

A NEW SOCIAL CONTRACT FOR A GENDER-TRANSFORMATIVE AGENDA

WORKERS AND TRADE UNIONS MAJOR GROUP
SECTORAL POSITION PAPER TO HLPF 2022

#TIME FOR



THE CLOCK IS TICKING
FOR A NEW SOCIAL CONTRACT



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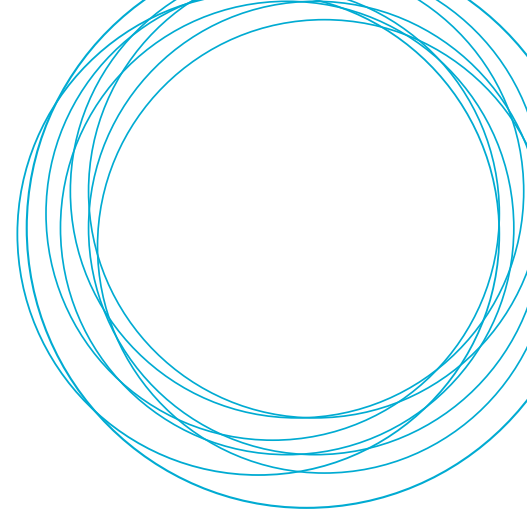
**THE CLOCK IS TICKING FOR
A NEW SOCIAL CONTRACT**



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**1.
The impact of
multiple crises
on the goals
under review at
the HLPF 2022**



The 2022 High-Level Political Forum will take place in a context of multiple crises: an increasing number of conflicts, growing global poverty and inequality, and a worsening climate crisis. All these elements, together with the COVID-19 pandemic, have resulted in **a dramatic backlash against progress on the Sustainable Development Goals (SDGs), even as we are already halfway through the road to 2030.**

Such a context directly impacts the goals under review at HLPF 2022, namely SDG 4 (education and lifelong learning), SDG 5 (gender equality), SDG 14 (life below water), SDG 15 (life on land), and SDG 17 (means of implementation).

1.1. SDG 4 (Ensure inclusive and equitable access to quality education and promote life-long learning opportunities for all)

The COVID-19 pandemic has created a severe disruption to global education and learning systems, wiping out 20 years of education gains.¹ Before COVID, there were already approximately 258 million children and young people out of school, and two thirds of all children who have never been to school are girls.² In fact, one in ten children do not complete primary school, while one in five do not complete upper secondary education.³ Moreover, it is estimated that 101 million additional **children and young people** (from grades 1 to 8) fell below the minimum reading proficiency level in 2020 owing to the consequences of the pandemic.⁴

Quality education allows children and young people to acquire the knowledge and skills needed for life as well as work. Educational

disadvantage is often accumulated throughout working lives: as highlighted by the ILO, COVID-19 “will have long-term implications for the employment and further education and training of **young people**, especially those who have had limited or no access to online learning opportunities”.⁵

Urgent efforts must be made to support those left behind, including through the abolition of direct and indirect costs of education. Ensuring inclusive and equitable access to education is key for the elimination of child labour too.

In terms of women’s access to skills development, the **gender divide** remains wide: gender disparities persist in access to technical and vocational education and training (TVET), formal and non-formal education and training, and apprenticeships and traineeships. Women also face barriers in accessing digital skills that are essential, especially in sectors that have shifted to teleworking during the pandemic, such as the education and services sectors.

¹ UN-DESA, [Progress towards the Sustainable Development Goals - E/2021/58](#).

² ITUC, [The crucial role of trade unions in the implementation of the Beijing platform for action - Beijing +25, 2020](#).

³ UNESCO, [Access | GEM Report SCOPE \(education-progress.org\)](#).

⁴ UN-DESA, [Progress towards the Sustainable Development Goals - E/2021/58](#).

⁵ ILO, [Employment and Social Outlook. Trends 2022, January 2022](#).

1.2. SDG 5 (Achieve gender equality and empower all women and girls)

The pandemic has exposed the unequal impact of the crisis in terms of women's position in the labour market and the distribution of care work.

We know that the world entered the current crisis with an equality deficit, particularly related to women in the labour market: the global gender gap in labour force participation was still estimated at 27 percentage points in 2019; the gender pay gap persists at around 20% globally; and 60% of the world's people cannot count on the security of full social protection, women being the most left behind.⁶

Women have lost around US\$800 billion in income during the pandemic – the combined GDP of some 98 countries.⁷ Young women, racialised women, women migrant workers, Indigenous women, women in the informal economy – including domestic workers – as well as disabled women, who were highly vulnerable even before the current crisis, have been particularly hit hard by the pandemic due to inadequate levels of labour protections.

During the crisis, the unequal distribution of increased care demands has continued to affect women disproportionately. In addition, we have also witnessed a surge in domestic violence, particularly due to confinement measures, as well as rising incidents of gender-based violence and harassment against workers in frontline sectors, such as food, retail, health and care services, education, and cleaning. The increase in teleworking carries with it the risk of a corresponding increase in cyberbullying.

Moreover, women have been disproportionately hit in terms of job loss: between 2019 and 2020, women's employment declined by 4.2% globally, representing a drop of 54 million jobs, while

men's employment declined by 3%, or 60 million jobs. Additionally, following the most recent ILO estimates, there were 13 million fewer women in employment in 2021 compared to 2019 (while men's employment recovered to 2019 levels). If the observed data in 2022 confirm the estimates, only 43.2% of the world's working-age women were employed in 2021, compared to 68.6% of working-age men, which means that in 2021 women were 25.4 percentage points less likely to be in employment than men.⁸ This scenario suggests that women's working lives are likely to be disrupted over an extended period unless appropriate measures are adopted.⁹

1.3. SDG 14 (Life below water) and SDG 15 (Life on land)

HLPF will also review two climate-related goals related to marine and terrestrial ecosystems. On both, The Sustainable Development Goals Report 2021¹⁰ shows alarming trends in terms of environmental degradation and biodiversity loss. Increased pollution, warming and acidification of marine resources are disrupting marine ecosystems and the communities they support.

At the same time, deforestation and forest degradation, continued biodiversity loss and the ongoing degradation of ecosystems are having profound consequences for human well-being and survival.

In this context, COVID-19 has shown that, by threatening biodiversity, humanity threatens its own survival.¹¹ The pandemic also had a dramatic impact in terms of job loss and increased levels of informality, leading to a growingly precarious situation for workers in related sectors, such as fishery and agriculture.

⁶ ITUC, [Outcome Document of the 4th ITUC Women's Conference](#), April 2022.

⁷ Ibid.

⁸ ILO, [Building Forward Fairer: Women's rights to work and at work at the core of the COVID-19 recovery](#), July 2021.

⁹ ITUC, [Outcome Document of the 4th ITUC Women's Conference](#), April 2022.

¹⁰ UN, [The Sustainable Development Goals Report 2021](#)

1.4. SDG 17 (Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development)

SDG 17 recognises multi-stakeholder partnerships as key to achieving the SDGs and calls on countries to set up “multi-stakeholder development effectiveness monitoring frameworks that support the achievement of the Sustainable Development Goals”.¹²

Still, the level of involvement of trade unions in the planning and implementation of SDG national plans is far from ideal: according to the independent analysis provided by national trade union organisations, issues related to lack of transparency, consultation and social dialogue persist.¹³

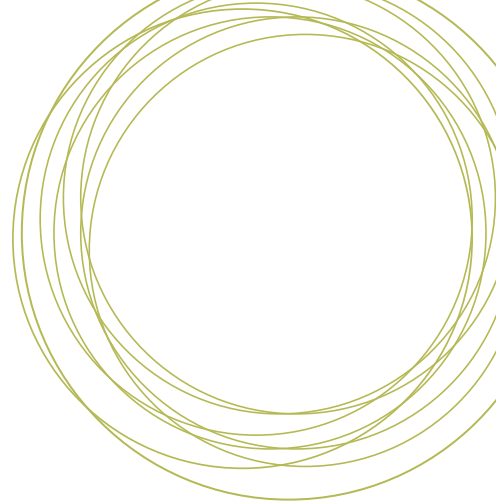
In this sense, the pandemic shows the urgent need to strengthen social dialogue structures within countries in order to effectively steer national development efforts and support the design and implementation of human-centred recovery and resilience policies.

¹¹ Ibid.

