

FOR INTERNATIONAL TRADE UNION CONFEDERATION DEMOCRACY

In our workplace, in our homelands, and in our world...



For the renewal of the democratic and social contract in Morocco.

To confront political authoritarianism, economic corruption, social exclusion, and the new exploitation of labor and workers, and to build a transformative project for a democratic country and society, with an economy centered on human development, comprehensive social justice, and the right to decent and dignified work for all.





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01

Guiding Memorandum

**for the International Trade Union Confederation
(ITUC)**

01 Guiding Memorandum for the International Trade Union Confederation (ITUC)

In a world where the survival of democracy is increasingly under threat, the role of trade unions in safeguarding and promoting democratic values has never been more critical. This guiding memorandum is a call to action directed at trade unionists and defenders of democracy across the globe. The significance of democracy to trade unions is not merely rhetorical; it is fundamental to the principles and mission of our movement.

For too long, workers worldwide have suffered the consequences of policies that erode their rights, diminish their quality of life, and threaten the fabric of our societies. From the devastating impacts of neoliberal policies to the existential threats posed by climate change and technological shifts, the challenges we face are diverse and deeply interconnected.

Yet, in the face of these challenges, trade unions stand as a beacon of hope and action. Our history is rich with examples of resilience, solidarity, and victories won in the name of justice, equality, and democracy. It is on this legacy that we must build as we confront the most pressing issues of our time.

This guiding memorandum not only outlines the threats to democracy but also charts a path toward resistance and change, embodied in our call for a new social contract. A vision of a world where the economy serves humanity, where rights are respected, and where the planet is preserved for future generations. This vision is built on principles of solidarity and justice, and above all, a commitment to democracy.

As trade unions, we are uniquely positioned to lead the fight for democracy. Our structures promote deliberation and collective action, empowering workers to defend their rights and interests. We demonstrate the power of collective action and the importance of standing together in the face of adversity.

We must engage in the struggle for democracy on all fronts: in our workplaces, in our countries, and on the global stage. Together, we can build a world that reflects our values and aspirations.

Let us work together for democracy, a new social contract, and a future where the dignity of labor and workers' rights are at the forefront. Through our collective efforts, we can ensure a just, equitable, and sustainable world for all of humanity.

In solidarity,



Luke Triangle: General Secretary
Jordania Ureña Laura: Deputy General Secretary
Erick Mwezi Manzi: Deputy General Secretary

FOR INTERNATIONAL TRADE UNION CONFEDERATION
DEMOCRACY
with safe jobs





02

Democracy: An Existential Value for the
Democratic Confederation of Labor

02

Democracy: An Existential Value for the Democratic Confederation of Labor

Democracy has been the fundamental value and the guiding framework for the identity and mission of the Democratic Confederation of Labor (CDT) since its foundation and continues to shape our work to this day. We aim to contribute to building a democratic constitution that opposes political authoritarianism, develop an economy centered around human well-being to combat corruption and cronyism, and establish comprehensive social justice, public services, and social protection to address exclusion and deprivation. Additionally, we are committed to upholding the right to decent work, with its four key pillars, to counter the new forms of labor exploitation.

Democracy and organizational independence have been and remain the essence of the deliberation processes among workers as they build their organizational, executive, and representative structures. Defending democracy in society and in the workplace, while reinforcing its practice within our structures, requires a thoughtful and open approach, as well as the leadership of field campaigns and action programs by all workers through the central, sectoral, and local trade union organizations that make up the CDT.

The reality of victories, transformations, and setbacks, as well as the nature of contradictions and the open struggle between democracy and neoliberal policies, requires the building of effective union action. This goes beyond merely acknowledging democracy as a value we uphold within our society and labor movements or simply using the term to describe our organization. Instead, we must engage deeply with the concept of democracy as it faces a significant decline due to the alliance between neoliberalism's authoritarian model and political power structures, which focus on accumulating wealth, capital, and business interests, commodifying humanity, and dismantling the labor community.

