender-based cultural identities and the individual rights of citizens, placing special emphasis on preserving the right of access to information. Increase the capacity of developing countries to improve conditions, equipment and professional training for media workers and promote cooperation with developed countries in this regard.
5. Call on UNI Global Union's World Executive Board to propose the action necessary to ensure that each country has legislation that guarantees the presence of all political voices and sectors of society, respect for their cultural identity and for their right to inform the citizens of the world of their social and cultural aspirations and values.
6. UNI and its affiliates actively defend free speech, media independence (print and electronic media) and media workers. The protection of public broadcasting in particular, which is the cornerstone of the democratic media and ensures information, education and cultural diversity on radio, TV and electronic media, must obtain adequate financing to allow it to fulfil its mission.
7. Develop legislation that prevents concentration of the media and the establishment of dominant positions. Exclude cultural policy, including public instruments to protect pluralism in the media, from free trade agreements.
8. Continue to promote well-financed public service media, whilst ensuring that they enjoy editorial independence from political authority.



## **Resolution N° 7:**

### **MAKING IT HAPPEN: INCREASING YOUTH REPRESENTATION IN UNI GLOBAL UNION**

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1. In order to increase the exposure of young trade unionists to international work, and in order that UNI meetings can benefit from the perspective and input of young people, UNI will aim to have 10% youth participants in all World Congresses and regional conferences. UNI affiliates should include young members in their delegations at least reflecting their membership level.
2. UNI and its affiliates aim to steadily increase the active involvement of young trade unionists by including them in structures and activities such as committees or collective negotiations and by supporting the development of their leadership skills through specific programmes.
3. UNI will continue to give strong emphasis to organising campaigns which involve young workers both as organisers and worksite leaders.
4. The percentage of youth participants in Liverpool will be monitored and additional steps taken ahead of the next world congress to further increase youth participation.



## Resolution N° 8:

### END WORKPLACE VIOLENCE

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**Workplace violence is a threat to the dignity, security, health and well-being of all. It has an impact not only on workers and employers but also their families, communities, economies and society as a whole.**

1. UNI acknowledges that as trade unionists we should be the best practice model and thus will adopt policies and procedures which will ensure effective and swift resolution of issues and complaints relating to unprofessional conduct and disrespectful behaviour in whatever forms it takes.
2. Many people suffer sexual harassment as well as physical and psychological violence and discrimination at work, but women are generally more vulnerable as they often have jobs of lesser rank and less recognition than men.
3. UNI will continue to work with affiliated unions to prevent and combat violence by informing, training and mobilising both men and women on the issue of gender-based violence at work.
4. UNI will encourage active participation at demonstrations marches and other manifestations intended to make all forms of violence against women visible and will publicise and highlight all forms of violence against women.
5. UNI will continue to train and inform all workers about the different tools and mechanisms available to prevent violence in the world of work, including campaigns and materials.
6. UNI will support and encourage affiliated unions in their efforts to lobby their respective governments about introducing an ILO Convention on violence against women and men at the workplace.
7. UNI will continue to cooperate with the ILO Group of Experts, on behalf of affiliated unions and the millions of workers they represent, to provide a precise account of the violence experienced by men and women workers in the world of work and improvements obtained by collective bargaining.
8. UNI will encourage affiliated unions to address violence in the world of work through collective bargaining, including negotiating paid time off for matters related to domestic violence.
9. UNI will combat all acts of gender-based violence and recognise gender identity, sexuality and personal relationship freedoms.