¹² [SDG 17, Indicator 17.16.1.](#)

¹³ [ITUC, A trade union take on the SDGs 2021, June 2021.](#)

2. Redressing the trend: Policy priorities based on SDG 8



We are halfway through in our timeline to achieve the SDGs. Given the state of play described above, the **HLPF 2022 must provide clear guidance on policy priorities** to accelerate action on the overall 2030 Agenda, and it must call for bold commitments from all economic, social and political forces.

For trade unions, **key answers to redressing the SDGs trend come from Goal 8** (promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all), thanks to its multidimensional nature. By including several aspects connected to economic performance, labour market output and outcomes, labour rights, and environmental preservation, SDG 8 provides a strong leverage for other goals and helps accelerate progress on the overall Agenda 2030.¹⁴

Therefore, the International Trade Union Confederation (ITUC) developed an innovative approach related to SDG 8 progress assessment called the "ITUC SDG 8 Monitor". The monitor is focused on an SDG 8 composite indicator developed with the objective of showing the centrality of the social and labour dimension within the whole 2030 Agenda.

¹⁴ ITUC, [SDG 8 as a New Social Contract for a job-rich recovery and resilience](#), June 2021.

The ITUC SDG 8 composite indicator in a nutshell ¹⁵

- The SDG 8 composite indicator shows the centrality of the social and labour dimension within the 2030 Agenda.
- It covers 149 countries, corresponding to more than 98% of the world population.
- It is built upon a selection of indicators based on relevant, reliable and available statistical data, collected from official international sources.
- It is calculated on the basis of four sub-domains:
 1. **economic well-being**, which includes indicators on economic performance, financial markers development, living standards and inequality;
 2. **employment quality**, which includes indicators on performance of labour market features, labour income share, and working poverty;
 3. **labour vulnerability**, which includes indicators on exposure of workers to risks, under-protection, and exclusion; and
 4. **labour rights**, which includes indicators on violation of fundamental rights at work.
- The composite indicator examines performance at global and regional level through income and regional-based groupings. The rating system (ranging from 70 to 130 where value 100 represents the world average) aims at showing progress towards a balanced and inclusive sustainable development path based on the four domains listed above, which will lead to the realisation of SDG 8 and the 2030 Agenda as a whole:

	No. of Countries	Economic well-being	Employment quality	Labour vulnerability	Labour rights	SDG8 Composite Indicator
Un Regions						
Asia	22	103,26	100,35	98,29	83,28	95,57
Europe	36	109,99	107,21	116,32	118,07	112,55
Latin America an	23	92,21	98,46	96,51	101,99	96,86
Northern Africa	6	90,48	85,30	94,18	81,87	87,53
North America	2	112,44	107,90	117,03	103,53	110,04
Oceania	3	113,28	104,78	98,75	102,97	104,40
Sub-Saharan Afri	41	84,15	91,19	78,52	98,72	86,93
Western Asia	16	101,45	86,35	99,65	88,56	93,49
Income groups						
Low	25	83,82	88,26	72,03	95,84	83,71
Lower middle	40	92,00	92,92	88,90	89,23	90,05
Upper middle	39	94,65	96,33	101,54	97,69	96,96
High	45	112,58	106,98	114,70	113,89	111,65

Source: ITUC

- The global composite indicator is also used to show evidence on interrelations between SDG 8 and relevant indicators of the 2030 Agenda.

The analysis of the interrelations between the SDG 8 composite indicator and the other goals shows us that progress on SDG 8 is positively correlated to several indicators of other SDGs, including goals under review at the High-Level Political Forum on Sustainable Development 2022.

¹⁵ See full methodology in ITUC, [SDG Decade of Action - Trade Union Policy Responses, June 2020](#).

2.1. The leverage effect of SDG 8 on education and lifelong learning (SDG 4)







SDG 8 is positively correlated with several indicators of SDG 4 aimed at “ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all”.

In particular, the indicators analysed for Goal 4 are the following:

- Proportion of children and youth with a minimum proficiency level in reading (indicator 4.1.1.)
- Enrolment in secondary school and lower secondary completion rate (indicator 4.1.2)
- Participation rate in formal and non-formal education and training (indicator 4.3.1)
- Access to information and communications technology (ICT) skills ¹⁶ (indicator 4.4.1)
- Proportion of teachers with the minimum required qualifications in primary education (indicator 4.c.1)

The table below shows that improvements in SDG 8 lead to higher performance in the listed indicators. The interlinkages are evaluated using a linear regression.¹⁷

Table 1. Interlinkages between SDG 8 and SDG 4

Goal	Indicator	Interlinkage with SDG 8
	4.1.1 - Proportion of children and young people achieving a minimum proficiency level in reading	↑
	4.1.2 - School enrolment, secondary	↑
	4.1.2 - Lower secondary completion rate	↑
	4.3.1 - Participation rate in education and training (last 4 weeks)	↑ ↑
	4.4.1 - E-skills	↑
	4.c.1 - Trained teachers in primary education	↑

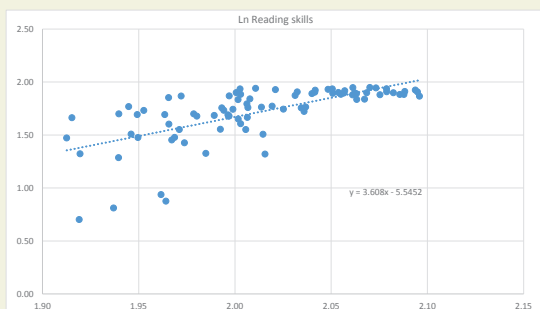
Source: ITUC’s calculations. The number of arrows refers to the estimation of the slope in the linear regression (log-log transformation). Three arrows [>10%]; Two arrows [5-10%]; one arrow [1-5%]; line [<1%].

¹⁶ The indicator on e-skills is only available for European countries.

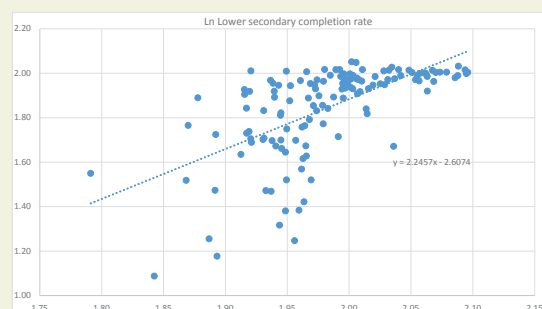
¹⁷ Linear regression allows identifying the direction of links among SDGs. There are reinforcing links when improvements in SDG 8 lead to higher performance in other indicators and trade-off when good performances in SDG 8 determine a deterioration on another indicator.

Progress on SDG 8 seems to have a positive effect on key indicators of SDG 4.1 aimed at “ensuring that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes”. There is a positive correlation between the SDG 8 composite indicator and an increasing proportion of children and young people achieving a minimum proficiency level in reading (target 4.1.1) and completing secondary school (target 4.1.2).

SDG 8 and Target 4.1.1 - Proportion of children and young people achieving a minimum proficiency level in reading.



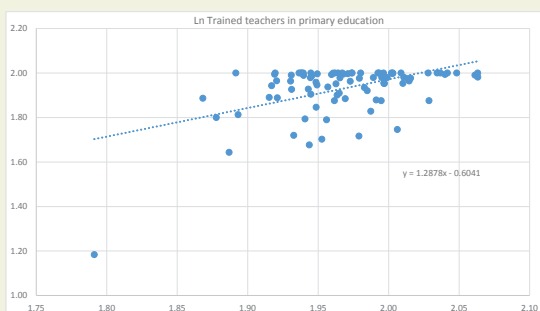
SDG 8 and Target 4.1.2 - Lower secondary completion rate.



This positive correlation can be explained by considering that decent work enshrined in SDG 8 includes the eradication of child labour: ILO Conventions 138 and 182, related to the elimination of child labour, are two of the eight ILO fundamental conventions covering subjects that are considered to be fundamental principles and rights at work and for which the ILO sets the target of universal ratification. Therefore, progress on decent work directly contributes to the elimination of child labour and consequently to the possibility for children to attend school.

