



Fighting Poverty and Inequalities in the World of Work through a New Social Contract

**L20 Policy Recommendations to the G20
Labour and Employment Ministers 2024**

The world of work is impacted by global converging crises where cost of living, poverty and inequalities are rising. Real wages have fallen in most G20 countries, as salaries have not kept up with inflation. In-work poverty is on the rise and informality levels remain extremely high. The jobs gap is still large, unemployment is increasing, and labour market participation rates are set to decline in 2024 and 2025 across most income groups.¹

In this challenging context, the L20 welcomes the priorities put forward by the Brazilian G20 Presidency for the employment track and calls for concrete action and specific deliverables, in line with a New Social Contract, to advance equality, inclusion and prosperity for working people across the world.

Promoting decent work to advance social inclusion and the fight against poverty and inequalities

Decent jobs with fair wages are crucial to fight poverty and promote social inclusion. The G20 Labour and Employment Ministers must re-commit to achieving *full and productive employment and decent work for all* (SDG 8), prioritising the creation of decent climate-friendly jobs with rights and fair wages, and universal social protection by:

- **Setting decent job creation targets** to track progress across presidencies. These targets should be based on **national jobs**

plans developed and implemented with the full involvement of unions through social dialogue.

- **Investing in sectors with a high quality job creating potential such as infrastructure development** (expanding physical urban and rural infrastructure, and developing digital infrastructure), **environmentally friendly** sectors (green infrastructure, sustainable agriculture, clean and renewable energy, and energy efficiency) **and the care economy** (health, education, child and aged care, and other social care services).
- **Expanding investments in quality public services and public employment programmes**, reversing the trend to privatisation and outsourcing and reasserting the importance of the role of government in ensuring inclusion.
- **Creating quality jobs through strong social conditionalities for public funding and through public procurement rules that promote collective bargaining.**
- **Contributing to the formalisation of the informal economy through a combination of incentives and enforcement measures**, in line with ILO Recommendation 204.
- **Ensuring the respect of fundamental labour rights, limitations on working time, as well as employment protection.** Labour rights are under serious attack in a

¹. ILO, *World Employment and Social Outlook: Trends 2024*: https://www.ilo.org/global/research/global-reports/weso/WCMS_908142/lang-en/index.htm



number of G20 countries. The respect for and effective implementation of freedom of association and the rights to collective bargaining and to organise need to be guaranteed in all G20 countries.

- **Advancing specific policies that promote a wage-led growth, reinforced collective bargaining and the operationalisation of living wages**, in line with the conclusions of the *ILO Meeting of experts on wage policies, including living wages*², adopted by the ILO's March 2024 Governing Body.
- **Promoting universal social protection, ensuring adequate funding for a Global Fund for Social Protection and providing political and financial support to the UN Global Accelerator on Jobs and Social Protection for Just Transitions.**
- In recognition of Occupational Health and Safety (OHS) as a Fundamental Principle and Right at Work, **ensuring and promoting the ratification and effective implementation of ILO fundamental Conventions 155 and 187.** Labour inspection systems must be strengthened and adequate funds must be invested in safe workplaces, while excluding companies that do not respect OHS standards from public procurement. Special attention needs to be given to mental health and the health impacts of climate change.
- **Promoting a UN Binding Treaty on Business and Human Rights** to ensure the respect of labour rights across supply chains.

Ensuring a Just Transition to face environmental and digital transformations

To respond to the environmental and digital transformations that we are facing and ensure a workers' centred future of work that can benefit all, G20 Labour and Employment Ministers must:

- **Develop Just Transition strategies negotiated with the social partners** to anticipate and manage structural transformations in the labour market and promote environmentally and climate-friendly industrial policies with employment guarantees. These will require adapting social protection systems to guarantee adequate income support in case of involuntary unemployment linked to transitions and during training and reskilling.
- **Promote adequate funding and financing mechanisms for climate policies including Just Transition.**
- **Ensure the right to quality public education for all and invest in vocational education and training, skills development and life-long learning**, ensuring the right to training for all workers during working time and without costs, to support workers to adapt to new jobs in the green and digital sectors.
- **Promote high standards for the regulation of the platform economy**, negotiated

². ILO, *Report of the Meeting of Experts on wage policies, including living wages*: https://www.ilo.org/gb/GBSessions/GB350/pol/WCMS_915989/lang-en/index.htm



with the social partners, to avoid employment misclassification, improve working conditions for platform workers, reduce negative impacts on working conditions and promote shared benefits of digitalisation.

- **Ensure a rights-based regulation of the use of AI and algorithmic management** (beyond ethical guidelines or codes of conduct) and guarantee the human-in-control principle, to avoid discrimination on all grounds and gender bias, reduce surveillance and digital monitoring, and ensure privacy, work-life balance and the respect of fundamental rights.
- **Involve trade unions in shaping the governance of digitalisation** and ensure their right to negotiate over the introduction of artificial intelligence systems, automation, machine learning and robotics in the workplace, and on the effects of AI on job security, health and safety and compensation, among other issues. The rights to information, consultation and collective bargaining should be guaranteed.

Gender equity and equality, and the promotion of diversity in the world of work

The L20 stands firmly against discrimination in all its forms and is committed to promoting and defending gender equality. This includes

advancing the rights of women, who face significant challenges in the labour market, as well as the rights of migrant workers irrespective of their nationality or immigration status, indigenous peoples, people who identify as LGBTQI, people living with disability and all those who face racism or prejudice in the world of work and in society. To promote greater equality in the world of employment and prevent discrimination, G20 Labour and Employment Ministers must:

- **Address the root causes of women's lower labour force participation, including vertical and horizontal segregation in the labour market, and promote decent work for women**, specifically by addressing imbalances in unpaid care and domestic work and formalisation of the informal economy.
- Promote the inclusion of **underrepresented groups in the labour market**.
- **Invest in the care economy as a public good, improve qualifications, wages and job quality in the sector, recognise and value care work and facilitate its redistribution through a gender-transformative use of paid family leave**, ensuring non-transferable fully paid leave for each parent. This will contribute to reduce employer discrimination against women, reabsorb the pay and pension gender gap, and support improved career prospects for women.



- **Adopt and effectively implement strong equal pay and anti-discrimination legislation** with strong enforcement mechanisms, in particular enforcement of equal pay for work of equal value, grievance procedures and access to remedy, in line with ILO Conventions 100 and 111.
- **Ensure the elimination of gender-based violence and harassment in the world of work through the ratification of ILO Convention 190** and full implementation of its provisions and those of ILO Recommendation 206 into national legislation and regulations, with the involvement of social partners.
- **Address gender gaps in social protection through universal, adequate, sustainable and gender-responsive social protection systems, that credit social security contributions during periods of care and family responsibilities**, and extend national social protection floors to all, including workers in precarious and informal work, and non-standard forms of employment.
- **Ensure equality of treatment between all workers regardless of their migration status**, giving special attention to policies on decent work for migrant workers and refugees. Extend the rights to work, rights at work and social protection to asylum seekers, refugees and migrants, and adopt a rights-based governance of migration that is designed, implemented and monitored through social dialogue with workers and their unions, and with international labour standards at the forefront.