## Resolution N° 9:

### **#WORLD PLAYERS UNITED – CHAMPIONING THE DIGNITY OF THE PLAYER AND THE HUMANITY OF SPORT**

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1. Just like transnational corporations, world sport's governing bodies such as the International Olympic Committee and FIFA are multi-billion dollar businesses whose activities impact the human and labour rights of people across the globe. This includes the players whose work generates sport's vast wealth.
2. Players stand shoulder to shoulder with all who make sport possible, including service and construction workers, journalists, fans, volunteers, communities and children.
3. Since the 4th UNI World Congress, which adopted the resolution to "Fight for fair play and good working conditions at sporting and other international events", UNI's World Players Association has worked with global union federations, non-governmental organizations, sport's governing bodies, business, the UN, the ILO and governments to ensure that sport champions the dignity of the player and the humanity of sport. This work has seen:
  - a) The IOC, FIFA, UEFA and the Commonwealth Games Federation commit to respect and uphold human and labour rights through proactive and legally binding measures.
  - b) The government of Qatar commit to fundamentally reform its labour law.
  - c) A joint commitment to establish an independent Centre for Sport and Human Rights in 2018.
  - d) The adoption of the Universal Declaration of Player Rights by unions representing 85,000 athletes under the umbrella of the World Players Association.
4. This Congress resolves that UNI:
  - a) Will organise, bargain and forge strategic alliances to ensure that the human and labour rights of all people involved in the delivery of, or affected by, sport, including athletes and workers that are part of the value chain, are protected, respected and upheld.
  - b) Will ensure that sport truly becomes a force for good by being an example for workers and business in the global economy for the protection, respect and fulfilment of human and labour rights, and
  - c) Adopts the Universal Declaration of Player Rights (see Annex) and supports the work of UNI's World Players Association in striving to ensure the rights set out in the Declaration are enjoyed by athletes throughout the world.





## UNIVERSAL DECLARATION of **PLAYER RIGHTS**

**#WorldPlayersUnited**

### Preamble

#### **CONSIDERING THAT:**

- I. The organised players of the world have a proud history of championing the dignity of the player and the humanity of sport. That history demonstrates that where the fundamental human rights of the player have been protected, respected and guaranteed, sport has grown as both a social institution and as an economic activity and business.
- II. In adopting the Universal Declaration of Human Rights in 1948, the peoples of the United Nations *“reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom.”*
- III. A universal commitment by the whole of sport is now essential for sport to maintain its meaningful place in world culture, retain its social licence, make social progress and achieve better standards of life for everyone involved with or touched by it.
- IV. Sport is controlled by international sporting federations, national sporting organisations, professional sports leagues, employers, business and governments. Players are the public face of sport, and athletic performance is fundamental to the prestige, popularity and viability of sport.
- V. The mega scale, politicisation and commercialisation of sport today sees a widespread failure to uphold the humanity of sport and the dignity of the player. This also sees the violation by sport of internationally recognised human rights – which are, at a minimum, those expressed in *The International Bill of Human Rights*, the *International Labour Organization’s Declaration on Fundamental Principles and Rights at Work and Its Follow-Up* – and additional international standards pertaining to vulnerable groups, including the *United Nations Convention on the Rights of the Child*.

#### **CONSEQUENTLY:**

- VI. Every sport must:
  - A. work in partnership with the players to develop a strategic vision for their sport;
  - B. respect and protect the fundamental human rights of everyone involved with or affected by sport including the player;

- C. avoid infringing on the human rights of others and address all adverse human rights impacts with which they are involved;
- D. embrace and promote the responsibility of their sport to respect human rights;
- E. recognise that the player is, first, a human person and, then, an athlete;
- F. acknowledge the acute impact any failure to respect the fundamental human rights of the player given the highly skilled and inherently short-term nature of the athletic career;
- G. acknowledge that any reliance on or application of the “autonomy” or “specificity” of sport or any restraint or limitation imposed on a player in the exercise of his or her profession does not override the fundamental human rights of the player and can only be given legal effect if necessary and through collective bargaining and social dialogue; and
- H. ensure that the internationally recognised human rights of the player including as contained in this *Universal Declaration of Player Rights* are legally adopted within the constituent documents of their sport or pursuant to a collective bargaining agreement.

**NOW, THEREFORE, THE ORGANISED PLAYERS OF THE WORLD DECLARE THAT:**

***Article 1. Protect. Respect. Remedy.***

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Every player has the right to a sporting environment that is well governed, free of corruption, manipulation and cheating and protects, respects and guarantees the fundamental human rights of everyone involved in or affected by sport, including the player. His or her sport must adopt and implement the appropriate measures to ensure the enjoyment of the rights of the player and the maintenance of a sporting environment in accordance with this Declaration including by adequately protecting whistle blowers.

