



ICTU Summer School 2019

David Cichon



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LIVING WAGE RIGHTS

Collective Bargaining

for a Dignified Life



What is ACT?



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ACT

Action
Collaboration
Transformation

What do we mean by a „living wage“?

“A living wage is the minimum income necessary for a worker to meet the basic needs of himself/herself and his/her family, including some discretionary income.

This should be earned during legal working hour limits (i.e. without overtime).”



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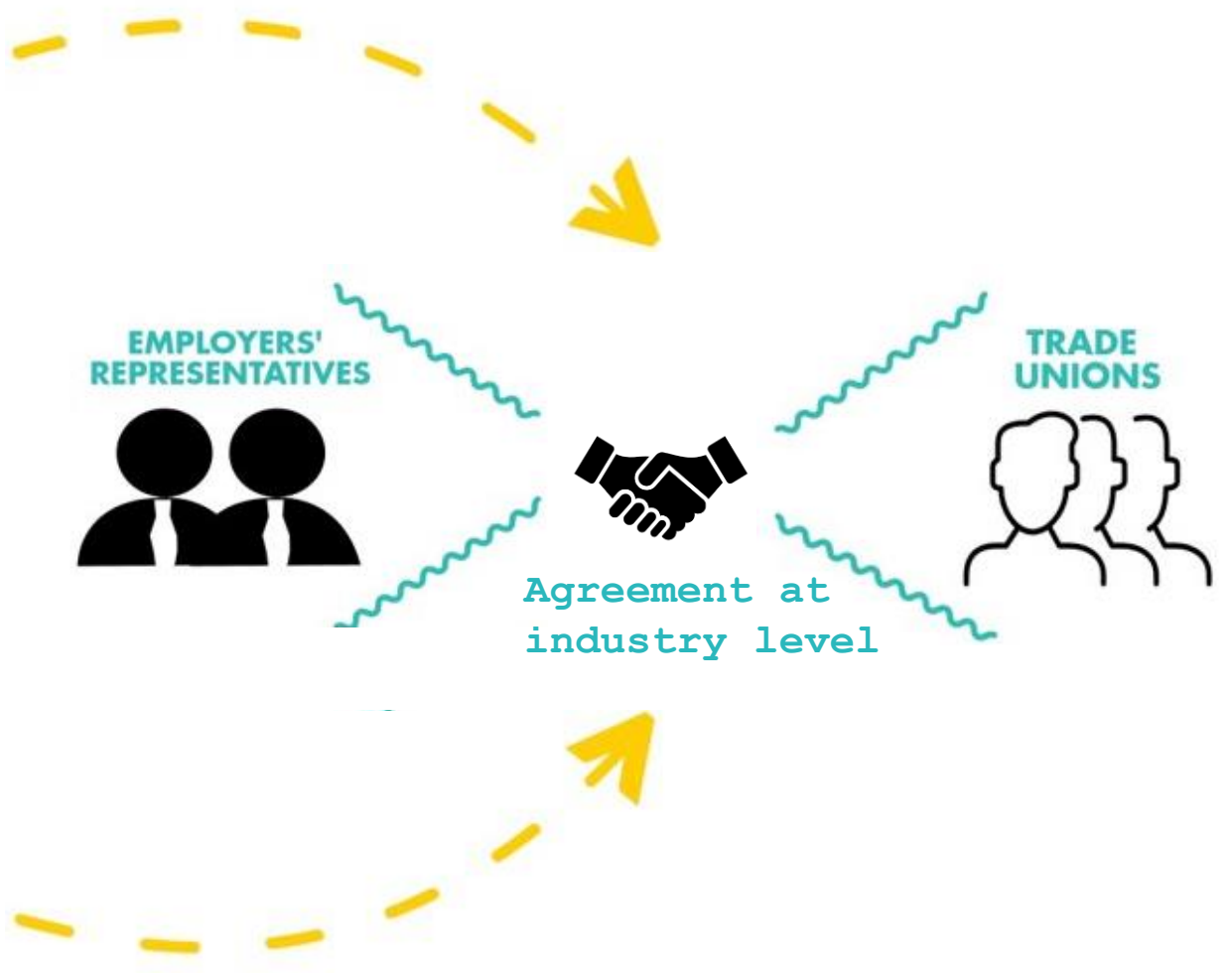
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Support through
regulatory
environment by the
government

What does the ACT process look like?

Support through brand
purchasing practices



A commitment by global brands to support collective bargaining through their purchasing practices



A commitment by employers and trade unions to engage in meaningful collective bargaining at industry level



What is required?

Requirements for activating the ACT commitments

These country support commitments will become effective upon:

- ✓ signature of a collective bargaining agreement at industry level
- ✓ negotiated between independent employers' organisations and trade unions at country level
- ✓ that meets the following basic requirements:
 - a. Wage growth covering inflation plus productivity growth and a negotiated collective bargaining component;
 - b. Full respect of freedom of association;
 - c. A robust monitoring and enforcement mechanism

Thank You



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