The current historical moment calls for democratic struggle and organizing, as millions of workers worldwide, facing unemployment, hunger, displacement, inflation-driven wage crises, and growing disparities, raise their voices. Workers and their families are also being targeted by restrictions on freedom of expression and organization, losses linked to climate change, energy transitions, and the impacts of digital technologies and artificial intelligence, particularly on new labor markets.

In this neoliberal authoritarian world, democracy itself is threatened within our societies and workplaces.

The neoliberal model has transformed democracy from a value focused on human rights into a mere commodity within the global market. This model has distorted pluralism and diversity, reducing them to instruments for implementing unilateral and monopolistic policies, promoting extreme and predatory ideologies that exploit states and peoples, and turning human and environmental rights into consumable goods with an expiration date.

The neoliberal regime, with its intensive use of hard and soft power, has standardized human critical thinking, dismantled any initiative aimed at building alternative pluralism, and entrenched the dominance of capital over political society. It has also transformed the state's role from protecting the public sphere to a business model that accumulates public funds to manage its periodic crises. This regime thrives on dividing society into gender, sectarian, ethnic, and ideological identities, with a logic of collective annihilation, undermining efforts to democratize international and global institutions, and pushing for uniform economic, financial, and social policies.



In response to the accelerating crises in public services, climate change, technological developments, and geopolitical tensions, workers and their unions are in search of a global interpretation that reflects their personal and collective experiences. Simultaneously, unions continue to explore ways to renew their sources of power, diversify and expand their organizing efforts, and craft field-based action programs capable of reasserting the role of labor in driving change toward democracy, human-centered economic development, and the right to decent work for all.

Historically, unions have succeeded in toppling or influencing repressive regimes, establishing new forms of dignified governance and social organization. Often at the heart of these struggles, unions have organized themselves, assessed the threats and opportunities, and fought for a new world—demanding more from employers and the state, including higher wages, better protection, leisure time, justice, and the restoration of rights. Moreover, they have fought for greater inclusion, participation, and democracy within the world, society, the state, and workplaces.

Democracy has been the driving force behind the CDT since its inception and will remain the contractual commitment among all its members. It embodies a collective belief that together we can find the answers and control our shared future. Democratic struggle, grounded in values, rights, and principles, and the continuous renewal of our vision, organization, and action programs for the benefit of labor, workers, and citizens, is the radical proposal today, just as it was when it was first conceived at the founding congress in 1978.



Currently, the unfinished project of democracy within state institutions, society, and workplaces faces unprecedented threats as we enter this new century, often referred to as the "new era." This period, marked by economic predation, social destruction (2012-2021), and the re-emergence of alliances between wealth, capital, business, and political power beginning in 2021 and continuing to this day, underscores the need to renew the democratic and social contract. We will achieve this renewal only if we intensify our efforts to strengthen our political vision, enhance the quality of our union structures, and formulate action programs capable of influencing policies and decisions.

The CDT serves as an organizational space for unions to practice democratic engagement. Through it, members express their opinions, learn how to protect one another, and discover the benefits of collective deliberation and joint action. Generations of unionists have fought, been tried, and even sacrificed their lives to promote democratic rights. Today, these rights—freedom of expression, organization, and union practice—face unprecedented attacks, with efforts to replace, weaken, or undermine unions at national, regional, and global levels.



Defending, promoting, and protecting democracy is a prerequisite for union work, so that everyone can fully enjoy their indivisible and inalienable human rights. The time has come for decisive action in favor of democracy. As the global system undergoes restructuring, the international labor movement must ensure that labor and workers play a central role in setting standards to ensure that democracy, development-centered economies, social and environmental justice, and decent work for all prevail.