Moreover, decent work empowers working parents: parents with access to decent jobs and adequate wages are much better placed to enroll children in schools and support them throughout the educational cycle; by contrast, child labour is directly related to working- poor families and societies with high levels of poverty and inequality. As highlighted by the ILO, “poverty is certainly the greatest single force driving children into the workplace”, as “income from a child’s work is felt to be crucial for his/her own survival or for that of the household”.¹⁸

SDG8 and TARGET 4.c.1 - Trained teachers in primary education

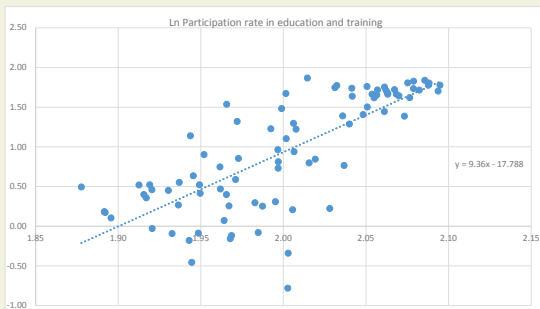


Achievement on SDG 8 also has a positive impact in terms of **availability of qualified teachers** in primary school: indeed, decent working conditions for teachers and educational personnel, including adequate salaries and access to permanent training, are essential in order for those employed in education to have the necessary skills to perform their tasks effectively and better support children in achieving learning outcomes.

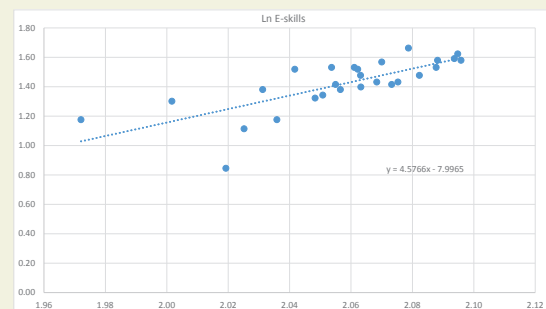
¹⁸ ILO, *Causes of child labour*.

Beyond secondary school, **SDG 8 proves to have a positive impact also in broader lifelong training**, from ensuring equal access to affordable and quality technical, vocational and **tertiary education** (target 4.3) to increasing access to “relevant skills, including technical and **vocational skills**, for employment, decent jobs and entrepreneurship, including access to **e-skills**” (target 4.4.).

SDG 8 and Target 4.3.1 - Participation rate in education and training (last four weeks)



SDG 8 and Target 4.4.1 - E-skills¹⁹



Governments must recognise and ensure the **universal right to lifelong learning**. This should be achieved through increased public investment in free and quality public education systems and training programs that provide access to decent and climate-friendly jobs.

Lifelong learning requires investment at all levels, from early childhood through to higher education. Equal access for girls and women at all these levels is vital, as is the development and recognition of qualification pathways to enable workers to increase their knowledge and move between jobs.

Education and training strategies, with active labour market policies for skilling, reskilling, and upskilling, are key to just transition plans in the context of climate and technological shifts. They must be forged and implemented through **social dialogue** and collective bargaining to ensure that workers' priorities are reflected.²⁰

Equitable access to skills development, training, and lifelong learning for all must be ensured, regardless of gender, race, ethnicity, migration, disability or LGBTI+ status.

Gender-responsive lifelong learning programmes require targeted measures to close the gender digital divide as well as initiatives to train, recruit and retain women in underrepresented sectors and jobs (such as STEM). Gender quotas in apprenticeship or traineeship programmes and measures to ensure equality in qualifications recognition across occupations must also be put in place.²¹

¹⁹ The indicator on e-skills is only available for European countries.

²⁰ The ILO [Social dialogue report 2022](#) recognises that collective bargaining is a key tool for defining skills development processes to the benefit of both employers and workers. As highlighted by the ILO, “by agreeing to a framework for skills development, employers are able to ensure that the workforce is equipped with skills suited to an enterprise’s needs. They can also use such a framework to address related issues of technological upgrading and multi-skilling. Workers for their part can carve out paths for progression and achieve greater job security” (p.94).

²¹ ITUC, [Outcome Document of the 4th ITUC Women’s Conference](#), April 2022.

“

In the face of digital and climate transitions, working people must be able to keep themselves updated and have access to lifelong learning. Women must have full and permanent access to education, vocational training and employability, with equal and fair treatment, in order to have equal opportunities for decent work.

Fanny Sequeira,
Secretary General of the Confederation of Workers Rerum Novarum (CTRNL)



2.2. The leverage effect of SDG 8 on gender equality (SDG 5)

Gender equality is a crosscutting objective of the ILO Decent Work Agenda.²² Indeed, SDG 8.5 aims at achieving decent work for all women and men, which is in itself a key enabler of gender equality in the labour, economic, social and political spheres.

Coherently, the SDG 8 composite indicator shows a positive correlation between Goal 8 and Goal 5 on “achieving gender equality and empowering all women and girls”.

In particular, the indicators analysed are the following:

- Women subjected to physical and/or sexual violence (indicator 5.2.1)
- Proportion of women in managerial positions (indicator 5.5.2)
- Proportion of time spent by women on unpaid domestic and care work (indicator 5.4.1)
- Gender pay gap in unadjusted form (indicator 8.5.1)

²² ILO, *Declaration on Social Justice for a Fair Globalization*, 2008.

“

Ending gender violence and discrimination in the workplace is a top priority for trade unions! We work relentlessly to ensure that equality is crosscutting in all recovery plans and that all existing legal instruments are applied.

Zingiswa Losi,
President of the Congress of South African
Trade Unions (COSATU)



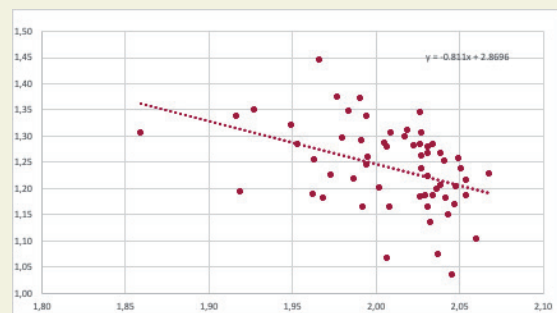
→ RECOGNISING AND VALUING UNPAID CARE AND DOMESTIC WORK

A key target of Goal 5 is target 5.4 about “recognising and valuing unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate”.

Before the pandemic, women already performed three times as much unpaid care work as men. During the crisis, the unequal distribution of increased care demands keeps affecting women disproportionately.

If we look at the interrelation between the “employment quality” subdomain²⁷ of the SDG 8 composite indicator – for those countries where data is available²⁸ – and the indicator of SDG 5.4.1 (“Time spent on unpaid domestic and care work”), we can see that an increase in the quality of work corresponds to a decrease in unpaid female work.

Employment quality and target 4.5.1



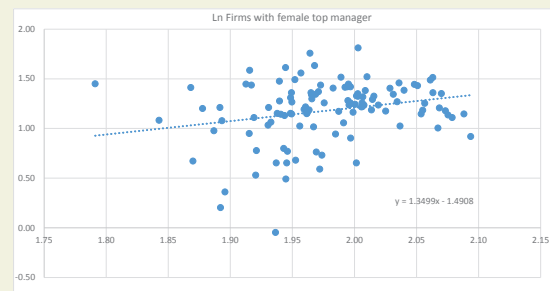
Therefore, **better employment quality has a leverage effect in terms of reducing the burden of unpaid care and domestic work on women** and facilitating their participation in the labour market.

²⁷ The employment quality sub-domain looks at key labour market performance elements, including the growth rate of output per worker, the labour share of GDP, and the employment/unemployment rates. It also considers other key elements for employment quality, such as wage levels with respect to poverty (the working poverty rate) and women’s participation in the labour market.

²⁸ A key challenge to analysing equal pay is the lack of sufficient and comparable data: data on unpaid care work is available only in 60 countries worldwide.

This is also very much linked to the opportunity for women to occupy top positions in their workplace. Advancing on SDG 8 also proves to increase the **number of women in managerial positions in their firms**, which is a key indicator of SDG 5.5 (women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life).