***Article 2. Access to sport.***

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Every player has the right to access and pursue sport as a career and profession based solely on merit.

***Article 3. Equality of opportunity.***

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1. Every player is entitled to equality of opportunity in the pursuit of sport without distinction of any kind and free of discrimination, harassment and violence.
2. A player’s right to pursue sport cannot be limited because of his or her race, colour, birth, age, language, sexual orientation, gender, disability, pregnancy, religion, political or other opinion, responsibilities as a carer, property or other status.



#### **Article 4. *Rights of the child.***

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Every player who is a minor is entitled to the opportunity to freely pursue sport in an inclusive, adapted and safe manner, and to have his or her rights as a child protected, respected and guaranteed.

#### **Article 5. *Right to work.***

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Every player has the right to work and the free choice of employment as an athlete, and to move freely in pursuit of that work and employment.

#### **Article 6. *Right to organise and collectively bargain.***

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1. Every player has the right to organise and collectively bargain.
2. Every player has the right to form and join player and athlete associations and unions for the protection of his or her interests.

#### **Article 7. *Right to share in economic activity and wealth.***

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Every player has the right to share fairly in the economic activity and wealth of his or her sport which players have helped generate.

#### **Article 8. *Fair and just working conditions.***

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1. Every player has the right to just and favourable remuneration and conditions of work, including a minimum wage, fair hours of work, rest, leisure, the protection of wages, the certainty of a secure contract and the protection of his or her status as a worker within the employment relationship.
2. Every player, without any discrimination, has the right to equal pay for equal work.
3. A player has the right to negotiate the terms and conditions upon which he or she is involved in sport and to be represented by persons and organisations of his or her choosing in those negotiations.
4. A player must only be bound by terms and conditions which are legitimately made and administered through collective bargaining or to which he or she has freely and genuinely consented.

#### **Article 9. *Promotion of physical health, mental health and social wellbeing.***

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1. Every player must be provided with a safe and secure workplace and sporting environment, which promotes the player's safety, physical and mental health and his or her social wellbeing.
2. A player must be treated and supported with utmost integrity by healthcare professionals when injured or ill, and have direction and control over that treatment and support.



3. A player's workplace and sporting environment must be protected from both internal and external risks to his or her safety, health and wellbeing. A player is entitled to decide on the measures necessary to ensure the safety and security of the workplace and sporting environment and to take any action reasonably necessary to avoid those risks or prevent them from materialising.

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**Article 10. *Right to education.***

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To achieve fully his or her human potential and personality, every player has the right to an education and the pursuit of work and life beyond sport supplemented by the resources of the sport.

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**Article 11. *Right to privacy and the protection of personal data.***

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Every player has the right to a private life, privacy and protection in relation to the collection, storage and transfer of personal data.

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**Article 12. *Protection of name, image and performance.***

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Every player is entitled to have his or her name, image and performance protected. A player's name, image and performance may only be commercially utilised with his or her consent, voluntarily given.

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**Article 13. *Freedom of opinion and expression.***

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Every player has the right to freedom of opinion and expression.

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**Article 14. *Protection of and equality before the law.***

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Every player has the right to the protection of the law and equality before it.

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**Article 15. *Right to due process.***

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Every player is entitled to due process including, where charged, to the presumption of innocence. Any penalty must be lawful, proportionate and just.

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**Article 16. *Right to an effective remedy.***

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Every player is entitled to have any dispute resolved through an impartial and expeditious grievance mechanism in which the player has an equal say in the appointment of the grievance panel, arbitrator or other decision-making person or body. His or her sport must ensure he or she is provided with access to an effective remedy where his or her rights under this Declaration have not been protected or respected.



**Article 17. *Duty to respect the rights of others.***

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Every player has a duty to respect the rights of his or her fellow players under this Declaration, and to respect the fundamental human rights of everyone involved with or affected by sport.

**DECLARED BY THE ORGANISED PLAYERS OF THE WORLD IN WASHINGTON DC, USA, 14 DECEMBER 2017.**





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