BREAKING THROUGH INEQUALITY

The first barrier we have to break through in order to achieve decent work is inequality. This is why UNI Equal Opportunities Department works transversally, at a global, regional and sector level and with UNI SCORE so that all female and male workers have the same opportunities of employment, remuneration and training. To sum up, a better life quality for all.

The Department’s Strategic Plan sets a series of priorities and objectives that will be the base for UNI Equal Opportunities Action Plan for the next four years.

Which are these priorities and objectives?
- More global agreements, more information on gender and equal opportunities issues in global and regional companies; and more and better clauses with a gender and equal opportunities perspective.
- More female and male workers organised, including migrant workers, workers with disabilities, temporary agency workers and temporary workers in informal economy.
- A wider coverage in collective bargaining in order to obtain decent working conditions and equal treatment for all workers.
- More campaigns to increase the number of labour regulations, with specific actions against discrimination, violence and exclusion; and to protect human and unionising rights and equality in all regions, especially in high-risk countries.
- More women in unions in all levels, a dynamic and worldwide UNI women network, for them to work together in order to access more resources, including projects and training, which will lead to the improvement of gender equality.
- More and better women representation in all UNI decision-making structures, aiming at an equal gender representation share of 40%.

UNI GLOBAL UNION

UNI Global Union provides a voice and a platform to all workers worldwide in the service sector. With 20 million affiliates in 900 unions across the globe, UNI promotes world solidarity and offers the possibility to its members of expressing their views globally.

UNI’s work focuses on Global Agreements in order to confer power to and achieve equality for workers in multinational companies. As part of its Recognise and Organise Campaign, UNI collaborates with its member unions to ensure that union rights to organise and negotiate are included in the legislation. In countries where these laws exist, UNI collaborates with unions, the International Labour Organisation and other groups to make sure these laws are being respected. UNI also works in developing countries to create unions where they do not exist, and offer training and capacity development to their members.

UNI EQUAL OPPORTUNITIES

Inequality stems out of hierarchic power struggles and limitations imposed on certain social groups or actors such as women, migrant workers, or religious or ethnic minorities.

UNI Equal Opportunities Department, together with our women affiliates, seeks to promote and develop policies that favour these groups. However, these policies are not merely to provide these groups with welfare assistance. Otherwise, we would be reinforcing the existing power structures. UNI advocates policies that empower workers who need to change their situation by organising them, providing them with all the necessary information and tools so that they become the driving force for change.

Therefore, the more we are to develop actions and policies to break through the barriers of inequality, the more successful our mission will be and the fairer our societies.

We work towards equality. Join us.
DECENT WORK: OUR PATH AND OUR GOAL

Decent Work is a concept as well as a strategic plan concerning people’s dignity. It is focused on four strategic objectives:
- Respect of fundamental principles and rights in the workplace and of international labour laws;
- Employment and income opportunities for all; more and better protection and social security; and strengthening social and tripartite dialogue.

Decent work concerns all workers irrespective of whether they are women or men; in the formal or informal economy; salaried employees or freelance; in the countryside, a factory or an office; working from home or in the community. Its aim is to meet people’s expectations regarding their opportunities and income; their rights, their voice and their recognition; their family stability and personal development; justice and gender equality. All of these are fundamental elements for peace and for the development of our societies.

It is an action guide for the present and a goal for the future. The global trade union movement has a leading role to play in this process, as dialogue and cooperation are the best tools for finding lasting solutions to people’s real problems, within a democratic framework for participation and empowerment.

Collective Bargaining and Global Agreements protect workers’ rights and promote their interests.

HOW?

Changing globalisation: A Global Union to give a human face to globalisation.

Jobs with social security and justice for all: An equitable sharing of the world’s wealth through decent jobs and working conditions.

Organising the services and allied sectors: A commitment to creating the conditions to grow unions and to give a global dimension to trade union recruitment.

Freedom from fear: A commitment to human and trade union rights in every nation and by every company and to promote solidarity with those in need or struggle.

Equality: Equal rights and equality of opportunities for all in unions, in companies, in politics and in society.

Community of action: Collective solutions to human needs and quality public services for all.

Absolutely everybody: an inclusive process of worldwide, regional and sectoral teamwork involving all UNI affiliates, their rank and file members, union representatives and leading officials, as well as all UNI staff to achieve results.

GREATER RECOGNITION, MORE WORKERS ORGANISED

As part of UNI Breaking Through Strategy, UNI Global Union has launched UNI GROW (Grant Recognition and Organise Workers); a new strategic dimension with a view to organise and develop campaigns for the affiliates.

Due to this, and in order to promote union growth worldwide, UNI has created a new department in charge of Strategic Campaigns, Organisation into unions, Research and Education. It is called UNI SCORE, and coordinates the actions to implement UNI’s global strategic plan, and offers support in campaigns, organisation and research.

One of the objectives of the GROW initiative is to sign 50 Global Agreements to protect union rights in multinational companies. These agreements are fundamental to ensure that corporate giants respect international labour laws and fundamental workers’ rights worldwide, that is, equal and decent work for all.

UNI Global Union: Breaking Through

Nowadays, the challenge is to organise and empower more workers. This is why UNI Global Union has developed its Strategic Plan "Breaking Through". The objective is to grow its influence and obtain concrete results for its 20 million members by improving their working conditions globally (precarious work and inequity are usually present), and ensuring a better life for all workers.