New Social Contract

for the recovery from COVID - 19

ARAB TRADE UNION CONFEDERATION
Introduction:

Why do we need a new social contract?

The Arab Spring revolutions revealed the reality of a flawed social contract facing the countries of the Arab region. The relationship on the social and economic levels between the parties of the social contract (the state and its citizens) needs to be reviewed. With the decline of COVID - 19 and the promising recovery from it, re-examining the relationship between the participants in the social contract becomes necessary for a better society.

With the increasing rates of poverty, dissatisfaction with the living conditions, and the poor social and economic situation, undertaking radical reforms in the region becomes a necessity. The problem is not in the nature of the social contract between governments and citizens that was based on a trade-off between the state as a provider of service and the recipient. The status quo reflects an outdated social contract with an imbalance in public finances. The financial burden of the public subsidy system for energy and food products could no longer work. The public sector is no longer the preferred employer, and young people can no longer rely on public employment after graduating from university.

Due to market problems and elite monopoly, the private sector has not been able to provide sufficient jobs to accommodate the large numbers of young people entering the labour market. Social and material inequality and discrimination increased rapidly. Companies only cared about the shareholders at the expense of the common good of their societies, leading to a world of climate change and pollution.

The global economic model has failed the working people. Large global corporations have controlled governments that work against the rights and security of their workers. In global supply chains, % of the global workforce is a hidden workforce where the ambiguity of labour contracts facilitates exploitation and repression.

Although the world is three times richer than it was 20 years ago, % of people are still denied universal social protection, % say that the minimum wage is not enough to live, and % countries have allowed the right to collective action to be violated.

One can see from reality that the current social contract no longer works effectively for workers. With regard to the proliferation of COVID - 19, one can note that vaccines are largely limited to high-income countries. There is considerable economic disparity as a result of market-based development, as well as the exploration and consumption of fossil fuels for industry at the expense of the environment, at a time when there is an urgent need for radical change with guaranteed access to vaccination.
Hence the need to develop a new social contract centred on promoting and protecting the health and human rights of workers and their families and securing a sustainable future for the planet becomes urgent, in addition to better living conditions and quality of services, freedom to make their own decisions, fight corruption, provide economic well-being, transparency, greater and better inclusive economic opportunities, and enhanced political participation in the decision-making process.

COVID - 19 has clearly exposed the gap in the global economy, as well as divisions and societal inequalities. It has also pushed for the amplification of voices calling for radical reforms. Accordingly, proposals have been made to prepare the labour force for new technologies, to put forward ideas to strengthen education and training programmes, to better integrate them with labour market requirements, to improve social protection and social security, which had opened the way for the strength of collective negotiations to press for new forms of social dialogue and cooperation between employers and workers. It is also needed to ensure greater competition and demands for addressing the problem of climate change directly.

Addressing the problems of the region’s economies and social problems requires a different policy-based strategy that includes a new social contract that addresses and faces the economic and social challenges and their repercussions.

As the world begins to recover from COVID - 19, the journey of recovery begins with hope for a green economy on the basis of a new green social contract. The latter should work to rebuild trust between citizens and people in power. This strategy should guarantee a new global pact that creates equal opportunities for all and respects the rights and freedoms of all. It will provide new ways in which the goals of the 2030 Sustainable Development Plan, the Paris Agreement and the Addis Ababa Action Agenda (AAAA) are met. The new social decade is intended to enable the youth community to live in dignity; Women will be guaranteed the same opportunities as men; It will protect the sick, the vulnerable, and minorities of all kinds. It is also time for a new social contract between workers, governments, and corporations, which must include a ground of universal employment guarantee for all workers.

The implementation of a new social contract, or the modernization of existing ones, is required to ensure that decent rights and jobs are respected with minimum living wage, that social protection is inclusive, efforts and accountability drive business processes, and social dialogue ensures equitable transitional measures of climate and technology.
In this study, we will identify the reasons for a new social contract, a definition of the social contract, its nature, importance, scope and national and international scope, a definition of the temporal dimension of the social contract and its re-negotiability, a discussion of its substance and subject matter, and the fact that it is rooted in human rights. Then, we will discuss a new social contract in the Arab region. In other words, the recovery from COVID-19 is studied as an opportunity for change. We will also provide a diagnosis of the reality of the situation during the pandemic, the effects of climate change on workers and their families, the state of economic inequality, and the problems of the reality of workers’ social protection. Changes in trade union organization are then identified under the pandemic.

This study will address the efforts of trade unions to defend the rights of workers during the pandemic. Further, the study will show the importance of having a new social contract based on rights and the principle of the common good for the recovery phase of the pandemic as a matter of urgency. This study will also address the goals to be reached with the new social contract.

The study is concerned in depth with the Arab Trade Unions Confederation’s (ATUC) vision of the concept of equality, which should be included in the new social contract, the fair transition as a feature of the new social contract, and the importance of reaching a new social contract for better jobs. Finally, it will address the demands that should be included in the social contract.
**Definition of the social contract:**

According to the United Nations Development Programme (UNDP), the social contract can be defined as the processes agreed upon by every member of the political community, both explicitly or implicitly, and therefore the restriction of the freedoms, as opposed to those of the state, to protect their rights and security and to provide public goods and services. This pact calls upon individuals to comply with state laws, rules, and practices in pursuit of broader common objectives, such as security, protection, and basic services. The validity and legitimacy of the social contract can be measured by the extent to which the expectations and obligations of society and those of the State, authorities and institutions, are established and maintained.

The 2013 Charter of the Tunisian Social Contract defines the contract as a consensus between the Tunisian government and social actors on a number of principles and guidelines for addressing economic and social problems, formulated in accordance with five basic areas: economic growth, employment policies, formation, professional relations, and social protection.

**Revision or a new social contract?**

A new tripartite social contract is required:

- To generalize the understanding of a new social contract.

- To define its terms, which would enable a fair transition to climate-resilient, green, and equitable economies.

- Actions, institutions, and processes available to stakeholders at multiple levels to identify social contracts that integrate climate and environmental justice, racial justice, respect for human rights, decent work, gender equality, intergenerational justice and the rights of nature, and biological and cultural diversity.
The term social contract is increasingly becoming common in social science literature. A social contract can be defined as sets of formal and informal agreements between community groups and their sovereignty (government or any other agent in power) on rights and obligations to each other with the aim of making interactions between the state and society more predictable and thus provide more stable politics. The effectiveness of the social contract depends on its essence (the mutual output between government and society), the scope (the actors involved and the geographical scope of the impact) and the time dimension (the beginning, evolution, and duration). The social contract can vary greatly in all three dimensions. The concept is increasingly used in social science literature to describe groups of relationships between the state and society.

