

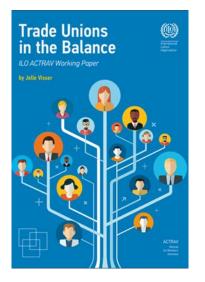
Trade Unions in Transition

What Future for Trade Unions?

ILO Bureau for Workers' Activities – ACTRAV

Rafael Peels, November 2020







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Interview with Prof. Jelle Visser



Covid-19 crisis ...

... and the world of work

All workers worldwide are impacted by the Covid-19 crisis

- Loss in working-hours : 500 million full-time equivalent jobs ...
- Global decline of 10,7% in labour income ...

Exposing existing inequalities

• Frontline workers, workers in the informal economy...



COVID-19 and the World of Work

COVID-19: What role for Workers' Organizations?

he COVID-19 outbreak is the most severe crisis facing the world since the Second World War. It is not ust a public health issue, but causing massive disruptions in the world of work. Workers' organizations ave a crucial role in combating the outbreak. Discover haw...



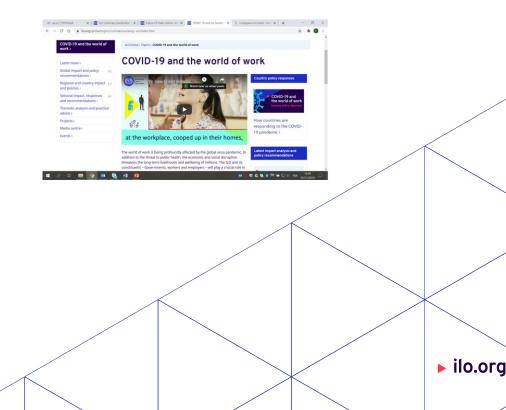
Advancing social justice, promoting decent work



ILO and the Covid-19 crisis ...

ILO Covid-19 policy guidance is structured around four pillars ...

- Stimulating the economy and employment
- Supporting enterprises, jobs and income
- Protecting workers in the workplace
- Relying on social dialogue for solutions





Trade unions and the Covid-19 crisis ...

- How does Covid-19 affect TUs' capacities to be partners in the answer to COVID-19?
 - Rising unemployment
 - Sectors, employment relationship, wages, etc. under pressure
- TUs' capacities to be the voice of all workers ...
 - What about union membership and dues ?
- People relying on trade unions for labour and social protection ...



Message 1: Economic and societal changes affect the future of trade unions

Message 2: Trade union membership in the world is in decline

Message 3: Four scenarios to respond to these challenges

Message 4: Successful experiences of trade union revitalization

Message 5: It is time to act !

Advancing social justice, promoting decent work

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Economic and societal changes affect the future of trade unions ...

- shift from manufacturing towards services ...
- informalisation of the economy ...
- just transition towards a green economy ...
- gaps in labour legislation and application ...
- technological change ...

... determine the capacity of trade unions to organize and service workers

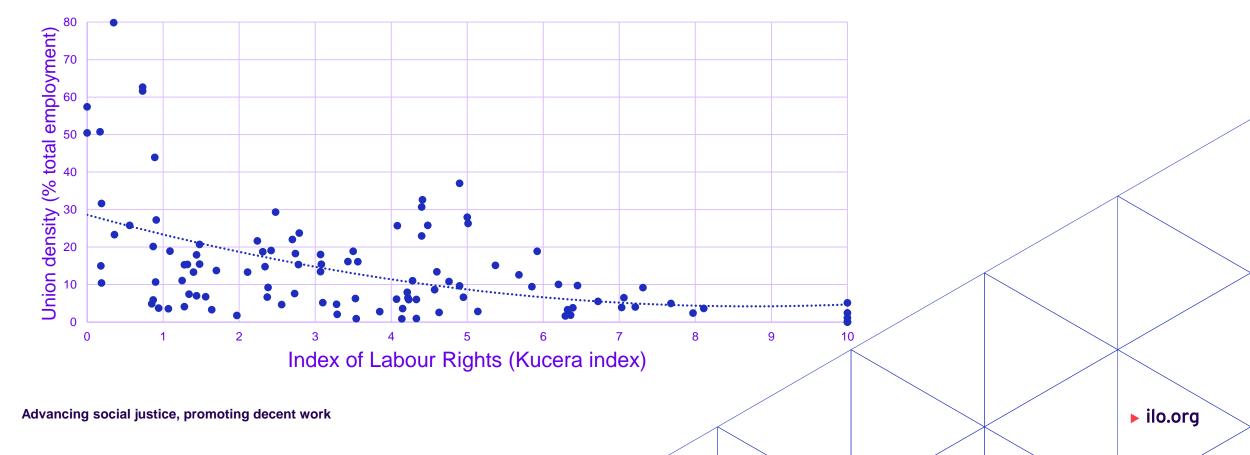
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Trade union environment ...