SDG8 and TARGET 5.5.2 - Firms with female top manager



The workers' demands for a New Social Contract set a global target for the creation of 575 million new jobs by 2030 and formalisation for at least one billion informal workers, representing half of the total global informal economy²⁹, in line with SDG 8.3 and SDG 8.4. **Investments in the care economy are at the heart of these demands for job creation, including formalisation for care workers in the informal economy.** As pointed out by the United Nations secretary-general, around 269 million new jobs could be created by 2030 if investments in education, health and social work were doubled.³⁰

As demographics shift, with many countries facing aging populations, the demand for care is expected to grow exponentially. Almost 40% of all projected job opportunities in emerging professions will be created in the care sector between 2020 and 2023.³¹ Since women are often the primary caregivers for both children and aging relatives, building a robust care economy through public investments in health, care and education services and adoption of family-friendly policies can enable women's effective labour force participation while promoting a more equitable sharing of unpaid care responsibilities. For this, **public investments of adequate levels of national GDP in the care economy** are needed, together with the implementation of comprehensive care economy frameworks³² based on the **recognition, reduction and redistribution of unpaid care work with income.**

A solid care economy and women's full and equal economic participation can only be realised if based on **strong public policies, active labour market policies leading to more equitable sharing of family responsibilities and other care responsibilities, and flexible working arrangements on a gender-neutral basis.** This should be supported by strong gender-inclusive **collective bargaining** at national, sectoral and workplace level, where women should have a more prominent role.³³ Awareness-raising campaigns and initiatives are also crucial in this respect to fight patriarchy and address gender norms and stereotypes.

Too many care workers – two-thirds of the global care workforce are women – are still trapped in underpaid, precarious, and informal jobs. **Care jobs need to be decent**, with safe working conditions, and adequately remunerated – including equal pay for work of equal value and covered by social protection.³⁴

²⁹ ITUC, [Just Jobs campaign brief - Creating jobs: what can governments do?](#), June 2021.

³⁰ UN Secretary-General's Policy Brief, [Investing in Jobs and Social Protection for Poverty Eradication and a Sustainable Recovery](#), September 2021. ILO, [Greater investment in care could create almost 300 million jobs](#), March 2022.

³¹ World Economic Forum, [40% of all projected job opportunities will be created in this sector. And it's not technology](#), May 2021.

³² ILO, [Care work and care jobs for the future of decent work](#), 2018.

³³ As shown by the [ILO Social Dialogue Report 2022](#), collective bargaining is a very powerful tool to promote a more balanced distribution of family responsibilities, for example, by regulating parental leave and maternity protection (p. 98-99).

³⁴ ITUC, [Outcome Document of the 4th ITUC Women's Conference](#), April 2022.

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The pandemic highlighted that care work is vital to a gender-transformative recovery, which supports the wellbeing of our families, communities and our economy.

Siobhan Vipond,
Executive Vice-President of the Canadian Labour Congress (CLC)



→ TACKLING THE GENDER PAY GAP

SDG 8 enshrines equal pay amongst its targets, underscoring that an equitable and inclusive world of work is a precondition to gender equality and societal progress overall (SDG 5).

If we include the data on the gender pay gap in the SDG 8 composite indicator – including only those countries where data is available³⁵ – lower performance is observed under the sub-domain of “labour vulnerability”³⁶, especially for Asian and Northern Africa countries and the United States.

SDG 8 Composite Indicator: results on the subdomain of labour vulnerability and on the overall composite without considering the gender pay gap

	No. of countries	Labour vulnerability	SDG 8 index
Un Regions			
Asia	22	98.29	95.57
Europe	36	116.32	112.55
Latin America and the Caribbean	23	96.51	96.86
Northern Africa	6	94.18	87.53
North America	2	117.03	110.04
Oceania	3	98.75	104.40
Sub-Saharan Africa	41	78.52	86.93
Western Asia	16	99.65	93.49
Income groups			
Low	25	72.03	83.71
Lower middle	40	88.90	90.05
Upper middle	39	101.54	96.96
High	45	114.70	111.65

SDG 8 Composite Indicator: results on the subdomain of labour vulnerability and on the overall composite considering the gender pay gap

	No. of countries	Labour vulnerability	SDG8 index
Un Regions			
Asia	15	91.91	90.32
Europe	35	110.72	109.74
Latin America and the Caribbean	14	95.46	95.81
Northern Africa	1	94.17	85.24
North America	1	112.31	104.74
Sub-Saharan Africa	21	77.60	85.79
Western Asia	7	100.33	91.28
Income groups			
Low	11	65.27	81.17
Lower middle	26	88.94	88.87
Upper middle	28	102.12	96.80
High	29	111.68	112.20

³⁵ Data on the gender pay gap is available only for 90 countries worldwide; therefore, we are able to do this exercise taking into consideration only those countries. The indicator used is the Eurostat: Gender pay gap in unadjusted form.

³⁶ The labour vulnerability sub-domain includes indicators on exposure of workers to risks, under-protection and exclusion.

Certainly, the gender pay gap remains a structural problem (women still earn on average 20% less than men worldwide³⁷), and the case of the United States is particularly interesting, as it shows that the gender pay gap remains a challenge also for high income countries.

The inclusion of the gender pay gap in the SDG 8 composite indicator would be of great interest; nevertheless, lack of data is a very severe limit, leaving some regions, such as sub-Saharan Africa, completely out of the picture.

The gender pay gap is one of the main factors hampering equitable and inclusive labour markets. Women's lower pay – combined with their greater concentration in part-time, informal, and precarious work as well as career breaks or job loss due to their disproportional share in taking up unpaid care work – leads to **women's higher risk of poverty**, especially true nowadays in a crisis scenario. Women's lower pay also contributes to their lower social security contributions, and in turn **inadequate or even inexistent social security entitlements**, leaving them especially vulnerable in old age.³⁸

The gender pay gap depends on many reasons and factors, ranging from **sectoral segregation**³⁹ to **work-life balance deficiencies**, with gendered differences in the division of family responsibilities that affect women's career progression, their opportunities to access paid work, and their pay prospects. These deficiencies can also be the cause of the **underrepresentation of women in managerial positions**. According to the ILO, it will take more than 140 years to achieve gender parity in managerial positions at the current rate of progress.⁴⁰ Finally, **gender discrimination**, both direct as well as indirect, remains a pervasive problem and major contributor to the gender wage gap.

Intersectional discrimination further exacerbates the pay gap for women who are members of disadvantaged groups, such as migrant women, ethnic minority women, women with a disability, older women and women of colour.⁴¹

The commitment to equal pay for work of equal value has never been more stringent. A range of measures⁴² have proven right to tackle the gender pay gap, such as

- **inclusive labour market policies**, measures to formalise informal work and **measures tackling occupational segregation and anti-discrimination**,⁴³
- statutory **minimum living wages**, with collective bargaining, which are essential to fighting poverty and lifting women from the informal economy, together with **universal social protection systems and floors** in line with international labour standards;

³⁷ International Labour Organization, [ILO Monitor: COVID19- and the world of work – Updated estimates and analysis](#), Fifth edition, 2020.

³⁸ ITUC, [Economic and Social Policy Brief: The Gender Wage Gap](#), August 2018.

³⁹ [Meaning the overrepresentation in sectors and jobs that pay less, being the major cause of vulnerability to the crisis.](#)

⁴⁰ ILOSTAT, [COVID19- and the SDGs: Reversing progress towards decent work for all](#), March 2021.

⁴¹ ITUC, [Economic and Social Policy Brief: The Gender Wage Gap](#), August 2018.

⁴² ITUC, [Outcome Document of the 4th ITUC Women's Conference](#), April 2022

⁴³ [Minimum living wages can help to reduce pay disparities, particularly for low-income countries.](#)

- **equal pay and anti-discrimination legislation, effective implementation**, and access to remedy in line with international labour standards – such as ILO Conventions 100 and 111 – to ensure equal treatment to excluded groups of workers, such as migrant and Indigenous women, women of colour and disabled women, where pay gaps are higher;
- **pay transparency** legislation and measures and accessible data on wage levels for all categories of employment disaggregated by gender;
- **quotas and/or targeted initiatives** to train, recruit and retain women in underrepresented sectors and jobs (such as STEM)⁴⁴ and to tackle both horizontal and vertical-based occupational segregation across sectors and job categories;
- **minimum living wages**, established through statutory processes or collective bargaining, as set out in the ILO Centenary Declaration;
- adequate **universal social protection systems and floors** in line with ILO Convention 102 and Recommendation 202;⁴⁵ and
- the centrality of **collective bargaining and social dialogue** to putting an end to the gender pay gap.⁴⁶

“

Fair societies are the ones where workers earn enough to live in dignity, and where women are paid the same as men for the same work. We call for minimum living wages and equal pay for work of equal value.