Global Indicators on the Decline of Freedom of Expression and Union Organization (2024 Report):

1. 22 trade unionists were killed in six countries.
2. 12 countries received a rating of 5+ due to poor conditions and the collapse of the rule of law.
3. Only two countries showed improvement in labor rights indicators, with one moving from category 4 to 3 and another from category 5 to 4.
4. 13 countries saw a decline in fundamental workers' rights.
5. 87% of countries violated the right to strike.
6. 79% of countries violated the right to collective bargaining.
7. 75% of countries excluded workers from the right to form or join unions.
8. 74% of countries obstructed the registration of unions or withheld their registration receipts.
9. 65% of countries had limited or denied workers access to justice.
10. 43% of countries restricted freedom of expression and union assembly.
11. In 74 countries, workers were arrested and imprisoned.
12. In 44 countries, workers faced violence.
13. The regional average for labor freedoms and rights in Europe declined from 2.56 in 2023 to 2.73 in 2024, showing continuous deterioration compared to its 2014 score of 1.84. Every region of the world recorded significant declines over the past decade.
14. **The Middle East and North Africa remain the worst regions in the world for workers, with an average rating of 4.74 in 2024, a decline from 4.53 in 2023 and 4.25 in 2014. Collective bargaining rights and the right to form or join a union were violated in every country in the region, and 95% of countries violated workers' right to strike.**





03

Democracy: The Necessity of Leading Urgent and Sustainable Programs

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Democracy: The Necessity of Leading Urgent and Sustainable Programs

Democracy, in its political, economic, and social dimensions, is under assault worldwide. On one hand, we are witnessing the arbitrary imposition of neoliberal totalitarianism and its unilateral polarity. On the other hand, there is a rise in authoritarian regimes, the extremism of the political right, economic corruption, and increasing indicators of social exclusion and new forms of human exploitation. Additionally, global corporations exert significant control over the political, economic, and social decisions of states and societies, engaging in rampant exploitation of resources and wealth. This has led to a complete dismantling of labor rights, while trade unions and civil societies are directly targeted.

The global, regional, and national trade union movement is facing an open struggle on multiple fronts: confronting policies and decisions that have led, or will lead, to the dismantling of civil liberties and hard-won union rights, exacerbating economic and social inequalities, and proliferating networks of financial and political alliances that have entrenched oligarchic governance. Since the start of this century, these forces have gained increasing control by fragmenting societies into warring factions, promoting far-right ideologies, and dominating traditional and modern media platforms.