... affects trade union membership

Trade Union Density and Violation of Labour Rights

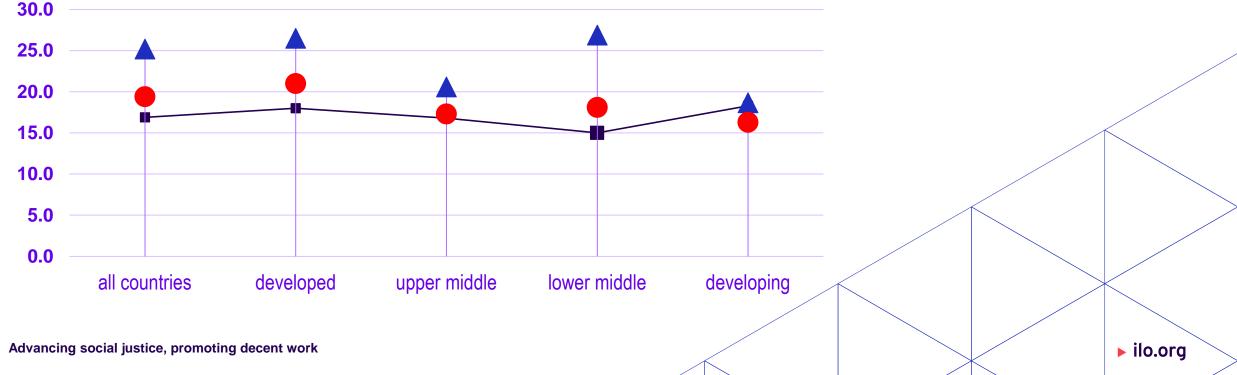




Overall trend ...

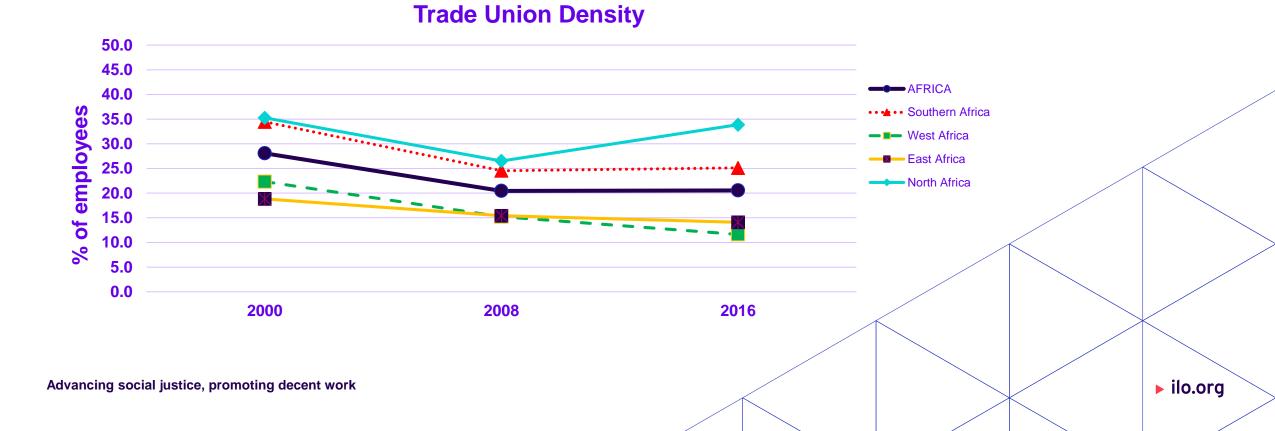
... trade union density is going down







Africa ...