Tomoko Yoshino,
President of the Japanese Trade Union
Confederation (RENGO)



⁴⁴ Science, technology, engineering and mathematics.

⁴⁵ See section on universal gender-responsive social protection systems in this document.

⁴⁶ The *ILO Social Dialogue Report 2022* shows that centralised collective bargaining reduces the gender pay gap and helps promote a more balanced distribution of family responsibilities, for example, by regulating parental leave (p 98-96).

2.3. Interrelation between SDG 8, SDG 14 and SDG 15

SDG 8 includes an environmental dimension through its target on decoupling GDP growth from environmental degradation (target 8.4). Indeed, a trade-off arises for the relation between economic growth, currently primarily carbon-based, the environmental dimension of the SDG 8 itself and other goals of the 2030 Agenda.

Economic growth is currently pursued at the cost of environmental degradation and biodiversity loss. Increased pollution, warming and acidification of marine resources are disrupting marine ecosystems and the communities they support. At the same time, deforestation and forest degradation, continued biodiversity loss and the ongoing degradation of ecosystems are having profound consequences for human well-being and survival.

In this context, COVID-19 has shown that by threatening biodiversity, humanity threatens its own survival.⁴⁷ The pandemic has also had a dramatic impact in terms of job losses and increased levels of informality, leading to a growingly precarious situation for workers in related sectors, such as fishery and agriculture.

In order to preserve life below water and life on land, it is fundamental to decouple economic growth from environmental and ecosystem degradation and biodiversity loss. This implies looking at the interlinkages between SDG 14 and 15 and SDG 8 on economic growth and decent work and putting in place policies that preserve marine and terrestrial ecosystems and biodiversity while contributing to economic well-being.

Investments in decent climate-friendly jobs, especially in ecosystem and biodiversity preservation, are crucial, including job creation in sustainable fishery and agriculture.

Sustainable agriculture in particular has significant job-creation potential. The agriculture sector already accounts for around one billion jobs worldwide and around 3% of global GDP. It is forecast that global food production will need to be increased by 70% to feed the expected world population in 2050, highlighting the potential for further growth of the sector as well as the importance of improving efficiency and productivity. The UN Food and Agriculture Organization (FAO) has emphasised that the transition to green and more sustainable farming practices can improve the quality and quantity of food supplies and could lead to the creation of 200 million jobs by 2050. The quality of jobs in agriculture is also important, with a large proportion of the world's agricultural workforce excluded de facto or in law from labour protections.⁴⁸

Public employment programmes that promote green jobs through natural resource management and protection of marine, coastal and terrestrial ecosystems and environmental rehabilitation are also part of the solution.

Tackling **plastic pollution** through an approach that recognises the importance of all workers in the life cycle of plastics and includes comprehensive just transition plans to deal with the impacts on workers in a fair way is also fundamental. Trade unions welcomed the resolution at the fifth session of the United Nations Environment Assembly (UNEA-5.2, March 2022) in Nairobi to end plastic pollution and forge an international legally binding agreement by 2024; at the same time, the final treaty must recognise the importance of all workers in the life cycle of plastics, from fossil fuel fracking to production to waste, and foresee comprehensive just transition plans to deal with the future impacts of the treaty on these workers.⁴⁹

⁴⁷ UNSG, [Progress towards the Sustainable Development Goals, report to HLPF 2021..](#)

⁴⁸ ITUC, [Just Jobs Campaign Brief, October 2021.](#)

⁴⁹ ITUC, [Plastic pollution treaty: agreement must include all workers in plastics life cycle, March 2022.](#)

“

To save our planet, it is indisputable that world economies must decarbonise without further delay. Consequently, while new employment will be created many jobs will be lost. It is essential that governments and employers commit to supporting policy principles underpinning a just transition and the development of decent and sustainable jobs.

Patricia King,
General Secretary of the Irish Congress of
Trade Unions (ICTU)



2.4. Relevance of SDG 8 to strengthening the partnerships for the Goals (SDG 17)

Social dialogue is one of the four strategic objectives of the ILO Decent Work Agenda, together with employment, social protection, and rights at work.⁵⁰

By facilitating consensus building among governments, employers' and workers' organisations on national and international policies that impact on decent work strategies, social dialogue and tripartism are considered by the ILO "as the most appropriate methods to (...) translating economic development into social progress, and social progress into economic development".⁵¹

Social dialogue has stood out as a key multi-stakeholder partnership for tackling the impact of the pandemic and responding to the economic and social crisis. According to the ILO, social dialogue has been used in the immediate responses to the pandemic in 134 of the world's 188 countries and territories⁵² where workers' and employers' organisations have engaged with their governments to save jobs, lives and livelihoods, expand social protection schemes and secure occupational health and safety in order to stop the spread of the pandemic.

Collective bargaining in particular "played an important role in many countries in securing decent work, guaranteeing equality of opportunity and treatment, reducing wage inequality and stabilising labour relations."⁵³

In this framework, SDG 8 shows its relevance to advancing progress on SDG 17, as it includes key targets related to decent work promotion (target 8.5) and the protection of labour rights (target 8.8). The promotion of freedom of association and collective bargaining, which are essential conditions for effective social dialogue and enabling rights to achieve decent work, is specifically foreseen by indicator 8.8.2.

Upholding the rights of freedom of association and collective bargaining, as well as supporting social dialogue, should become key priorities for governments. Countries where democratic institutions, collective bargaining rights and social dialogue are well in place are the ones coping better with the crisis and recovering faster⁵⁴. Moreover, social dialogue can be a very powerful tool in the context of a renewed multilateralism by including social partners in the collective design of solutions based on solidarity and sustainability.

⁵⁰ ILO, [Declaration on social justice for a fair globalization, 2008](#).

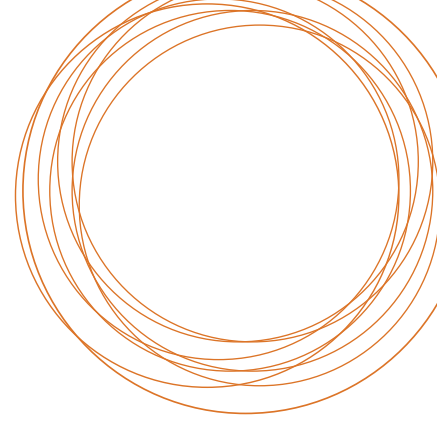
⁵¹ *Ibid.*

⁵² ILO, [Policy Brief "Peak-level social dialogue as a governance tool during the COVID19- pandemic: Global and regional trends and policy issues", October 2020](#).

⁵³ ILO, [Social Dialogue Report, May 2022](#).

⁵⁴ [The Guardian, Social Dialogue vital to post-COVID19- recovery, 2021](#).

**3.
SDG 8 progress
performance:
why it is
"timefor8"**



Given the centrality of SDG 8 for the achievement of the overall Agenda 2030 and its several positive interrelations with the goals under review at HLPF 2022, progress on SDG 8 itself must be part of the analysis.

As mentioned in section 2 above, the ITUC SDG 8 composite indicator provides an analysis of where countries are standing, on a world scale, with respect to the implementation of SDG 8, and allows for a comparison of the level of achievement of SDG 8 across different geographies.

	No. of Countries	Economic well-being	Employment quality	Labour vulnerability	Labour rights	SDG8 Composite Indicator
Un Regions						
Asia	22	103,26	100,35	98,29	83,28	95,57
Europe	36	109,99	107,21	116,32	118,07	112,55
Latin America an	23	92,21	98,46	96,51	101,99	96,86
Northern Africa	6	90,48	85,30	94,18	81,87	87,53
North America	2	112,44	107,90	117,03	103,53	110,04
Oceania	3	113,28	104,78	98,75	102,97	104,40
Sub-Saharan Afri	41	84,15	91,19	78,52	98,72	86,93
Western Asia	16	101,45	86,35	99,65	88,56	93,49
Income groups						
Low	25	83,82	88,26	72,03	95,84	83,71
Lower middle	40	92,00	92,92	88,90	89,23	90,05
Upper middle	39	94,65	96,33	101,54	97,69	96,96
High	45	112,58	106,98	114,70	113,89	111,65

Source: ITUC

Considering the countries' income groups, the results show huge differences between low-income and high-income countries, with an average score of 83.71 for low-income countries compared to an average of 111.65 for high-income countries. Although this certainly depicts a North-South divide, it does not necessarily mean that richer countries are doing well. In fact, high-income countries performing slightly above the world average (100) still have a long way to go towards sustainability.