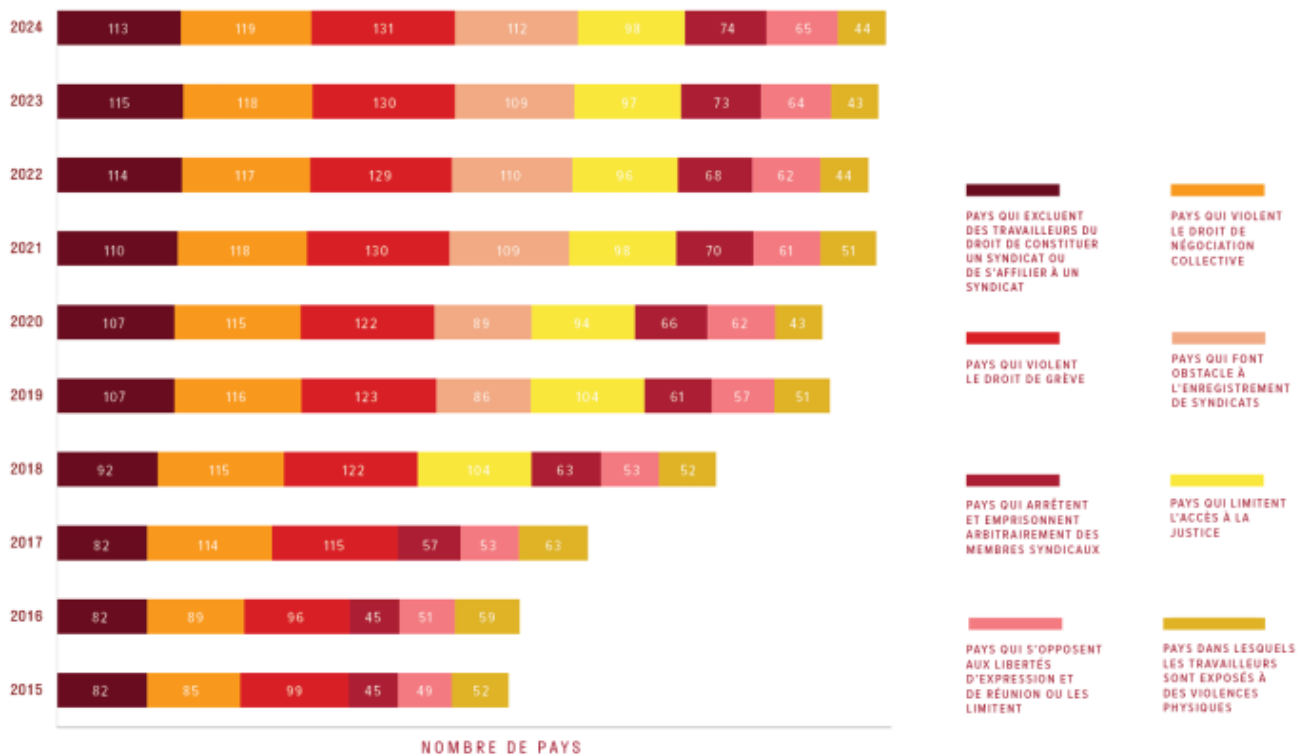
Trust in democracy, institutions, and organizations is in significant decline, particularly among young people. A survey conducted in 2023 revealed that while 82% of people prefer to live in a democracy, this figure drops to 57% among those aged 18 to 35. Alarming, 42% of this younger demographic express support for non-democratic or military regimes.

The equation of a strong vision, solid organization, and effective trade union program + institutionalized social dialogue and collective bargaining = equitable wealth distribution between labor and capital, alongside democratic power-sharing.

It is no coincidence that the rise of neoliberalism coincides with increasing global and regional attacks on union affiliation. Conversely, when unionization rates and collective bargaining are strong, countries exhibit broader opportunities for fairer wealth and power distribution. However, studies and on-the-ground realities have shown that "union membership and the establishment of unions have declined across both developed and developing countries, while the benefits of wage-based union organization have also diminished." Over 60% of the world's adult labor force earns its income in the informal economy, accompanied by a significant rise in new forms of labor, particularly in digital platforms. Both groups are deprived of access to basic rights, including social protection and the right to unionize.

These troubling trends are closely linked to the growing violations of labor rights, both formal and informal, as clearly demonstrated by the International Trade Union Confederation (ITUC) Global Rights Index over the past decade. In 2023, the right to strike was violated in 87% of countries, and the right to collective bargaining in 79%. These sustained attacks, along with growing economic inequality, job insecurity, and wage stagnation, are among the main drivers of public dissatisfaction. Workers across sectors are disillusioned, providing fertile ground for sectarian and professional divisions in labor structures and the promotion of hatred and intolerance in society. This is orchestrated by ideological and populist far-right groups, backed by neoliberal interests that rely on austerity programs, privatization of public assets, deregulation of labor markets, and dismantling of local economic and social structures.

TENDANCES SUR DIX ANS: VIOLATIONS DES DROITS DES TRAVAILLEURS



Neoliberalism has led to a systemic denial of climate change consequences, energy transitions, and digital and technological shifts, which are reshaping the global economy and labor markets. It has also nurtured new forms of political fascism to suppress alternative models for creating human-centered, sustainable economies. These efforts are coupled with a fierce rejection of international governance reforms aimed at more inclusive and democratic systems. As a result, democracy, under neoliberal policies, has become synonymous with systematic human rights violations and international law abuses, often manifesting in extreme forms of state and societal repression. Moreover, representative democracy has devolved into a mechanism for betraying voter trust through undemocratic policies that do not improve working conditions or offer hope for future generations.

