



THE FUTURE OF WORK

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Introduction

Work is one of the most important aspects of people's lives, as it provides means for living and thus takes a lot of space and time from our everyday lives. That, consequently, contributes to shaping workers as persons on an individual level and accordingly, to shaping society as a whole. That is why it's critically important to tackle the question of work in a way which sees how the things said are intertwined and therefore, we put forward this Green perspective on what various aspects of work and worker's rights should look like in order to ensure dignified life and well-being through decent work.

Flexibility and Social Security

Social security lies at the very core of decent work. Growing incidence of informal work has led to stagnant or declining rates of social security coverage. Social security is a fundamental human right, albeit being enjoyed by only a small proportion of people. Without social security, we are left with suppressed, exploited and vulnerable individuals, including those who have a source of income.

We, young greens, believe that no one should live to work but have the work that allows them to have fulfilling life. To this end, workers and their families must be guaranteed access to health and income security, particularly in cases of temporary/permanent unemployment, sickness, occupational injury, parenthood or loss of a breadwinner.

Lack of social security coverage has particularly detrimental impact on marginalized and vulnerable population as the majority of them engage in casual labour, home work and certain types of informal and self-employment.

We strongly maintain that social security and decent work must be intertwined in order to live dignified life and fulfil very basic needs of people.

Democracy at the Workplace & Solidarity

As greens, we must bear in mind that unions play a vital role in ensuring a good life for workers.

In today's globalised world, it is also essential for workers to cooperate internationally.

In order to guarantee that workers are empowered and represented, domestic as well as international institutions must provide a legal framework for independence, transparency and inclusion of trade and workers' unions all over the world.

We value democracy in our political life, but democracy is often forgotten in the place where workers spend a huge part of their lives - the workplace.

Workers contribute their time and energy to the place of employment and it's important that their voices are heard. That is also how we make employers contribute to the society in general and to their workers, not just profit from their economic activities and workers' contribution.

In employers' decision making bodies (for example, a board) there must be workers' representation.

We must also encourage and support democratic workers' cooperatives as an alternative to the "profit over people" business model.

Non-discrimination & Equality

We as greens see non-discrimination and equality as crucial aspects of workplace culture. We demand the implementation of safe space policies and the creation of special departments in companies that are directly addressing discrimination and aiming to prevent violations of human rights and safe space policies in day-to-day work. We encourage institutions to have an intersectional approach in their strategies to support their employees regardless of their identity and social status. Nurturing and respecting various identities can help establish healthier, more open minded and positive working environment, which will surely benefit everyone, through increase of productivity and well-being in the workplace. Additionally, employees from marginalized communities themselves should be supported in taking an active part in decision-making and unionising. Departments working on the human rights aspect should be educated and trained on the topics of non-discrimination and equality to be able to make non biased judgements. Legal departments should be up-to-date with progressive policies. We demand the abolishing of the gender pay gap and equal opportunities and treatment for everyone. Recruiting and employment process should be non biased and fair, personal plans for future, such as for family, should not affect competences evaluation, salary or benefits of the workplace.

We encourage calling out pink-washing and its use for spreading misinformation about green values/ideologies and addressing it to the relevant stakeholders.

Mental Health & Safety in the Context of Workplace

In the Green future the workplace is a safe and supportive environment. All structures of society aim to support everyone's mental health and protect workers' rights to a good state of health.

Education and safety, open public discussion on the themes of mental health and well-being in the workplace is needed. Freedom of expression and the right to be open about mental health topics should be protected. The workplace

should be a safe space with support whenever needed. Universal safe space policies that benefit all should be implemented.

A strong and free public healthcare service recognizes mental health as equally important as physical health. Mental health conditions are equally valid reasons for a sick leave just as any physical health condition is.

In a Green future, society recognizes how different overlapping systems of oppression limit the right to a good state of mental health of marginalized groups. Every violation of labour rights is directly reflected on mental health of workers, which inevitably reflects on their work.

New Types of Work

We live in an era of the Third Industrial revolution. We see the rising importance of the digital world and the need to remodel the way we live and treat this planet.

One of the biggest challenges is climate change. This is an existential threat to our planet and humanity, but at the same time, this is a historic opportunity. You might ask how can the threat be an opportunity? There is a simple answer, we as the Greens believe that as we fight against climate crisis we can create millions of decent green jobs in the renewable industry. Those people who worked before in life-threatening coal mines or oil fields will now have a chance to work at a wind park or solar farm and have a well-paid job – guaranteeing safety and social security.

For that we need a state intervention because we know that we cannot leave everything to the market, we have seen that before and we know it does not work well this way; we cannot allow ourselves to sit and wait until the market decides to go Green. Yes, we need to cooperate with the private sector but we, as a state, cannot stay on the sidelines. Hence, the Green offer is the state taking

responsibility - investments in Green jobs and supporting workers in transition as we phase out life-threatening, dirty energy.

Alongside with Green transition, we are overseeing how the digital world is becoming more and more indivisible from our physical existence. Just like climate change, this is an enormous opportunity but also a threat. With the increasing importance of the digital world, we have no democratic control over it as it is fully owned by giant corporations and there is almost no mechanism for people to intervene. So we, as the state, have a responsibility to make sure the digital world is available and safe for every single user. For that, the Green proposal is to introduce extensive Digital Rights Education in the curriculum of the formal educational institutions as well as provide Digital Skills advancing trainings for those that are not in Education for users to guide them in the digital world and at the same time, we want to introduce democratic control over this new emerging universe. We believe that the internet should serve the public, not profit. In the century of digitisation, when most of the Eastern European population is connected to the Internet, digital work is a great opportunity. But the flexibility it brings is paired with the precarious working conditions. We demand that the states regulate the gig and platform work employers and ensure that the working conditions and benefits for the workers are decent.