This shows that economic growth alone cannot provide countries with the sufficient means to counter poverty and inequalities and ensure well-being for all. The lack of adequate wages and inclusive labour markets are still major questions hindering employment quality. Workers' exposure to risks, under-protection, and exclusion are global challenges, with 70% of the world population unable to count on the security of full social protection. While only high-income countries performed better in the labour rights dimension, the economic crisis brought along restrictions on freedoms and labour rights violations worldwide (including an increase in worker exploitation in digital enterprises in developed economies). These include international labour standard violations and non-compliance with labour regulations regarding layoffs, working hours and wage payment, as well as the disregard of organisational health and safety regulations.

⁵⁵ ITUC, [Trade Union Country Profiles on SDGs](#).

The trade unions country reports seem to confirm these findings:



Examples from the Trade Union SDGs Country Reports⁵⁵

1) Economic well-being subdomain (which looks at countries' economic performance, but including poverty and inequality indicators as growth is not an aim per se)

Italy is one of the top economies in the world and a member of the G7. Its GNI per capita stands at US\$32,360. But poverty in the country is still at high numbers, worsened by the economic consequences of the pandemic. Despite the measures put in place to fight poverty and respond to the COVID-19 crisis, poverty still affects 9.4% of the population. Irregular employment in 2018 was 12.9%, with a peak of 17.9% in the south of Italy, and inequality levels are also high, with the richest 10% of the population holding 25.9% of income while the poorest 20% held 6.1% of income in 2018.



2) Employment quality sub-domain (which captures performance of labour market features, labour income share, and working poverty)

Venezuela is suffering from great challenges in terms of employment quality. According to official data, 26.8% of workers were in working poverty in 2021 and the unemployment rate was 7.5% in 2020; at the same time, the latest version of the ENCOVI survey shows that 87% of households in Venezuela live in poverty and 80% of them experience food insecurity. Due to extreme inflation levels, the purchasing power of minimum wages has been incredibly reduced to the point where they can no longer be considered subsistence wages.

⁵⁶ ITUC, Global Rights Index 2021.



3) Labour vulnerability sub-domain (which reflects the exposure of workers to risks, under-protection and exclusion)

Mali's working population is in an extremely precarious situation. The proportion of vulnerable jobs is at 81%. The underemployment rate was at 14% in 2020, and the proportion of youth not in employment, education, or training (NEET), while decreasing, is still at 26.71%, with young women sharing an extremely high burden, 36.9%, compared to that of young men at 15%. Social protection levels in the country are low in terms of coverage and benefits, with a mere 9.3% of the population benefiting from at least one social protection instrument in 2020.



4) Labour rights sub-domain (which reflects the violation of fundamental rights at work as reported by the ITUC Global Rights Index)

The ITUC Global Rights Index rates countries in relation to their compliance with collective labour rights, and it documents violations of internationally recognised rights by governments and employers.

According to the last edition of the Index (2021)⁵⁶, the 10 worst countries in terms of labour rights are Bangladesh, Belarus, Brazil, Colombia, Egypt, Honduras, Myanmar, the Philippines, Turkey and Zimbabwe.

In conclusion, **the SDG 8 Global Monitor provides empirical evidence of the huge distance keeping the world from achieving SDG 8.**

COVID-19 has made this distance even wider: In 2022, the world lost the equivalent of 255 million full-time jobs, and an additional 125 million full-time jobs were lost in 2021; the unemployed population is projected to reach 207 million in 2022.⁵⁷ Labour rights are at stake, and more than half of the world population has no social protection coverage.⁵⁸ Some two billion informal workers struggle daily to survive.

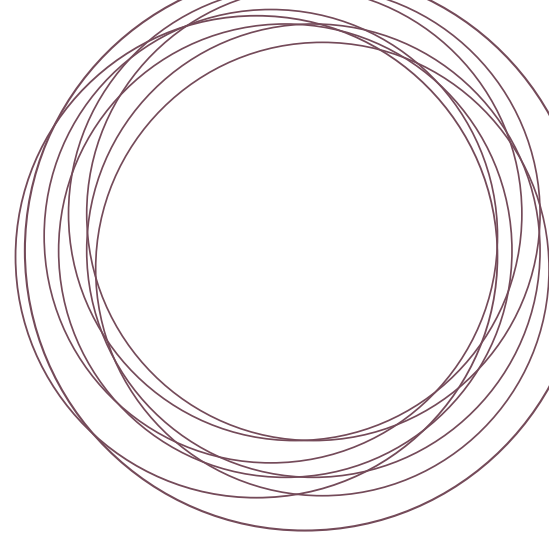
At the same time, SDG 8 is key to addressing the social and economic impacts of the COVID-19 crisis and to driving the 2030 Agenda forward, thanks to its targets on workers' protection, decent work, social protection, gender equality in the world of work, inclusive growth and environmental preservation.

Thus, it needs to be at the centre of the SDGs Decade of Action – as the ITUC advocates through its [#timefor8 Campaign](#).

⁵⁷ ILO, *World Employment and Social Outlook: Trends 2022, January 2022*.

⁵⁸ ITUC, *Global Rights Index 2021*.

4. The role of the United Nations in putting a New Social Contract into practice



The trade union call to put SDG 8 at the centre of the SDGs Decade of Action **has been increasingly reflected in the policy priorities of the United Nations.**

Workers' demand for a New Social Contract is central in the **UN secretary-general's report *Our Common Agenda***, as it calls for universal social protection, decent work, labour protection floors with just transition, and a renewed multilateralism based on solidarity.⁵⁹

It is also increasingly visible in the discussions of the **UN Commission on Social Development**, whose 60th session recognises the need for «adequate labour protection to all workers», social dialogue, minimum wages and investment in care and the fight against violence and harassment.⁶⁰ Moreover, the 2022 **Financing for Development Forum** recently recognised the value of investing in the care economy and tackling the gender pay gap.⁶¹

The centrality of the Decent Work Agenda for the priorities of the United Nations has been clear since the UN secretary-general launched the **UN "Global Accelerator for Jobs and Social Protection"** in September 2021⁶². The targets of accelerator are at the heart of the trade union demands for a New Social Contract:

- On **job creation**, the Accelerator sets out a target to create at least 400 million jobs by 2030, primarily in the green and care economies. This would very much contribute to achieving the [ITUC's call for creating 575 million new climate-friendly jobs by 2030](#), with a strong focus on labour intensive sectors with a strong social or environmental focus, such as infrastructure, care and the green economy. This target should also contribute to realising the trade union demand to formalise at least one billion informal jobs by 2030.
- On **social protection**, the Accelerator calls for extending social protection floors to about four billion people currently not covered by any measures, which goes hand in hand with the trade union demand to ensure universal social protection.
- On **rights**, the call for the Accelerator to be "grounded in human rights obligations, including international labour standards" is a key element: it means that new jobs created must be aligned with the ILO Decent Work Agenda and that social protection must be rights-based and in line with ILO Convention 102 and Recommendation 202.

⁵⁹ ITUC, [ITUC welcomes the UN Secretary-General's Report Our Common Agenda](#), September 2021.

⁶⁰ UN Commission on Social Development, [Final Report](#), February 2022.

⁶¹ UN Financing for Development Forum 2022, [Outcome Document](#), April 2022.

⁶² ITUC, [UNGA76: ITUC supports the Secretary-General's "Global Accelerator for Jobs and Social Protection"](#), September 2021.