Amid this backdrop, workers are seeking alternatives that address their needs, yet political tools driven by capital and business interests are exploiting these needs to win elections. Once in power, they dismantle democratic foundations and impose the harshest forms of neoliberalism. Consequently, trade unions around the world are engaged in an open confrontation against systematic coups on popular will, turning conflicts into armed wars and ethnic, sectarian, and ideological battles solely to serve the geopolitical dominance of unilateral forces.

The brutal assault on freedom of expression, union rights, and civil organization, along with the savage exploitation of labor and natural resources, and the imposition of financial policies that trap over 70 nations on the brink of collapse under crushing debt, are alarming. In this scenario, large corporations and their political allies actively resist the trade union movement's call for a just transition, while ignoring the social, economic, and political risks posed by the unchecked growth of digital technologies and artificial intelligence.

A report issued by the V-Dem Institute in 2023 ranks Norway—where union membership reaches 49% and collective bargaining coverage stands at 72.5%—as the world's most egalitarian and deliberative democracy.



These challenges are inherently anti-democratic, used solely to justify unilateral control over the world and the imposition of a single authoritarian model. No continent is safe from the rise of forces opposed to democracy, sustainable development, social justice, and decent work for all. The only way to sustainably counter these trends is through a genuine democratic movement that transcends borders, sectors, age, gender, race, and religion. This movement must have the strength, presence, and responsibility necessary to transform institutions at all levels—local, national, and global—into spaces for practicing human-centered democracy.

The global, regional, and national trade union movement is at the heart of the struggle for democracy. It is time for trade unionists to assume their role and receive the necessary support, as key activists and defenders of democracy in the union sphere, the workplace, the state, society, and globally.

Fortunately, we are not fighting alone. The 2022 ITUC global opinion poll revealed that 69% of people believe the current economic system favors the wealthy, while 67% think that unions should play a key role in addressing these issues. The survey also highlights that citizens demand government action on issues closely tied to union demands. The organic link

between citizens' and workers' demands, alongside the building of societal support through alliances and solidarity networks, enables broader public backing for unions and disrupts production and service processes (as exemplified by the Moroccan Social Front).

A study of over 200 elections in various European countries reveals that austerity policies "have led to a significant increase in votes for extremist parties, a decline in voter turnout, and greater political fragmentation."





04

Democracy:
For a New Social Contract



04

Democracy:

For a New Social Contract

During the largest gathering of democratic trade unions in the world at the International Trade Union Confederation (ITUC) Congress in November 2022, there was a consensus that the need for a "new social contract" is more urgent than ever. The aim is to place the economy in the service of humanity and save both people and the planet from the threat of destruction.

This shift requires a transformation away from the dominance of a unilateral political and economic system that worships capital as the sole source of growth—a system that has repeatedly demonstrated its limitations and failures. Instead, the goal is to democratize political and economic society based on solidarity, justice, freedom, equality, and democracy, centered on a new social contract. This contract should focus on:

1. Decent jobs,
2. Fundamental human and labor rights,
3. Fair wages,
4. Comprehensive social protection,
5. Gender and regional equality,
6. Institutionalized social and societal dialogue,
7. Integration of transitions that impact the economy and societies, especially regarding climate justice, health crises, energy transitions, and the rapid technological and digital changes, including artificial intelligence, which are reshaping the world of work and labor.

Upon analyzing the global situation two years later, we find ourselves facing a familiar scenario experienced by previous generations of trade unionists. Progress towards saving humanity and our planet—alongside the labor movement at its core—will not be achieved unless workers globally assert their power. History has shown us that the most

effective and sustainable path to power is through democracy. Therefore, the global, regional, and national labor movement must choose democracy. However, not the hollow form of democracy engineered for managing tensions or peaceful power transitions that result in the continuation of the same unilateral policies, neglecting the aspirations of the majority. Instead, we advocate for genuine democracy, one shaped by workers in our communities, workplaces, countries, and international institutions.