The social contract is necessary to overcome the state of chaos. It was coined by liberal state philosophers Grotius, Hobbes, Locke, and Rousseau. Since then it has been widely discussed. These philosophers consider the social contract to be good or even necessary to overcome the normal state of chaos, and to establish property rights and security or distributive justice. In addition, they see implicitly or even explicitly that the nation state is necessary for any given social contract. Only a few authors consider subnational conventions as starting steps towards new national contracts (Kaplan, 2015) or conceiving supranational conventions, such as the European Union (EU) or even global social contracts.

The social contract is a non-normative, purely analytical tool. The concept has been relegated to the concrete processes and conditions of relations between the state and society and is thus used as a non-normative, analytical, and purely political tool.
The nature of the social contract: 

The nature of the social contract depends on the nature of relations between the state and society and the distribution of power:

- Its scope (the contracting parties and the extent of its geographical influence, that is, the actors and areas committed to social contracts and the sovereign lands in which they are in force)

- Time dimension (beginning, development, duration, and end of the contract)

- Its essence (mutual output between community groups and sovereignty)

Importance of the social contract:

- Cost reduction and improved predictability of results in frequent interactions comforts contracting parties from repeatedly renegotiating their mutual obligations

- Create balances in relations between the state and society and in relations within society and promotes social cohesion

- Establish rules acceptable to the government and other actors on how to act and interact and thereby assist the contracting parties in managing the dispute in a predictable and orderly manner

- Collective bargaining between employers, trade unions, and government representatives is an illustration of an element of the social contract: They reduce costs in terms of time and money, help actors to increase confidence in each other, improve the reliability of expectations, and may create social charters in industrial relations, where the results of negotiations that are constantly reviewed and renegotiated are very important not only for investment and economic activity, but also for the psychological, social, and economic well-being of citizens
Scope of the social contract:

The scope of application and operation of the social contract extends by the contracting parties and by the territory of application of the content of the social contract. For those to whom the contract applies, the government or higher state authorities and major groups in society, such as workers’ organizations, employers, economic actors, and civil society. The social contract for government services can extend to all citizens, such as roads, health services or specific social groups only, such as social subsidies for the poor, jobs in the general administration of academics, gasoline and subsidies for car owners, and subsidized social homes. The social contract is multilateral or unilateral, making the process of changing social contracts difficult, being mostly multilateral.

Social contracts vary according to their content and substance, including outputs and outcomes agreed upon by the parties that have concluded the social contract, as well as the obligations and rights of the parties to each other. Social contracts often consist of explicit and implicit agreements between the parties concerned, written, oral, informal and formal, so written documents cannot be relied upon solely to determine the substance and content of the social contract as well as the rights and obligations of the parties, since they give only a partial overview of their content and output.

Relations between society and the state will follow clear institutional procedures and will be well documented if the parties incorporate most of the contents of social contracts into the constitution and other laws. Most of the contents of social contracts arise through frequent interaction between groups and social groups with governments. These frequent interactions institutionalize mutual duties and expectations between parties, so that the contents of social contracts are evident in the regular delivery of specific items from any contracting party to any other party of the social contract.

Social contracts often contain elements of value that governments must provide under these contracts to social groups. They include:

- protection of various kinds such as human or individual security against physical threats, legal security that provides for the rule of law and its enforcement in order to guarantee civil and human rights, and collective security against threats from external States.

- provision of various basic services ensuring access to and access to water and land (resources), transport, utilities, and communications (infrastructure), health, social protection and education (social services), decent employment and economic opportunities for all.

- provide participation of all individuals at various levels of society in political processes and their decision-making.
Failure to provide these elements may be caused by a lack of state capacity to provide social services or infrastructure, or it may be due to a lack of state authority and influence leading to a failure of the state to achieve the necessary protection of citizens, and the latter is due to the failure of the state to achieve the participation of all citizens, which applies in most countries in the Middle East and North Africa.

Social contracts vary depending on the parties and their scope, that is which contracting parties have accepted the terms of the social contract and the influence these contracts cover as a specific territory or area. By definition, the parties of the social contract are the government (sovereignty) and the major groups of society, which consist of a series of agreements that the government has entered into explicitly or implicitly with the major groups of the congregation, as well as agreements between the major groups of society with each other.

Social contracts can place different social groups in different positions, but with a preference for some at the expense of others. Some groups can be more influential than others in formulating decisions and demands, and subsequently they can formulate a social contract that is beneficial to them and their interests, while others are less able to influence the content of the social contract.

Society means the groups of persons living in a single state or belonging to a single government or quasi-government. In most cases the society is not homogeneous, so it is divided into vertical subgroups comprising: groups such as tribes, religious or ethnic groups, and regionally defined communities, as well as horizontal sub-groups representing social classes and other groups comprising trade unions, economic actors, and small and medium business associations. The parties representing society that conclude the social contract may be the society as a whole, one of its sub-groups or members of society.

The problem of the plurality of the social contract is a major one in changing social contracts, so that the social group may be a party to the contract but does not represent society as a whole. It is difficult for all individuals or sub-groups to agree explicitly on a social contract, so there should be alliances between social groups with sufficient resources and capable of having an impact on the nature of the outputs to be discussed among the parties of the social contract. The social contract should be able to induce, organize or even force the majority of the population to endure it in order to be effective, making it at least an implicit agreement. Governments can also be divided into different categories, such as ministries, different departments, the judiciary, the military and the intelligence services.
The social contract is not only national:

The social contract is not only national between the state and the parties but is also international in nature. International institutions have implemented policies that have seized the market and its logic. The World Bank and the International Monetary Fund (IMF) have developed their own lending programmes. The United Nations (UN) has also embraced market and corporate logic in making public-private partnerships a positive model for international development and global governance.

The sphere of application of the social contract shall be governed and defined by the scope of effective control of the contracting parties, particularly governments, rather than the scope of the state’s formal boundaries. Social contracts have taken on multiple situations and forms, including those beyond the national that is “supranational-international level,” including those at the transnational and subnational.

Subnational social contracts can operate in parallel with national state contracts and can be applied at the provincial, state, or municipal level. Subnational contracts can also take effect when there is no effective social contract at the national level. With regard to transnational contracts, such contracts could be concluded if the regime imposed its control over different regions in several states. Supranational social contracts are agreements among various states on the duties and rights of citizens such as the European Union.