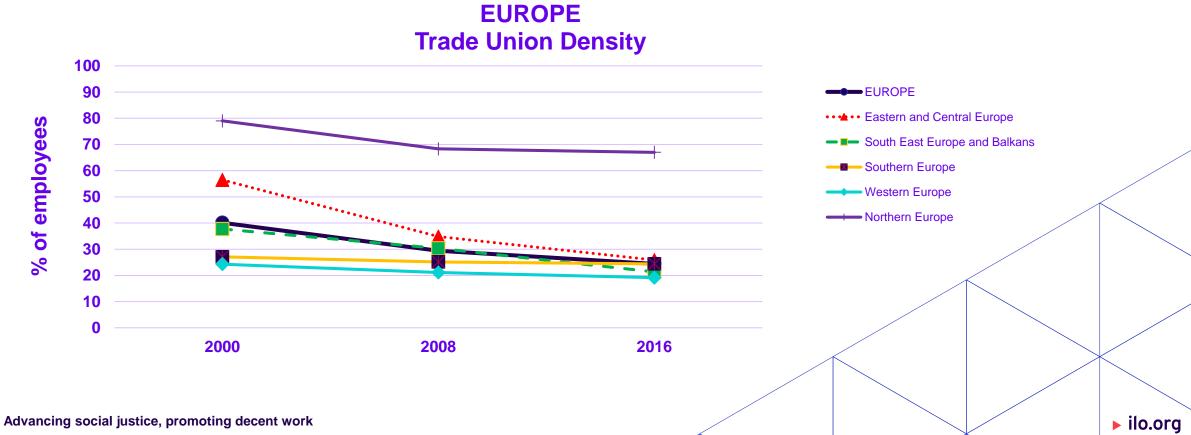


AFRICA

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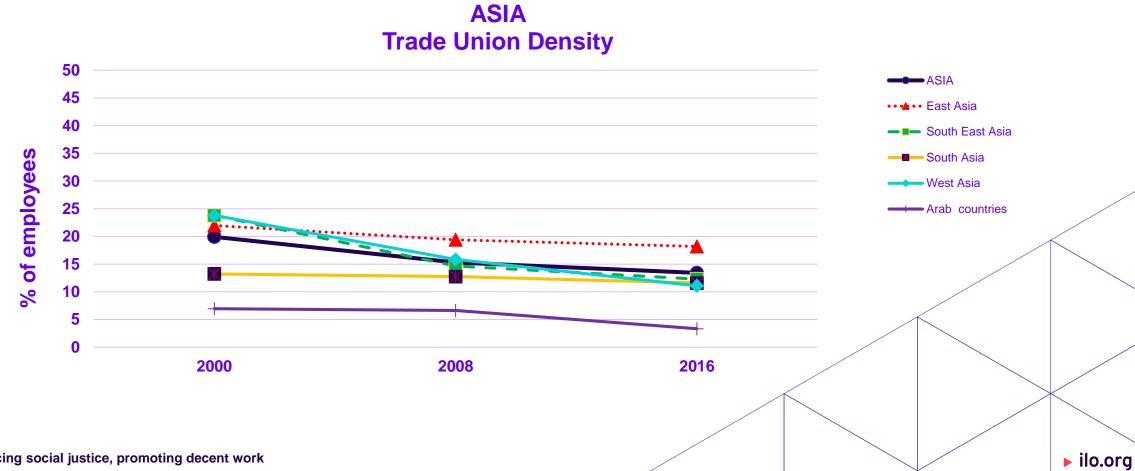


Europe ...