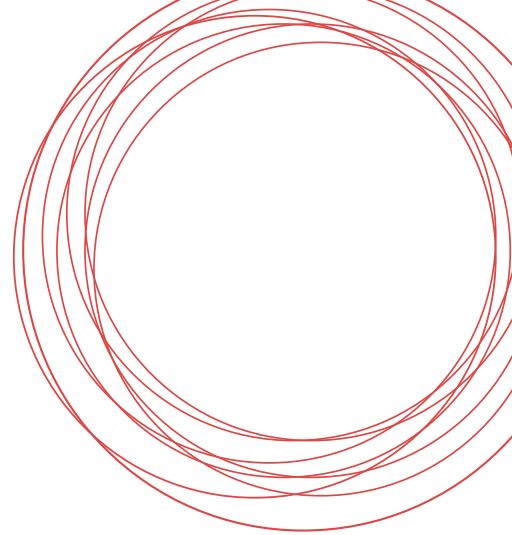
In order to achieve its targets, the implementation of the Accelerator should be based on the following principles:

- **Integrated vision of employment and social protection policies:** At the policy level, the Accelerator should support the development of integrated national employment and social protection strategies that accelerate a fully inclusive, human-centred recovery from the COVID-19 crisis and that also accelerate just transitions.
- **Social dialogue:** The participation of social partners in developing the policies, strategies and financing frameworks related to the Accelerator should be ensured as a fundamental pillar contributing to country ownership and enabling sustainable solutions for recovery and resilience.
- **Policy coherence:** As stated by the UN secretary-general, the Accelerator is not a new institution; rather, it is an initiative to enhance multilateral cooperation in the social sphere, in line with the secretary-general's *Our Common Agenda*. Thus:
 - The targets of the Accelerator must be mainstreamed into **national development plans** implemented by governments to achieve the SDGs, as well as into the **UN Sustainable Development Cooperation Frameworks** coordinated by the UN resident coordinators and into their respective budgetary plans, including the integrated national financing frameworks.
 - The **Global Social Protection Fund must be intended as a central piece of the financing strategy of the Accelerator**. Indeed, the fund would be crucial to kick off the implementation of social protection floors in the world's lowest income countries until sustainable systems are in place.⁶³
 - The Accelerator should be coordinated with the **nationally determined contributions and other climate plans**, especially in order to integrate social protection measures in climate adaptation policies. This work at the national level should be supported by the Climate Action for Jobs initiative that is coordinated by the ILO.
 - There should be **building on and scaling up of existing processes**, such as USP2030 and the Climate Action for Jobs Initiative.⁶⁴
 - **The ILO must have a leading role** in the implementation of the Accelerator within the UN System, as already recognised by the UN secretary-general, given that job creation and social protection are at the heart of its mandate.

⁶³ Report of the UN Special Rapporteur on Extreme Poverty and Human Rights, [Global fund for social protection: international solidarity in the service of poverty eradication](#), April 2021.

⁶⁴ [Global Partnership for Universal Social Protection to Achieve the Sustainable Development Goals \(USP2030\)](#)

**5.
Conclusions:
the clock is
ticking for a
New Social
Contract**



The consequences of the COVID-19 crisis show the urgent need to put in place a New Social Contract with SDG 8 at the centre.

For the New Social Contract to become a reality, the following priorities need to be raised in policymakers' agendas:

1. Invest in decent climate-friendly jobs with just transition: The ITUC calls for the creation of 575 million jobs and the formalisation of one billion jobs in the informal economy by 2030 to enable the achievement of SDG 8. This will require huge public investments in strategic sectors, including infrastructure development, environmentally friendly sectors and the care economy. National job plans need to be part of governments' climate nationally determined contributions (NDC), and these need to be aligned with just transition strategies negotiated with the social partners in order to pave the way for a green recovery.

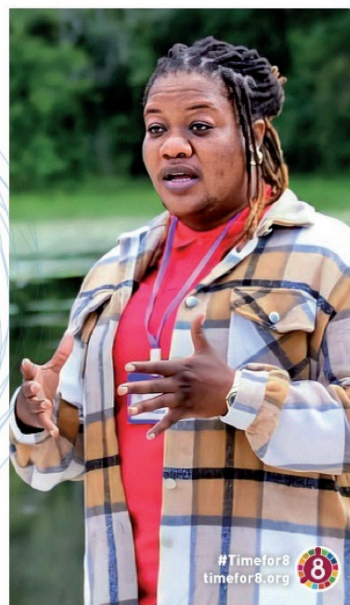
2. Ensure respect for labour rights and implement a labour protection floor: A labour protection floor that includes respect for fundamental workers' rights, adequate minimum wages, health and safety at work, and maximum limits on working time needs to be implemented and should be in line with the ILO Centenary Declaration.

3. Ensure minimum living wages and equal pay policies: Governments need to put in place and enforce statutory minimum wages that guarantee dignity for all workers and their families. Minimum wages should take into account the cost of living and should be evidence based, regularly reviewed by social partners, and adjusted for inflation. Collective bargaining rights must be ensured to achieve fair wages above the minimum wage level. Equal pay policies should also be put forward to guarantee equal pay for work of equal value and close the gender pay gap.



Corporate greed hinders progress towards SDGs. A world that leaves no one behind holds companies to account, ensures labour protection of all workers, and considers health and safety at work a fundamental right.

Florence Tarivunga,
1st Vice-President of the Zimbabwe
Confederation of Trade Unions (ZCTU)



4. **Guarantee universal access to social protection through the support of a Global Social Protection Fund:** In line with ILO Convention 102 and Recommendation 202, governments need to ensure social protection floors and extend social protection systems to guarantee a comprehensive and universal coverage to workers in all forms of work through a combination of tax-based social protection floors and contributory social security. A Global Social Protection Fund is urgently needed to provide financial and technical support to the poorest countries in setting up and extending social protection floors.
5. **Promote greater levels of equality and an end to discrimination:** Inclusive labour market policies and redistributive public policies should be put in place to ensure equality of income, gender and ethnicity and to put an end to all forms of discrimination. Inclusive collective bargaining should be the practice at company level.
6. **Ensure an inclusive development model and inclusive multilateralism based on social dialogue:** We need a new model of global governance to redress the current imbalance of power and uneven distribution of wealth at the international level: a truly inclusive multilateral system where social partners are on board and have a say. The role of social dialogue should be reinforced as a key means of implementation of the 2030 Agenda and in strategies to build recovery and resilience from the COVID-19 crisis.

“

We have eight years left to achieve the SDGs. Yet, more than half of the world still lacks any social protection coverage, and some two billion informal workers struggle daily to survive. We must build universal and gender-sensitive social protection systems to create resilient societies.

Elly Rosita Silaban,
President of the Confederation of Indonesian
Prosperous Trade Unions (KSBSI)



Rewriting the social contract for our societies is a must, and it is financially feasible. Funding for the priorities of the New Social Contract should be ensured through:

- **An increase in official development assistance (ODA)** to a 0.7% commitment, with 0.15 to 0.20% of GNI for least-developed countries. At least 7% of ODA should be allocated to social protection by 2030 and should reach 14% after 2030. This funding should contribute to support a Global Social Protection Fund.
- **A transparent and multilateral debt relief architecture, with debt restructuring and cancellations**, that includes middle-income countries. In addition this architecture should include “positive conditionalities”, meaning that the lending policies of the International financial institutions should be aligned with the SDGs.
- **Stronger multilateral coordination on taxation** to tackle tax evasion, tax avoidance and illicit financial flows. Along with this, a multilateral reform of the current tax architecture should be undertaken, including a minimum tax floor of 25% for all corporations, together with national progressive taxation systems and wealth taxes.
- **An increased ambition for the reallocation of special drawing rights** to support an SDG-led recovery and resilience in developing countries.
- **The alignment of all investments with SDGs** to face the convergence of crises that we are experiencing. In line with SDG 8, business and private investment need to comply with ILO standards, responsible business-conduct and mandated due diligence for human and labour rights.

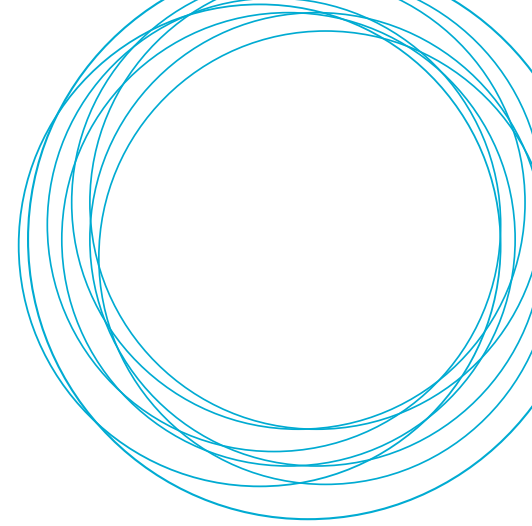
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Jobs, jobs and jobs!
Full employment must sit at the heart of recovery and resilience. A New Social Contract with decent, climate-friendly jobs, rights, just wages, social protection and equality is central to realise Goal 8. Multilateral action with social dialogue is critical for success.