The 1919 ILO constitution established a formal social contract after the First World War. One of its central elements is (1) that work is not a commodity, and (2) that sustainable peace can be achieved only through social justice in which the urgent needs of workers are met. In the form of the organization of working hours, preventing unemployment, an adequate living wage, protection against disease and injury, protection of children, youth, women, and the elderly, equal pay for work of equal value, vocational and technical education, and recognition of the right to freedom of association.

The 1944 ILO Philadelphia Declaration, following the Second World War, recommitted to these central elements. It also stressed the need for policy coherence, stating that the central objective of national and international policy is to deliver on the promises of the ILO statement and that all proposed policies and measures must be assessed on the basis of their contribution to those purposes.
The emphasis on workers’ social justice and the obligations of states to regulate ensuring the workers’ health and human rights are also reflected in the 2008 ILO Declaration for a Fair Globalization and the 2019 ILO Centenary Declaration for the Future of Work.

In the same vein, the goals of sustainable development have adopted a global social contract. This is evident in Goal 8 of the Sustainable Development Goals, which is called a “qualitative shift” through which the green economy, environmental conservation, and job creation can be achieved through “entrepreneur courage to invest in innovative solutions” rather than government regulation alone. Goal 8 of the sustainable development goals aims to “promote inclusive and sustainable economic growth, full, and productive employment, and decent work for all.”
The temporal dimension of the social contract and its negotiability:

Social contracts vary in their time dimension in terms of “duration.” How long will they be respected and when will the Contracting Parties decide to change or replace them in the hope of reaching a better contract? Although the main function of social contracts is to stabilize relations between the state and society (and relations within society, i.e. social cohesion), they can be updated, renegotiated, and adapted to changing data.

In the most difficult cases, social contracts can consist of conflict for a limited period without governments, i.e. only social groups that regulate themselves through social charters and agreements concluded between each other by social actors within the state. However, the full and proper construction of the state requires the conclusion of a comprehensive social contract between social groups and governments, without which no government can be effective and successful.

These contracts can be different from each other depending on the nature of the relations between society and the state, as well as the different dimensions mentioned above. Social charters and agreements can be elements of social contracts, most notably between WW2 and the beginning of the second millennium, but they are considered to be very limited in terms of three dimensions such as content, scope, and duration.

These charters and conventions are considered to be implicit or explicit arrangements between trade unions, governments, and employers on intended outcomes for all parties. Trade unions seek to ensure that employers guarantee employees adequate salaries and decent working standards, with the obligation to apply specific regulations. Collective charters and agreements govern industrial relations without very distinct political areas. The social contract focuses mostly on relations between groups and social groups with governments, as well as the internal relationship between social groups, rather than on relations between citizens and individuals.

In order to achieve a viable social contract, it is important to move towards one that is based on negotiation between citizens, groups, social groups, or other actors in society and the state and to strengthen social cohesion by creating trust among social groups through social charters and conventions. Social agreements regulate relations between different groups within society, while the social contract is based on relations between the state and the society as a whole, which is more important in influencing the continuity and content of the social contract than the social agreements that regulate relations between social groups.
Also, social contracts vary in time dimension, particularly “their duration and when they begin or expire” and the period in which the parties respect or decide to change or replace such contracts and therefore to reach a more successful and better agreement. Although the main objective of social contracts is to stabilize relations between society and the state and to maintain community cohesion, they tend to be repeatedly renegotiated and adapted to current realities, because of the need to change the relative distribution of the price.

The renegotiation of the social contract represents an opportunity for many improvements, benefiting one party without harming the other in line with the Barreto improvement principle. In most cases, social contracts are not fixed. They change over time. This is where the risks emerge in the collapse of old social contracts without the opportunity to forge new ones. These risks can increase if social groups become distrustful of their government or if society suffers from extreme inequalities and weaknesses in social cohesion among social groups where they have different demands and expectations than those for which the social contract is aimed.

The provision of key services has been the main output of governments. Algeria, Egypt, Iraq, Syria, and Tunisia have all done so. The Middle East and North Africa countries established their rule from the outset in the form of performance-based legitimacy and provided benefits to all citizens through education, health care, water, energy, food, economic opportunities, social assistance, and public sector employment. While spending on education and health was in the interest of the lower classes of society, other benefits were retroactive in redistribution, with public sector employment, opportunities and economic benefits tailored to the needs of the urban middle class.
The essence and concept of the social contract:

Social contracts differ in the subject matter and outputs agreed upon by the contracting parties. They consist of written and oral conventions, formal and informal, as well as explicit and implicit agreements among key stakeholders. Most of the contents of social contracts arise from the frequent interaction between major community groups and sovereignty, i.e. through the mutually implicit compatibility of conduct and non-action of any contracting party by all other parties. They include protection, the provision of basic services, and being an analytical tool that identifies and tracks changes in state-community relations in one country over time. It reveals the extent to which the contracting parties accept the output.

The social contract and human rights:

The social contract should be based on international human rights instruments, references, and centres for the promotion and protection of the health of people, the environment and planet, so that labour policies, salaries, social protection systems, public services, tax policy, and corporate regulation are in line with the goal of achieving a full range of human rights for workers and their families.

Human rights are the basis for the social contract to recover from crises, which is rooted in human rights, such as health, decent work, and equality. The 2019 report of Committee on Economic, Social and Cultural Rights could be used in its recommendations to states parties, which called for an equitable transition as an element of the social decade rooted in human rights.

However, human rights provide the essential elements of the social contract to ensure just and favourable working conditions and to protect workers’ health in the context of climate change. This is stipulated in article 7 of the International Covenant on Economic, Social and Cultural Rights on the right to fair salaries, safe, and healthy working conditions and reasonable restrictions on working hours.

As one of the main causes of economic and social inequality is the link between climate change and extreme economic inequalities, and therefore financial inequality, the dismantling of measures to protect workers, particularly trade union rights is essential.