By winning this struggle for real democracy, we can establish the new social contract the world so desperately needs. Through our efforts to create this new social contract, we can protect and rebuild democracy.

Framework for Guiding the Elements of the New Social Contract

1. Adopt sustainable and developmental economic policies that prioritize full employment across all sectors, particularly through investments in green, circular, and technological economies, ensuring inclusivity and adherence to the principles of a just transition.
2. Ratify, respect, and fully implement international conventions and agreements. Ensure national legislation aligns with basic rights and comprehensive labor protection, adhering to the four pillars of decent work as a minimum standard, while respecting freedom of expression, the right to unionize, and the right to strike and protest.
3. Institutionalize tripartite social dialogue at national and regional levels to produce binding social contracts for all parties involved, while mandating representative institutions in businesses and sectors to foster collective agreements through bilateral negotiations.
4. Establish a fair and dynamic wage system, with a mandatory minimum wage that guarantees a decent living. Ensure equal pay for equal work between genders and promote work free from discrimination, violence, and gender-based harassment.
5. Activate a comprehensive social protection system based on principles of societal solidarity, involving relevant stakeholders, with the state's responsibility to protect individuals, groups, and society from various risks, including health, occupational, economic, environmental crises, and pandemics, in line with national legislation and international agreements.
6. Undertake a comprehensive review of the one-dimensional economic growth model, adopting a multidimensional sustainable development approach that addresses economic, social, environmental, and rights-based issues. Follow the 2030 Sustainable Development Goals (SDGs), implement nationally determined contributions for climate adaptation and mitigation, and advance energy transitions and technological transformations as outlined in international agreements and the principles of a just transition and decent work for all.

This new social contract, built on these pillars, will reshape the economy to prioritize human and environmental well-being, moving away from outdated, exploitative models.





05

Democracy: Three Arenas for Organizing and Struggle

05

Democracy: Three Arenas for Organizing and Struggle

1. Democracy in Our Workplaces

To promote democracy in workplaces, it is essential to engage with all types of workers, including employees in both public and private sectors, across organized and unorganized economic sectors, as well as new types of labor such as remote work, flexible hours, short-term contracts, gig economy workers, and both paid and unpaid care workers. This includes unemployed individuals and retirees. Empowering them with knowledge and skills related to freedom of expression, unionization, and membership, and establishing or strengthening independent and democratic union organizations, is vital. Active participation in decision-making and executive roles within unions is necessary, as well as enhancing the roles of representative institutions in companies and sectors (e.g., workers' delegates, safety and environmental committees, health committees, union representatives, and collective bargaining bodies). The struggle for democracy in workplaces can focus on the following issues:

1. Defending the fundamental right to freedom of expression and union organization and ensuring union rights at work.
2. Protecting the right to strike and engage in peaceful protest and demonstration.
3. Demanding institutionalized social dialogue, negotiations, and collective agreements.
4. Expressing solidarity with all workers, regardless of employment status, classification, or sector.
5. Demanding wage justice and equal pay, ensuring non-discrimination, and integrating the rights of informal and unemployed workers and new forms of labor.
6. Advocating for participation in policy design and implementation, particularly regarding environmental, energy, and technological transitions that impact health, safety, environment, and job opportunities.
7. Enforcing the elimination of all forms of discrimination, violence, and harassment in the workplace in accordance with ILO Convention 190.
8. Ensuring equal representation and democracy within union structures, with a focus on women and youth.
9. Expanding union membership in organized sectors and establishing unions in non-unionized sectors and regions.
10. Enhancing training programs, labor culture activities, and digitalizing union services and administration.