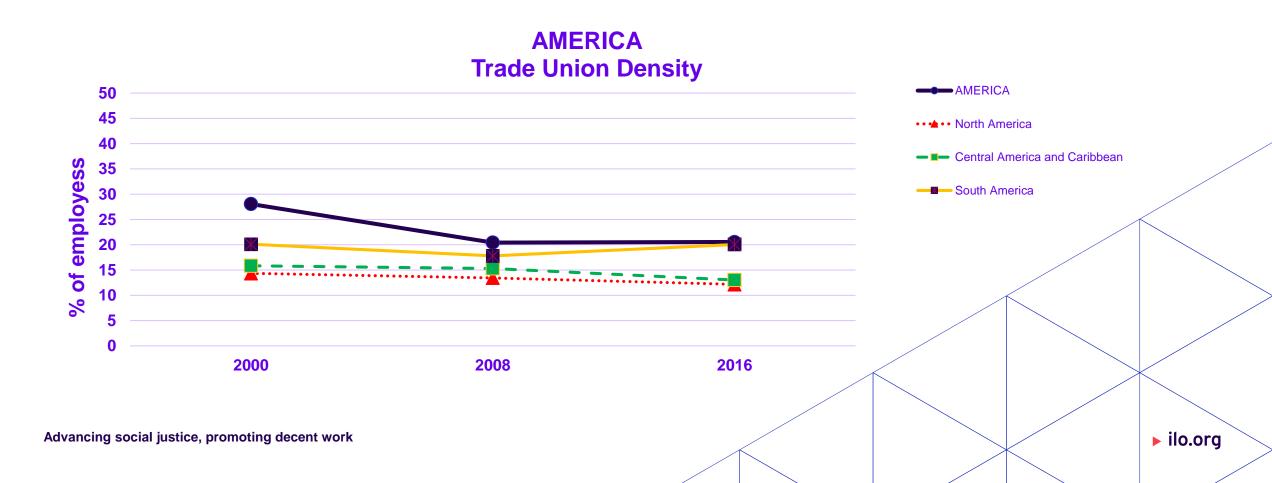
Asia ...



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Americas ...

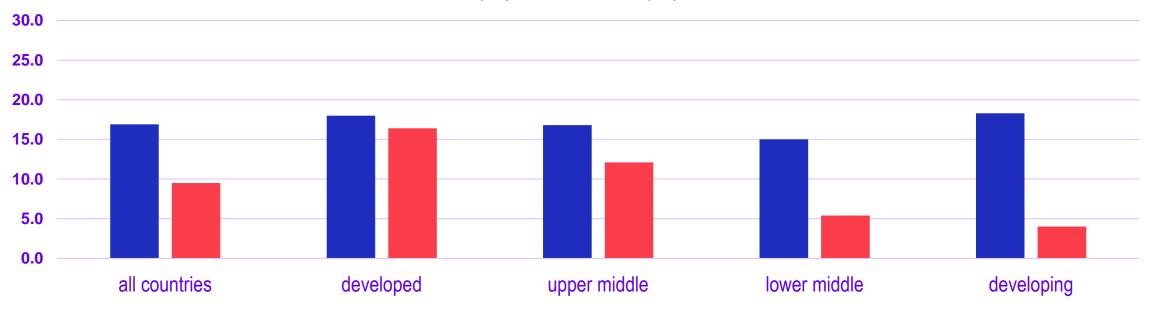




Changing employment relationship a threat to workers and workers' organizations

Union density rates 2016/17

■ employees ■ total employment



▶ ilo.org



Four scenarios for the Future of Trade Unions ...

- Marginalization decreasing rates of unionization and aging unions
- **Dualization** defending current positions and servicing members closest to them
- **Replacement** a process of replacing trade unions by others
- Revitalization innovating tactics and coalitions to strengthen trade unions as strong, relevant, democratic and representative actors



Successful experiences of trade union revitalization ...

Trade unions organizing and servicing ...

- ... informal economy workers •
- ... gig workers •
- ... young workers •





ORGANIZING INFORMAL ECONOMY WORKERS INTO TRADE UNIONS

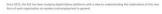


Bureau for Workers'



Crowdwork and the gig econom





Publications	Events and multimedie	Key international labour standards
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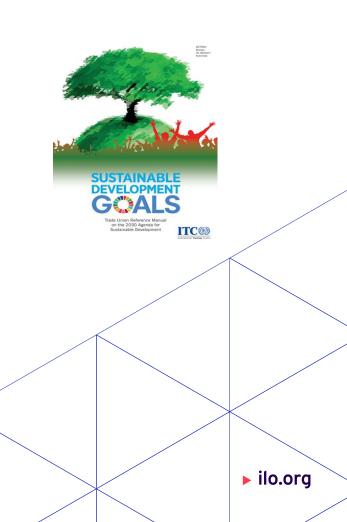


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Successful experiences of trade union revitalization ...

- Trade union cooperation ...
- Internal governance ...
- Inclusive and effective social dialogue ...



Advancing social justice, promoting decent work



It's time to act ...

ACTRAV supports trade unions ...

- engaging in debate and transformative action on the future of trade unions
- collecting examples, drawing lessons
- disseminating, scaling up and replicating good practices

Even more urgent in times of COVID-19