As the social contract rooted in human rights requires action to reduce economic inequalities for the realization of economic and social rights by all, article 8 of the International Covenant on Economic, Social and Cultural Rights encourages the rights of workers to join and form trade unions, the right of trade unions to work freely, the right to collective bargaining, and the right to strike. Hence the role and importance of the right of trade unions is reduce inequality. The fundamental rights of workers are the right to form and join trade unions, the right to fair remuneration, and social rights, in particular the right to education, health, and social security.
How to create and consolidate a new social contract in the Arab region:

In order to achieve the establishment and consolidation of a new social contract in the Arab region, which is stable and legitimate, it should be entrusted with:

- Measures linking short-term responses to longer-term structural reforms
- Countries’ efforts to improve the investment and create employment in the private sector
- Strengthening institutions and improving the knowledge base through flexibility systems
- Dialogue on social and economic integration and coherence as well as on governance and reforms, supported by targeted provision of technology and financial support to address social and economic development bottlenecks
- Support social dialogue among stakeholders (between state organs, corporations, trade unions, and other domestic and external stakeholders), where social dialogue among relevant stakeholders can facilitate reform and legitimize a new social society
- Support governance, accountability, and transparency, so that donor activities, including sectoral policies and technical measures, are committed to improvement
Recovering from COVID-19 is an opportunity for change:

Crises often act as catalysts for climate change. COVID-19, economic inequality, decreased protection of the workers’ rights, and decreasing social protection are increasing. After 100 years since the influenza in 1918, and the economic and social impacts it had, the International Labour Organization (ILO) committed to launching a new contract with global standards for the protection of the workers’ rights and attention to workers’ health.

States and organizations have raced for post-pandemic recovery interaction, with the United States launching a slogan “for a better reconstruction” for the purpose of rebuilding economies that have been heavily affected by COVID-19, and the Secretary-General of the International Trade Union Confederation (ITUC), Sharan Burrow, outlined the demands put before the 2021/1/25 World Economic Forum, which focused on the importance of responding to the call of workers and civil society to reform the economic model, help create a just and sustainable future or maintain business, and see a model of corporate greed that leads to inequality.

The ITUC Secretary-General recalled that people needed a new social contract that provides recovery and flexibility on the basis of the security guaranteed by the five critical demands: Creating climate-friendly jobs with a fair transition, industrial transformation of job creation to achieve net carbon emissions, along with jobs in health, education and other high-quality public services, the rights of all workers, regardless of their job, to fulfil the promise of the ILO centenary on the basis of workers’ protection including maximum working hours, minimum living wage, health and safety at work, as well as a comprehensive social protection, with the establishment of the Social Protection Fund for less affluent states.

The demands also include equality, ending all forms of discrimination, for example on the basis of race or sex, to ensure that all people live in prosperity and to retreat from the appalling concentration of wealth in the hands of a few at the expense of many. It includes fighting the growing power of monopolies. A comprehensive approach to tackling the crisis is also critical, both in terms of economic support and universal access to testing, treatment, and vaccines.

In the same context, human rights NGOs, such as the Centre for Economic and Social Rights, and trade unions, such as the European Trade Union Confederation (ETUC), focused on the proposal to include workers’ rights in a new social contract that would change the existing neoliberal social contract.
This is also expressed by the Secretary-General of the United Nations (UN), Antonio Guterres, in the Nelson Mandela Lecture, when he emphasized that the facts must be unequivocally faced. The global political and economic systems do not deliver critical global public goods such as public health, climate action, sustainable development, and peace. The pandemic clearly highlighted the tragic break between self-interest and common interest and the huge gaps in governance structures and ethical frameworks. According to him, to bridge these gaps and prepare a ground for the emergence of a new social contract, a new global pact that will ensure wider and more equitable sharing of power, wealth, and opportunities at the international level is needed. Any new model of global governance must be based on the full and inclusive participation of the parties to global institutions on an equal footing with each other.
Diagnosing the impacts of COVID - 19 (and recovery as an opportunity):

According to the World Health Organization (WHO), as of October 2021, there were 4,831,486 COVID - 19 deaths of 236,599,025 confirmed worldwide. For workers, the epidemic has caused problems. In January 2021, the ILO reported that 93% of the world's workers lived in countries with a certain degree of lockdown of COVID - 19 related workplaces. In 2020, job and work time losses associated with COVID - 19 were estimated at 8.8% compared to the previous year, equivalent to the loss of 255 million full-time jobs.

COVID - 19 contributed to a major loss of labour income, with an estimated decline of 3.7 trillion ($4.4 of world GDP) in 2020. The effects of lost work and working time vary widely between regions, with countries in Latin America and the Caribbean, Southern Europe, and South Asia most affected. Work and work time losses also vary by sector, with heavy losses in the accommodation, food, and retail sectors combined with positive job growth in high-skilled services such as communications, finance, and insurance.

For those who kept their jobs, COVID - 19 estimates that up to 30% - 20% of COVID - 19 cases in some countries may be due to relocation in the workplace. In fact, given specific groups of workers, the devastation is obvious. For example, the International Council of Nurses reported in October 2020 that more nurses died of COVID - 19 than during WWI. Despite calls to collect consolidated global data on all injuries and deaths of health-care workers, this data remained “scarce,” and by May 2021, WHO estimated that at least 11,500 health-care workers had died since the beginning of the epidemic.

Despite the severe effects on workers and their families, recovery from COVID - 19 and the related economic crisis provide an opportunity to adopt a new global social contract with the potential to address not only the economic and social devastation of COVID - 19 but also the interrelated crises of climate change and extreme economic inequality.
Impacts of climate change on workers and their families:

Climate change had impacts on people through pollution, climate disasters, and rising temperatures. ILO estimates that global warming will result in a loss of \( \frac{1}{2} \) of global working time, equivalent to 72 million full-time jobs by 2030. However, the effects are not shared equally.

In low-income countries, \( \frac{79}{100} \) of the population live in tropical areas that are most vulnerable to higher temperatures. The exposure of workers to extreme heat is a recognized occupational health hazard with disproportionate effects on the self-employed and those working in agriculture, construction, transport, tourism, and waste collection. In addition to extreme heat, other recognized climate-related action risks include forest fires, extreme weather phenomena, air pollution, and increased biological hazards and psychological stress. The UN estimates that between 1998 and 2017, 2017 million people died from climate-related disasters.

Most workers are often not protected from such damages through insurance against work injuries and do not have access to other forms of insurance, such as unemployment and disability insurance. Less than one third (\( \%30.6 \)) of working-age adults worldwide enjoy universal social security, including workplace injuries and health protection, as well as child and family benefits and old-age pensions. ILO estimates that 4.1 billion people have been “left without protection at all.”

Global initiatives to combat global warming also threaten lives. Many traditionally well-paid jobs, especially in the global North, depend on an unsustainable carbon economy. The shift away from carbon-based jobs inevitably disrupts industries and workers’ lives.