2. Democracy in Our Nations

Workers, as citizens and union organizations, collaborate with social, political, intellectual, and scientific movements to strengthen their social power to resist political authoritarianism, economic corruption, social exclusion, human exploitation, and all forms of division, inequality, and discrimination. By doing so, workers reinforce their position as a social force capable of influencing or changing financial and neoliberal capitalist policies. Across the globe, citizens are fighting for "fundamental democratic elements" in both state and society, including:

1. Defending a democratic constitution and our basic right to free expression, assembly, organization, and peaceful protest.
2. Opposing all forms of far-right, ethnic, and ideological extremism and racial supremacy.
3. Enforcing participatory democracy, ensuring access to information, referendums, popular petitions, transparency, and accountability in public policies and legislation, as well as promoting media freedom, independence, and pluralism.
4. Institutionalizing sustainable social dialogue to build a democratic model for both the state and society.
5. Advocating for sustainable development and fair taxation systems where corporations and the wealthy contribute equally to society.
6. Ending the dominance of multinational corporations, investment lobbies, and financial institutions in shaping national policies (i.e., redistributing wealth).
7. Promoting gender equality and eradicating all forms of discrimination and violence in society, institutions, and workplaces.
8. Ensuring social justice and access to high-quality public services, particularly in education, healthcare, and social protection for all members of society.
9. Defending our fundamental rights to freedom of movement, housing, water, energy, and food, while demanding that the state guarantee fair security and a dignified life for all individuals.
10. Demanding a just transition that protects ecosystems, jobs, and populations from losses and damages caused by climate change, energy transitions, and technological shifts.



3. Democracy in Our Region

The Arab region (Middle East and North Africa - Southern Mediterranean) holds significant strategic, political, economic, social, and cultural importance in shaping the history and future of the Mediterranean basin. At the same time, it is a region of continuous and escalating challenges that impact the stability and future trajectories of states. The region

remains a focal point of geopolitical conflicts and confrontations. Despite this, there is significant diversity among Southern Mediterranean countries in terms of political, economic, social, and environmental conditions.

On the other hand, our region has experienced significant upheavals and transformations, marked by a series of conflicting events, goals, interests, and expectations across political, economic, social, and environmental levels. These have been accompanied by massive political, economic, and social storms, exacerbated by the interventions of external international powers, either supporting or opposing conflicting regional or national parties. Collectively, these developments are the result of complex and deeply rooted causes stemming from the last five decades of the previous century. The negative consequences of these developments have accelerated, particularly since the beginning of this century.

The impacts of these major transformations in the region became particularly evident with the Iraq invasion in 2003, followed by the global financial crisis of 2008, and the popular uprisings across several Southern Mediterranean countries in 2011. These uprisings demanded political freedom, dignity, and social justice



but were swiftly crushed or diverted into internal wars, civil conflicts with ideological, ethnic, and sectarian dimensions, and an alarming rise in extremist terrorism. Political turmoil and unrest have continued, with temporary moments of stability followed by renewed popular protests in 2018-2019 demanding the same core freedoms. The unprecedented effects of the COVID-19 pandemic (2020-2021), along with the repercussions of the Russian-Ukrainian war, inflation crises, rising prices, and expanded armed conflicts (e.g., Sudan), added to this instability. Additionally, the Palestinian resistance to Israeli occupation has escalated into what amounts to a war of genocide against the Palestinian people, supported openly by the political powers of the West, aiming to ensure the dominance of a new colonial order. This situation risks escalating into a regional war (2022-2024), further exposing the hollowness of international laws, human rights, and institutions, which are dominated by the interests of global capital and its military-political system.