Sharan Burrow,
General Secretary of the International Trade Union Confederation (ITUC)



**ANNEX:
Key messages
on the goals
under review
at HLPF 2022**



In the framework of the analysis and recommendations provided in Chapter 2, the trade union key messages on the goals under review at HLPF 2022 are the following:

RECOMMENDATIONS ON SDG 4 (EDUCATION AND LIFELONG LEARNING)

Skills development and lifelong learning:

- Ensure the universal right to **lifelong learning** – and invest in this – in order to leave no one behind in digital and climate transitions.
- Ensure **gender-responsive strategies** for skills and lifelong learning, including targeted measures to close the gender digital divide and to train, recruit and retain women in under-represented sectors and jobs (such as STEM).
- Ensure **equitable access to skills development**, training, and lifelong learning for all, regardless of gender, race, ethnicity, migration, disability or LGBTI+ status.
- Promote **social dialogue and collective bargaining** to forge and implement lifelong learning and skills development policies.

Investments for job creation and decent working conditions for teachers:

- Ensure predictable and sustainable **public investments** in education, creating millions of new decent jobs.
- Ensure education as a **right and a public good**.
- Invest in the **education workforce** to ensure sufficient numbers of qualified teachers and education support personnel with decent employment conditions.
- Ensure representation of the education workforce through effective **social dialogue**, and ensure the right to freedom of association and collective bargaining.

RECOMMENDATIONS ON SDG 5 (GENDER EQUALITY)

Investing in the care economy:

- Implement comprehensive care economy frameworks based on the **recognition, reduction, and redistribution** of unpaid care work with income, establish **rewards** for care work and more and decent jobs, and ensure **representation** of care workers through collective bargaining and social dialogue.
- **Make public investments in the care economy at adequate levels of national GDP**, creating millions of new decent jobs for women and enabling women's effective participation in the broader economy.
- Adopt **strong gender-responsive public policies and active labour market policies as well as family-friendly workplace policies**, incentivising a more equitable sharing of family and care responsibilities and promoting flexible and gender-neutral working arrangements.
- **Regulate the care economy** to fight systemic discrimination and occupational segregation and **to ensure that care jobs are formal and decent**, with safe working conditions, and that they are free from gender-based violence and harassment and adequately remunerated, including equal pay for work of equal value and social protection coverage.
- Promote a stronger role for **women in collective bargaining**, reflected in the participation of women in collective bargaining teams and the inclusion of gender equality provisions in collective bargaining agreements.

Equal pay for work of equal value:

- **Enact pay transparency legislation and equal pay and anti-discrimination legislation**, with effective implementation and access to remedy.
- **Establish quotas and/or targeted initiatives** to promote decent job opportunities for women in underrepresented sectors and to tackle horizontal and vertical gender-based occupational segregation.
- **Establish minimum living wages** through statutory processes or collective bargaining as set out in the ILO Centenary Declaration.
- Ensure adequate **universal social protection systems and floors** in line with ILO Convention 102 and Recommendation 202.
- Promote **collective bargaining and social dialogue** to put an end to the gender pay gap.

Eradicating gender-based violence and harassment in the world of work:

- **Ratify and effectively implement ILO Convention 190 and Recommendation 206**. The ITUC and its affiliates reaffirm their engagement in campaigning for the wide ratification of C190, reforms in national law and policies, the adoption of workplace policies and the inclusion of relevant measures in collective bargaining agreements, all in line with the provisions in C190 and R206.
- Use an **intersectional approach in the implementation of C190 and R206**.

RECOMMENDATIONS ON SDG 14 (LIFE BELOW WATER) and 15 (LIFE ON LAND)

Interlinkages between decent work and life on the planet:

- **Invest in decent, climate-friendly jobs** that are able to decouple economic growth from environmental degradation and that are based on gender-responsive just transition measures, including job creation in sustainable fishery and agriculture.
- **Establish public employment programmes** that promote green jobs through natural resource management and protection of marine, coastal and terrestrial ecosystems and environmental rehabilitation.
- Update curricula to centre climate issues on all subjects and grades in order to ensure that all students are **climate literate** and have the knowledge, skills and attitudes to take climate action.
- Promote policies to support the **formalisation of the informal economy** of at least one billion people by 2030.

RECOMMENDATIONS ON SDG 17 (MEANS OF IMPLEMENTATION)

Partnerships for the goals:

- Uphold the **rights of freedom of association and collective bargaining**, which should become key priorities for governments.
- Reinforce the **role of social dialogue as a key means of implementation of the 2030 Agenda**. Social partners should be effectively engaged in the design, implementation, monitoring and evaluation of SDGs at the national level.
- Promote a **new model of global governance** to redress the current imbalance of power and uneven distribution of wealth at the international level: a truly inclusive multilateral system where social partners are on board is needed to pave the way to global resilience.

NETHERLANDS

NETHERLANDS
A TRADE UNION FOCUS ON THE SDGs

COVID-19: WORKERS NEED DURABLE RESPONSES TO THE CRISIS

In response to the Covid-19 pandemic, the Dutch government declared a state of emergency and appointed a presidential commission for prevention, care and support. With support from the SDGs, a national coronavirus prevention and containment plan was put in place. There was no restriction on the payment of mortgages, rent and loans. A 'Vrij of hant' bonus was granted to all employees who worked in essential services.

The pandemic has also revealed a number of social problems already present in the Netherlands, including a weak health system, low wages, and a high level of inequality. The government has announced a number of measures to address these issues, including a new social contract for recovery and resilience.

ARE TRADE UNIONS AT THE TABLE?

The Netherlands has implemented the implementation of the Sustainable Development Goals (SDGs) in its national policy agenda. The government has set a target to reduce the unemployment rate to 5% by 2025. The government has also set a target to reduce the inequality gap to 10% by 2025. The government has also set a target to reduce the carbon footprint to 1.5 degrees Celsius by 2050.

The government has also set a target to reduce the inequality gap to 10% by 2025. The government has also set a target to reduce the carbon footprint to 1.5 degrees Celsius by 2050.

TRANSPARENCY
Regular updates on the government's response to the crisis.

CONSULTATION
Regular consultation with stakeholders on the government's response to the crisis.

SOCIAL DIALOGUE
Regular social dialogue between the government and stakeholders on the government's response to the crisis.

PAKISTAN

PAKISTAN
A TRADE UNION FOCUS ON THE SDGs

COVID-19: WORKERS NEED DURABLE RESPONSES TO THE CRISIS

After the first wave, the federal government of Pakistan conducted a response to the Covid-19 pandemic via national platforms. The government has implemented a number of measures to address the crisis, including a new social contract for recovery and resilience.

The government has also set a target to reduce the inequality gap to 10% by 2025. The government has also set a target to reduce the carbon footprint to 1.5 degrees Celsius by 2050.

ARE TRADE UNIONS AT THE TABLE?

Pakistan has implemented the implementation of the Sustainable Development Goals (SDGs) in its national policy agenda. The government has set a target to reduce the unemployment rate to 5% by 2025. The government has also set a target to reduce the inequality gap to 10% by 2025. The government has also set a target to reduce the carbon footprint to 1.5 degrees Celsius by 2050.

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TRANSPARENCY
Regular updates on the government's response to the crisis.

CONSULTATION
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SOCIAL DIALOGUE
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PHILIPPINES

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The Philippines government responded to the Covid-19 pandemic with national lockdowns and continued to lead jointly in the implementation of the Sustainable Development Goals (SDGs) in its national policy agenda. The government has set a target to reduce the unemployment rate to 5% by 2025. The government has also set a target to reduce the inequality gap to 10% by 2025. The government has also set a target to reduce the carbon footprint to 1.5 degrees Celsius by 2050.

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SENEGAL

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SOMALIA

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The Federal Government of Somalia implemented a number of measures to address the Covid-19 pandemic, including a new social contract for recovery and resilience.

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VENEZUELA

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In response to the Covid-19 pandemic, the Venezuelan government declared a state of emergency and appointed a presidential commission for prevention, care and support. With support from the SDGs, a national coronavirus prevention and containment plan was put in place. There was no restriction on the payment of mortgages, rent and loans. A 'Vrij of hant' bonus was granted to all employees who worked in essential services.

The pandemic has also revealed a number of social problems already present in Venezuela, including a weak health system, low wages, and a high level of inequality. The government has announced a number of measures to address these issues, including a new social contract for recovery and resilience.

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