ILO estimates that climate change mitigation must ultimately lead to increased employment because the expansion of low-carbon infrastructure translates into new jobs, which means increased demand for employment in many industries. Overall, labour productivity, profits and living standards are threatened in the short term by climate change and efforts to combat it, but they have the potential to improve the conditions of workers and their families in the long term.
Economic inequality:

In the context of recovery from COVID - 19, the inequality crisis appears to have a negative impact on the health of workers and their families, as these economic inequalities are an important influence leading to climate change, with the richest in the world contributing through their high carbon-intensive luxury travel, private aircrafts, luxury yachts, and space travel, in addition to capital investments, making the rich the largest contributors to climate change. Especially since they have the capacity to influence political processes to maintain and increase their income and wealth, and thus their high-carbon lifestyles. For these reasons, climate change and serious economic inequality are interrelated.

Global income and wealth inequality between individuals and families increased and the gap between the wealthiest and poorest also increased even more sharply with the spread of COVID - 19. The World Bank estimates that global extreme poverty, people living on less than US $ 1.90 a day, increased from %8. 4 in 2019 to %9. 1 in 2020. The 2021 World Wealth Report indicates that the rise in wealth inequality in 2020 was much higher than in any other year of this century.

In the Nelson Mandela Lecture, the Secretary-General of the United Nations identified inequality as the hallmark of our time, with more than %70 of the world’s population suffering from increasing disparities in income and wealth. The world’s 26 richest people have as much wealth as half the world’s combined population. Income, salaries, and wealth are not the only measures of inequality.

People’s chances of life depend on gender, family background, ethnicity, race, whether or not they have a disability, and other factors. The lives and hopes of millions of people are often dictated by the conditions in which they are born. Thus, inequality undermines human development efforts to the detriment of all. High rates of inequality are linked to economic instability, corruption, financial crises, increased crime rates, and poor physical and mental health.

Discrimination, ill-treatment, and lack of access to justice, particularly for indigenous people, migrants, refugees, and minorities, illustrate the inequalities suffered by many. These inequalities constitute a direct attack on human rights. Addressing inequality has therefore historically been the driving force for social justice, labour rights, and gender equality.
There were widespread physical inequalities even before the pandemic, leading to civil strikes and distrust of democracy. Economies and societies were already exposed to obvious risks, such as the devastation caused by extreme weather events caused by climate change. In addition to the digital divide associated with the best and worst effects of technology, there are still a lot of people who are unable to access this technology.
The reality of social protection for workers and its problems:

COVID-19 showed the gaps and shortcomings that already existed in the social contract, as the first weeks of the pandemic were particularly worrying because of the lack of adequate health care and concerns that hospitals were expensive. Gaps in funding in the care of older persons along with unfair working arrangements forced care workers in the first line to move between residential facilities and lockdown areas, unable to take sick leave when symptoms arose.

Unsafe work and inadequate social protection forced many workers to continue working despite being infected. The lack of adequate personal protective equipment was the most visible indication of deficiencies in occupational health and safety. With regard to economic conditions, there are serious forecasts by the International Labour Organization (ILO) about the loss of hundreds of millions of jobs among the regular labour force and more in informal sector employment whose livelihoods have been destroyed by the pandemic.

As a result of the general shortcomings in these areas during the pandemic, women were the most vulnerable groups, particularly those working in care. The lockdowns forced many women to endure additional unpaid child-care work, as well as increasing vulnerability to domestic violence and abuse.

We therefore need to rebuild a new social contract to recover from the pandemic to rebuild global protection of employment in the organized and informal sector. Occupational safety and health must become a fundamental right for workers in the workplace. We also need adequate funding to achieve high-quality public health care, education and water for all. We urgently need to regulate economic power with freedom of association, the right to collective bargaining, the minimum wage and the necessary care in supply chains in order to preserve human rights and environmental standards.

Trade unions and their members can help achieve all these goals through collective bargaining with employers, social dialogue with governments, as well as their participation in international and multilateral institutions.
COVID - 19 and changes in trade union organization:

While many countries experienced positive participation between governments and trade unions during the pandemic, others did not. States that have relied on existing forms of social dialogue have seen joint action by governments, employers, and trade unions to develop measures to address it and its effects on the workplace. ILO also emphasized the importance of social dialogue as one of its four pillars in addressing the pandemic, along with stimulating the economy and employment; supporting enterprises; promoting employment and wage support; and protecting workers in the workplace.

In some countries, however, neoliberal employers and governments have believed that they can exploit this pandemic to restrict the rights of workers and trade unions, such as restrictions on working time and job security. Some governments have undertaken extensive use of labour protection measures.

Most countries witnessed high unemployment rates, which has an inevitable impact on trade union organization. The key role of trade unions in defending employment and wages and campaigning for decent occupational health and safety at work have also led to membership gains in many states, including those with declining membership and those with already strong membership. Workers during the pandemic also realized the importance of trade union membership to protect them from administrative deficiencies and violations of their fundamental rights more clearly.

The pandemic led to the use of Zoom and other Internet platforms, and in some cases this technology has led union organizers to change their perspective from explaining the benefits and advantages of membership to listening to what potential members want. This, in turn, has encouraged offering workers a ready pattern to solve their problems to allowing employees to determine what suits them and their interest, i.e., the unions have begun to communicate with their members in the way that their members want.
Trade union efforts to defend the workers’ rights during COVID-19:

Trade unions had a lot of work to do during the pandemic. They represent workers threatened with dismissal, compensation for dismissed workers, expanding access to social protection, discrimination for women and migrant workers without equal access to care services and equal treatment. In the course of the pandemic, trade unions have had achievements that were previously not possible and that they must therefore defend in the long term.

Trade unions have actively partnered with international institutions such as the International Monetary Fund (IMF) and the World Health Organization (WHO), with governments, workers, and multinational companies.

Trade unions negotiated short-term national action plans, ensured respect for contracts in the industrial sector, particularly the textile sector, and coordinated sectoral policies for safe return to the workplace. Trade unions had been working to ensure acknowledging the workers’ rights and interests.

Trade unions also addressed occupational health that should be as important as public health, including the provision of personal protective equipment, as well as granting paid sick leave to employees.

Trade unions negotiated dismissals with employers, which have been shameful even in companies that did not go bankrupt by being supported by taxpayer money. In some countries, the law has prevented employers from dismissals. In this regard, trade unions have negotiated arrangements for remote work, which is more common than ever, even during the recovery and easing of lockdowns. In some countries, a new law on remote work has been negotiated with trade unions, providing for the freedom to approve whether workers want to return to work in their workplace.

What should be done by Governments and corporations to strengthen their relationship with trade unions and achieve their common goals during the pandemic and what is the role of the international community?