1. Respect for human rights and fundamental freedoms;
2. Freedom of association;
3. Freedom of expression and opinion;
4. Access to and exercise of power in accordance with the constitution and the rule of law;
5. Holding periodic free and fair elections by universal and secret ballot, ensuring the expression of the will of the voters. (United Nations)



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These fast-paced political upheavals have placed the people and workers of the region under immense security challenges, with national, regional, and global implications. Defense and security spending in the region has skyrocketed, weakening the social fabric and trust between citizens and governments. This undermines national cohesion, diminishes citizens' attachment to their homeland, and stifles aspirations for full citizenship, further complicating or hindering efforts to build democratic institutions.



At the same time, the region faces significant economic challenges due to structural imbalances in its growth model, which is often imposed by external forces. The region's economies remain overly reliant on the extraction and export of natural resources as primary sources of income, leaving them vulnerable to global market fluctuations. This dependency on unsustainable economic models heightens political and social tensions and exacerbates economic disparities between the Southern and Northern Mediterranean

countries and within the South itself. These economic challenges are compounded by complex social issues, such as inadequate social justice systems, unequal access to public services, widespread poverty and unemployment (especially among youth and women), informal labor, migration, and pervasive discrimination. Environmental degradation rates are among the highest globally due to traditional spending models that hinder progress toward inclusive and sustainable development, further escalating social tensions and deepening inequalities. Additionally, the current and anticipated damage from extreme climate change events—such as heatwaves, droughts, desertification, and catastrophic flooding—continues to threaten available jobs, water and food security, and the overall well-being of local economies and communities.

The region's governments are often ill-equipped to address these crises equitably, implementing transition policies without adequate consideration for social and climate justice, thereby increasing societal pressures and the likelihood of new conflicts over scarce resources. This situation drives further migration, forced displacement, and mass human displacement across Mediterranean borders.

Given these realities, shared responsibilities and collective duties fall on all trade union organizations, political and representative institutions, civil society, and the scientific community. They must work together to develop comprehensive and coordinated approaches to these crises, adopting forward-looking options and seizing regional and national opportunities for collaborative transformation. This includes adopting a collective agenda focused on transformative transitions across the following key areas: political democracy, sustainable development, social justice, gender equality, and a just transition. (Refer to the "Charter for Just Transitions in Southern Mediterranean Countries: 100 Recommendations for Inclusive Social Dialogue and Sustainable Development in Southern Mediterranean Countries - Arab Trade Union Confederation 2024").

Key priorities include:

1. Transitioning towards democratizing the state and institutions, organizing dialogue and societal participation, and supporting resistance efforts to liberate Palestinian land and establish a Palestinian state with Jerusalem as its capital.
2. Shifting towards sustainable economic development, institutionalizing social dialogue, and ensuring decent work for all.
3. Achieving comprehensive social justice and ensuring safe access to public services for all.
4. Promoting social equality and bridging societal gaps.
5. Implementing fair environmental, energy, technological, and digital transitions.

6. Advocating for the democratization of global political institutions, including reforming the United Nations, the Security Council, and international financial and economic institutions, to ensure they serve the interests of the global community.

7. Protecting and strengthening democratic pluralism, ensuring that state and societal institutions reflect the will of citizens and uphold the rights of workers globally while establishing the principles of shared global peace and security.

8. Implementing global agreements on sustainable development and accelerating progress toward the 2030 Sustainable Development Goals (SDGs).

9. Reforming global economic and trade structures to promote more democratic and inclusive decision-making that enhances citizens' well-being and upholds human rights and international labor standards while challenging the privatization of capital, profits, and central or national banks.

10. Building equitable institutional frameworks with new financial mechanisms that shift the costs of progress onto countries capable of bearing them while supporting nations facing economic and social challenges. This includes advocating for debt forgiveness in developing countries, where debt crises threaten economic stability and demand financial systems that serve citizens' development, needs rather than the interests of dominant global financial markets.

By uniting our efforts across these three arenas in a unified campaign, we can establish clear relationships between organizers and advocates at all levels of social and labor activism. Collaborating with our allies in social, environmental, and democratic movements, both nationally and globally, we will continue to fight for democracy.