Governments and corporations should recognize the important role of trade unions in representing workers throughout the year, not only at elections or when negotiating the minimum wage and the like, but also by respecting the fundamental rights and freedoms required by trade unions in their work, such as the right to freedom of unionising, collective bargaining, and the right to protest. Governments and companies should engage and work positively with trade unions in decisions concerning workers.
The world is facing successive crises, yet trade unions, institutions, and organizations created to support and promote rights, equality, inclusive growth, and global stability are at their most difficult phases, and should therefore be strengthened and redirected to focus on answering the needs and problems of workers during the pandemic.

The World Health Organization (WHO) has demonstrated that its presence is critical in the global response to COVID-19. However, science must be the basis for managing health risks and ensuring equitable and universal access to the vaccine, without the need for political compromises and concessions.

The International Labour Organization (ILO), with its unique tripartite system of government, employers and workers, is as necessary today as it was when it established the social contract based on the mandate of social justice. The International Labour Organization (ILO) has been committed to ensuring universal grounds for common rights and well-being since 1919, and this was reaffirmed in the Philadelphia Declaration of 1944.

Trade unions, together with the civil society, are looking to develop a new social contract based on those principles. We can create a prosperous economy and contribute to building a better society and world for all.
A new social contract based on the principle of rights and common good for the recovery from COVID-19:

The Arab Trade Union Confederation (ATUC) focuses on the effects of the pandemic, lockdowns, and emergency measures on workers’ rights, as well as the response of civil society to the pandemic.

ATUC represents the voice of workers in the Arab region in the formal and informal sector. It also promotes the rights and interests of workers and defends them through cooperation and trade union work in the region. ATUC is committed to the principles of trade union democracy and independence and works in cooperation with partners in international cooperation projects to promote labour rights, protect migrants, and address the role of youth.

New social contract for workers:

Politicians, employers and civil society leaders are demanding a new social contract. What are social contracts and what should they include? Can new social contracts make an effective and valuable contribution to society and the future of employment, especially after the pandemic?

Why is there so much need for a new social contract?

In 2020, the International Trade Union Confederation (ITUC) addressed the need for a new social contract, and both ITUC and ATUC are now pressing for efforts to revive and promote social contracts based on the demands expressed by workers and trade unions.

The vulnerabilities that we face to date must serve as an appeal for joint action among governments, employers, and trade unions. The pandemic exposed and deepened gaps in social and environmental stability throughout the world. We have all realized our dependence as societies on all businesses, especially those performed by some of the poorest workers, so that should be a call for action.

Recovery from the pandemic can be financed through higher taxes on wealthy and high-income groups rather than through austerity measures aimed at reducing spending, often through cuts in public services that undermine human rights.

Governments will need to implement measures to relieve companies, persons, and governments of their financial debt and to undertake support campaigns for developing countries, with minimum taxation for companies and financial transactions, to combat tax evasion and illicit financial flows.
What parties should participate?

The ILO was created after labour and social conflicts in the nineteenth and twentieth centuries. At that time, its founders (government leaders) worked to establish social ground with international regulations. The concept of social justice embodied by ILO has also been reincarnated in many of its conventions and declarations over time, and successive gains and benefits can be seen by all. Excessive globalization had greatly enriched the world by the 1980s, while this period had faced a dramatic increase in inequalities, with excessive globalization leading to historical levels of inequality.

The climate emergency contributed to that. With the loss of lives and livelihoods exacerbating these inequalities, the current economic system had impacts on both salaries and economic security and prioritized dehumanized supply chains. It is easy for managers to reap the benefits of work when the vast majority of our supply chains represent hidden and informal courses of action and financial flows.

Millions of young people around the world did not reap the gains and benefits that democracy can bring to them, with less than half of the world’s population living in democratic systems today. They have been denied access to safe and affordable employment and education, as well as many rights and benefits provided by democratic systems, so efforts to create a new social contract must include the youth group.

Intergenerational dialogue is crucial in taking advantage of and promoting talent, which can be neglected because of the lack of appropriate frameworks. When engaging people of all age groups, parts of lost knowledge can be completed and the experiences of all can be used to support different core values.

The recognition of the importance of inclusion will address the threats to democracy and will contribute to the reform of the problem of the confidence of people in institutions. This can become a reality through a democratic and detailed social contract implemented at the grass-roots and institutional levels by the very parties negotiating it.

If there is a weakness in civil society and union representation, ATUC and ITUC seek to support those trade unions, which are poorly represented.

We need to acknowledge that we need to continue to defend trade union gains. We must learn from our present and develop from ourselves in order to effectively defend our victories and remain alert to any threat.
Trade union organization efforts around the world increased in comparison with the 1980s, in contrast to previous expectations, even if there is today a difference in how individuals and communities define organizational and trade union membership. During the pandemic, civil society showed its ability to mobilize when needed and to meet the workers’ demands through dialogue to resolve their issues on their own terms, to return them to their jobs after dismissal, and to call on governments to provide financial support to workers. In addition to their crucial role, trade unions have supported democratic struggles at the national and international levels.

All parties should be involved in the panel when agreements are concluded to achieve a fair transition and to reformulate social contracts that are appropriate for all. A real and just recovery after the pandemic requires trade unions and workers to be both present. The first step is to concretely work with trade unions to express their demands in the form of a new social contract. Trade unions must therefore voice these demands. Agreements with sanctions are necessary, but being on the front lines of negotiations is also necessary. Once they have a clear vision of their demands, local community initiatives and leadership must come together with allies throughout civil society, including trade unions.
Developing a new social contract is an urgent necessity in the Arab region:

There are still doubts about the ability of re-established, revised, or modern social contracts for all countries in the Arab region that will provide a balance in relations between society and the state or even their commitment to fulfilling the basic functions of social contracts. Some governments in the region can now offer at least “more than security and stability in the short term.”

Citizens accept this situation at the moment because security seems more important and urgent to them than better services and political participation. However, citizens will ask for more from their governments and if they do not respond, the people may revolt against their governments again.

Governments in Morocco and Jordan have witnessed this situation and have announced the formation of a new social contract. Newly established social contracts in the region must be more sophisticated so that they are more legitimate and inclusive in a way that stabilizes all parties. Reforms in social contracts should be mutually beneficial or at least to one party without harming the other (The Barreto improvement principle).

Future steps should be identified to improve the well-being of larger groups of citizens. To promote a better social contract in the Arab region these points are important:

- Improving the quality of public services provided such as health, education, training and infrastructure, contributing to public satisfaction among citizens without undermining the interests of governments
- Reform of the judiciary and public administration, contributing to improved transparency and accountability
- Achieving equality and equitable distribution of water, resources in rural and urban areas, through the drafting of a new social contract in these non-urban areas
- Better joint cooperation between the private sector and the government in industrial and economic policy-making in a way that ensures the economic development of the countries of the region in general and benefits all actors
- Involve unions, employers, consumers and workers in the design and implementation of industrial and economic strategies and employment policies
- Implementing reforms to the public financial sector in a way that achieves tax justice

These progressive future reforms will be risky. The form and reforms of social contracts depend on the relative distribution of regulatory power, so that powerful and more influential social groups or governments will be able to achieve their interests.
These commissioners, geared towards the reform of the social contract, can be initiated by any local actor, including demonstrations and protests by members of the community to demand negotiation of the social contract and this option is a double-edged sword, so that the government can accept, reject and ignore it as happened in Tunisia.

Negotiating the reform of the new social contract could be by submitting the government a proposal for a new social contract before society if it realizes that the old social contract is no longer valid, and society can accept or protest against the proposal.
What does “social contract modernization” mean in practice?

- It means learning about the fundamental changes in work, technology, demographics, and family that have taken place since the development of our current models.

- It means a radical reform of the social safety net, including pensions, unemployment insurance and sick leave.

- It means investing in the family, including parental leave, care for the elderly, childcare, and annual leave.

- It means improving the workers’ conditions, including schedules, benefits, living salaries, and flexible working arrangements that benefit companies and workers alike.

- It means creating fair tax policies, addressing inequality, strengthening women’s place in the workplace, and providing opportunities for historically marginalized communities.

- It means investing in our workforce by providing access to education, developing skills, and enabling people to thrive and transition to a low-carbon economy.
2. **Ensure a healthy life and promote well-being for all at all ages by 2030:**

- Achieving universal health coverage, including financial risk protection, access to quality basic healthcare services and access to safe, effective, high-quality and affordable medicine and vaccines for all
- Significantly reduce the number of deaths and diseases from hazardous chemicals, air, water, soil, and pollution.

Goals to be reached with the new social contract: ITUC memorandum:

1. **Eradicating poverty in all its forms everywhere by 2030:**

   - Eradicating extreme poverty for all people everywhere especially currently measured by people living on less than 1.25$ a day
   - Reducing the proportion of men, women and children of all ages living in poverty in all its forms by at least half
   - Ensure equal access to basic services, ownership, land control, and other forms of ownership, inheritance, natural resources, appropriate new technology, and financial services, including microfinance
   - Building the resilience of the poor and the vulnerable and reducing their vulnerability to extreme climate-related events and other economic and social events, and environmental disasters
   - Establish strong policy frameworks at the national, regional, and international levels, on a pro-poor and gender-sensitive basis, and development strategies, to support accelerated investment in poverty eradication measures.
4. **Sustainable and comprehensive promotion of economic growth and full and productive employment and decent work for all by 2030:**

- Achieving full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for equal work
- Reduce the proportion of young people who do not do so significantly in employment, education, or training
- Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure it by banning and eradicating the worst forms of child labour, including the recruitment and use of children as child labour soldiers in all its forms.
- Protect workers’ rights and promote safe and secure work environments for all workers, including migrant workers, particularly migrant women and those in precarious jobs
- Develop and operate a global youth employment strategy and implement the ILO Global Employment Opportunity Charter.

3. **Ensuring comprehensive quality and fair education and promoting lifelong learning opportunities for all by 2030:**

- Make sure that all girls and boys complete their services free of charge, fair and high quality primary and secondary education to relevant and effective learning outcomes
- Ensure equal access for all women and men to high-quality and affordable technical, professional and higher education, including university
- Gender equality and the empowerment of all women and girls: eliminating all forms of violence against all women and girls in the public and private spaces, including trafficking, sex, and other types of exploitation
- Recognizing and assessing unpaid care and domestic work through the provision of public services, infrastructure, social protection policies and the promotion of shared responsibility within the family at the national level
- Ensure the full and effective participation of women and equal leadership opportunities at all levels of decision-making in political, economic, and public life
- Reforms to give women equal economic rights and resources as well as access to property, land control, and other forms of ownership, financial services, inheritance, and natural resources, in accordance with national laws.
5. Reducing inequality within and among countries by 2030:

- Income growth is gradually being sustained from the lowest 40% of the population at a higher rate than the national average.
- Adopt policies, especially tax, salaries, social protection policies, and gradually achieve greater equality.
- Improving global financial regulation and control of markets and institutions and promoting the implementation of these regulations.
- Ensure enhanced representation and voice for development countries in decision-making in the global international economy and financial institutions in order to provide more effective, legitimate, credible and accountable institutions.
- Take urgent action to combat climate change and its effects.
- Integrating climate change measures into national policies, strategies, and planning.
ATUC’s vision of the concept of equality to be included in the new social contract:

Statistical indicators have long shown that women’s progress has been reversed by the pandemic, which accounts for the majority of women working on the front lines or who provide health, education, and other areas of care and services. Of the millions of people forced into the labour market, the majority were women. Two thirds of unemployed young people are women aged 800$ .24-15 billion in income was lost by women or the combined GDP of some 98 countries.

The challenge for ATUC and its members is to promote the struggle for equal participation, job security, equal pay, health, and safety for women everywhere. According to the Copenhagen Conference of ITUC, a feminist agenda focused on economic equality, women’s participation and leadership was called upon everywhere. In this regard, ATUC considers that the demands to be taken into account here are, first of all, investment in care (health, education, and senior citizens) as a priority to raise women’s participation in the labour force. It is known that disability and childcare are the basis of resilience in societies, and that there are opportunities for jobs that can be created in care that will have a direct impact on employment and decent work for women as well as migrant workers.

The ratification of ILO Convention No.190 Convention on the Elimination of All Forms of Discrimination against Women is central and follows as well as the necessary legislative change as well as the fight against domestic violence as a priority. Women leadership is also important. Workers and their families should know that trade unions defend their rights. Developments in the social contract must be inclusive of all workers. Equality is also seen as essential to achieving the Sustainable Development Goals.
Fair transition is a feature of the new social contract:

The UN guidelines for a just transition, negotiated by the ILO, emphasize the importance of gender and the “gender dimension in many environmental challenges.” The gender gap in the labour force in terms of participation and social protection has been revealed and deepened by COVID-19. Efforts to get rid of coal-fired energy and involving a mostly male workforce, in exchange for promoting decent work for women are addressed.

The UN has established a global structure for equitable transition based on negotiations between experts representing 162 governments, employers, and their organizations to provide a framework for managing economic transformations to environmentally sustainable and low-carbon. The latter helps in creating decent jobs on a large scale, reducing impacts on workers, and making the economy more inclusive. It also works to eradicate poverty and promote social protection.

The ILO Just Transition Guidelines were produced with the aim of influencing the Sustainable Development Goals negotiations and the Paris Agreement on climate change, which includes “the imperative of a just transition of the workforce and the creation of decent work.” Antonio Guterres, UN Secretary-General, called on all states to adopt the guidelines on a just transition. According to the guidelines, a “just transition” always includes social dialogue between social partners (federations, employers, and governments).

It is worth noting that addressing a just transition necessarily means talking about social dialogue, which is part of the fundamental rights of trade union freedom and effective collective bargaining.

Speaking of equitable transition, gender needs to be addressed as one of the seven guidelines in ILO’s Policy guidance and equitable transition. Policies and programmes should consider the strong gender dimension of many environmental challenges. Transition with inclusive climate action can play a role in transforming gender norms. The Paris Agreement calls for the implementation of gender-sensitive climate action at all levels, to preserve at the local level indigenous and traditional knowledge and practices in various sectors, and to take into account the rights of indigenous people.

In the same context, a fair transition, on climate change, requires fundamental changes in almost all economic sectors, as well as protection and social welfare systems. While more than two thirds of global emissions come from the energy sector, other sectors such as agriculture are also major contributors, and climate change measures also include responses to its effects.
Speaking of a fair transition, most efforts deserve to be focused on energy transmission, in particular replacing coal-fired energy. Coal burning accounts for more than 40% of all global carbon monoxide emissions. In this approach measures to reduce emissions from continuous thermal coal tend to focus on replacing coal-fired energy and coal mining, choosing new and good jobs in energy or construction that requires additional skills, unemployment insurance and health care insurance.

The idea is that decent low-emission jobs as good new jobs create jobs for women in decent work in many areas, including high-quality public care services, education, and skills training. Women can get and retain these good jobs in traditionally male-dominated sectors.

In this regard, ATUC and ITUC consider that any new initiatives should ensure a fair gender-sensitive transition and decent jobs in sectors in which women largely participate, such as agriculture, tourism, and hospitality. At the practical and national level, ensuring gender equality in a just transition requires consideration of “specific gender policies in order to promote equitable outcomes.” Specific policies and investments are needed to achieve fair gender outcomes. These policies should also include measures for the equitable transition of new jobs and social protection that cover women working in the energy value sector, as well as measures to end the separation between sectors and professionalism, so that women can have the skills, training, and opportunities they need to get good new jobs in low-sector emissions.
A new social contract for better jobs:

Given the significant differences between low-income and high-income countries with an average of 90. 70 low-income countries compared to the average of 107. 39 for high-income countries, reflecting a North-South division. Although high-income countries are slightly higher than the global average (100), these countries still have a long way to go towards sustainability. This shows that economic growth alone cannot provide countries with adequate means to combat poverty, inequality, and ensure well-being for all. The lack of adequate wages and inclusive labour markets remains an obstacle to the quality of employment.

Workers’ vulnerability, lack of protection, and exclusion pose global challenges as 70% of the world’s population cannot rely on full social protection. While high-income countries have only performed better after labour rights, the economic crisis has brought with them restrictions on freedoms and violations of workers’ rights around the world (including increased exploitation of workers in digital enterprises in developed economies). These include violations of international labour standards, non-compliance with labour regulations with regard to dismissals, working hours and wage payments, as well as disregard for health and safety regulations.

Through its goals of protecting workers, decent work, social protection, inclusive growth and environmental conservation, Goal 8 of the multidimensional measures of Sustainable Development Goals on “Decent Work and Economic Growth” plays a key role in driving recovery and the 2030 plan forward. Achieving this goal is positively linked to a variety of goals across the Sustainable Development Goals.

The social dimension of SDG 8 (levels of employment, wages, and social protection coverage) is key to combating poverty and hunger (Sustainable Development Goals 1 and 2), while the goal of “equal pay for equal value work” is a key prerequisite for gender equality (Goal 5). However, Goal 8 of the Sustainable Development Goals also includes a goal to separate GDP growth from environmental degradation, implying decarbonization from energy and industrial transformation leading to zero CO2 emissions.

ATUC believes that policy makers should prioritize recovery by developing urgent and long-term measures, promoting community well-being, and supporting governance mechanisms to reduce power imbalances and inequality by:
• Intensify investments in creating decent, climate-friendly jobs through fair transition measures, where millions of jobs can be created through investments in sustainable infrastructure, renewable energy, and energy efficiency measures. To ensure workers and communities are not left behind, fair transitional measures must be negotiated with social partners, and be rooted in social protection, education, training, and skills development.

• Expanding comprehensive social protection systems, despite the possible options for many countries, where political will alone seems to be the real determinant, which is not the case for the poorest countries.

• Support equality and combat vulnerability, so that investments in good public care services and infrastructure, promoting equal pay for equal work, and introducing a minimum living wage with stronger collective bargaining, remain the preconditions for gender equality, as well as education, training skills, and lifelong learning as measures to integrate young people into the labour market.

• Financing recovery and resilience, where universal access to vaccines and treatment, increased levels of ODA and concessional financing, along with debt relief and a new form of international cooperation, will need to bear the heavy burden of recovery and flexibility needs to be made.

• Supporting inclusive governance and social dialogue. Social dialogue and industrial relations are essential in forming fair policies and giving higher levels of transparency, good governance, and trust in institutions, within countries, but also across them.

• Developing a new vision for the recovery of economic and community models, which requires commitment from all economic, social, and political forces. A new social community to address the major shortcomings of the world of work and to ensure human-focused recovery and flexibility.
Governments should have a jobs plan that includes creating climate-friendly jobs such as green jobs that contribute to conservation or recovery while providing a fair transition.

Provide rights to all workers regardless of their working arrangements with their labour and social protection, including fundamental rights, occupational safety and health, social justice, minimum wage and maximum working hours.

Provide comprehensive social protection and establish a social protection fund to support states that lack such protection.

Achieving income equality and non-discrimination on the basis of sex, race, or language.

Global inclusiveness through which a world of comprehensive peace, justice and sustainable rights-based development is provided to achieve Sustainable Development Goals for all.
This project is in cooperation with the International Labor Organization

A new social contract for the recovery from COVID - 19