SOLiD

SOUTH MED SOCIAL DIALOGUE

Charter for Economic, Social, Human Rights, Democratic and Environmental Transitions in the Southern Mediterranean

100 Recommendations

from Social Partners and CSOs for Inclusive Social Dialogue and Sustainable Development In the Southern Mediterranean Countries

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Preamble

As Social partners and civil society organizations (CSOs) in the southern Mediterranean (Morocco, Algeria, Tunisia, Jordan, Palestine, and Lebanon) believe that social dialogue is an effective mechanism for achieving development, establishing peace, and promoting social security,

As they are aware that the political, social and economic crises the region is witnessing have led to the inability of countries to achieve progress towards achieving development goals., and that national economies have become unable to recover, diversify, and compete due to the successive disturbances in global, regional, and national markets including the COVID-19 shock, the subsequent gradual decline in local and foreign demand, the decline in commercial transactions, the reduction in production, the worsening of financial conditions, the repercussions of the Russian-Ukrainian war on the prices of oil, gas, and basic foodstuffs,

In order to overcome these crises, and being convinced that it is important to conduct a social dialogue to introduce reforms that enhance the resilience of southern Mediterranean economies to shocks, ensuring a successful economic transition to the Fourth Industrial Revolution. This can be achieved by accelerating the pace of digital transformation, fostering learning societies, and promoting knowledge exchange to stimulate innovation and creativity, ultimately driving development,

Taking into account that social cohesion is a fundamental indicator of national and regional stability and social dialogue is a crucial tool in addressing social issues. Civil society dialogue is significant in enhancing the state's role in its relationship with society in a democratic climate and ensuring political stability,

In order to adopt participatory policies that balance economic interest with increased social benefits due to the drastic changes in the labor market, the absence of developmental justice, steady demographic growth, the erosion of the living capacities of the middle class, and the erosion of service infrastructure,

Having deeply understood that peace, security and democracy are the pillars of achieving comprehensive stability and building the pillars of the social state and as these provide a crucial bridge to achieving equality, dismantling discriminatory barriers based on gender, race, belief, thought, and practice, and fostering societies grounded in justice and equality,

Building and extending on the outputs of the Promotion of Social Dialogue in the Southern Mediterranean (SOLiD 1),

Based on the economic, social, and human rights foundations outlined in the Solidarity Charter to pave the way for a new charter that addresses the five major transitions that the region is facing,

In order to achieve parallelism in capacity-building for social dialogue and to realize the Sustainable Development Goals among social partners in Algeria, Palestine, and Lebanon, as new program entrants, and their counterparts from countries participating in the first version of the program,

As the founding members firmly believe in the strategic approach of geographic expansion to engage social parties in Algeria, Palestine, and Lebanon and as they emphasize the importance of achieving sectoral expansion to involve professional bodies and elected local authorities,

Based on the above,

the International Federation of Trade Unions (IFTU), the Arab Trade Union Confederation (ATUC), the Union of Mediterranean Confederations of Enterprises (BUSINESSMED), and the Arab Network for CSOs, with funding from the European Union, have launched the second phase of the "SOLiD 2" Program with the aim to promote social dialogue in the southern Mediterranean region, with a focus on developing a charter that provides responses and proposals from the perspectives of social partners and CSOs. This Charter will address the major transitions underway in the region, including:

1. Democratic, security and peace transitions
2. Transition towards equitable economic development
3. Transition towards social justice
4. Transition towards equity and gap-breaking societies
5. Equitable climate and energy transition

This Charter, which is entitled "Charter for Economic, Social, Human Rights, Democratic and Environmental Transitions in the Southern Mediterranean", will enable the formulation of a future work program to translate and operationalize the outputs of SOLiD in its first and second versions on national policies.

1

Democratic, Security and Peace Transitions

To achieve democratic, security, and peace transitions in the Southern Mediterranean region and overcome the accompanying challenges, social partners and CSOs:

Social partners and CSOs who are convinced of the importance of consolidating democracy in the southern Mediterranean and developing and strengthening the democratic system as a stable and sustainable institutional system.

1. Believe in the importance of consolidating the foundations of participatory democratic practice, rooted in both national and Mediterranean dimensions, and grounded in democratic values, and call for the building of societies that uphold human rights and freedoms, as enshrined in the Universal Declaration of Human Rights and other relevant international instruments,

2. Declare that free and fair elections are a cornerstone of the democratic system, emphasize the importance of accepting and committing to their outcomes and stress the need to consolidate democratic political institutions and enhance their capacity to adapt to changing circumstances. Demand the restoration of citizens' trust in the electoral process, ensuring its transparency and integrity as a fair and representative mechanism, and urge the removal of all obstacles that hinder this goal. Call for a democratic transition process that embodies the principles of moderation, tolerance, and openness, and is grounded in pluralism, respect for the rule of law, and inclusive participation, to ensure that all segments of society have a fair opportunity to participate and compete through free and fair elections, regardless of their political beliefs or affiliations.

3. Stress the importance of the responsible use of technology to enhance and strengthen democratic processes, while mitigating the risks of its exploitation to manipulate public discourse and also demand the establishment of a citizen-led monitoring mechanism to ensure the transparency and accountability of political processes, with the goal of promoting more open, accountable, and responsive governments. This mechanism should enable citizens to participate systematically in the legislative process, monitor policy implementation, and evaluate government performance.

4. Consider that a true democracy requires political pluralism, the peaceful transfer of power, the explicit separation of powers, and the guarantee of the independence of the judiciary. They believe that building a state of institutions requires a strong foundation of rule of law, good governance and transparency. This includes the effective functioning of institutions and procedures that promote openness and accountability in public affairs, a robust fight against corruption and bribery, and the strengthening of both official and civil oversight mechanisms and emphasize the importance of establishing the pillars of citizenship and social justice. They emphasize the importance of accelerating the pace of reforms based on a participatory reform model in the framework of inclusive social dialogue.

5. Affirm that freedom of information and expression and the right of access to information are key to democratic practice, confronting all forms of tyranny and corruption, enforcing the law and enshrining impunity. They emphasize that respect for individual and collective rights and freedoms is the foundation of democratic practice and that trade union freedoms, including the right to organize, bargain, and engage in social dialogue, as well as political pluralism, are essential, indivisible, and inviolable components of a healthy democracy.

6. Believe that democracy is an important guarantee for achieving economic, social and cultural progress nationally and regionally, and that its achievement contributes to the integration of the two shores of the Mediterranean.

7. Stress that securing a successful democratic transition requires agreeing on a clear roadmap for establishing a democratic system that is sustainable and resilient to all threats.

8. Emphasize the crucial importance of a comprehensive security reform process, which must be closely tied to transparency and political reform efforts that are essential for elevating the level of security within the new democratic frameworks. They believe that, within this framework, ensuring security is inextricably linked to achieving stability and social welfare, and that it is essential to bridge the gaps between different parties.

9. Foresee the urgent need to expand the approach to national security from the purely military dimension to the economic, social, cultural and military dimensions within the framework of a comprehensive and integrated strategy.

10. Believe in the importance of the security sector reform process at the national level, through the development and implementation of a set of policies, plans and programs that will develop the quality of security services and improve the way they are provided in society. They believe that the process of reforming the security facility and its apparatuses in the southern Mediterranean countries is a necessity in line with democratic principles, the rule of law and respect for human rights. They reaffirm that unilateral security measures are insufficient to achieve national and regional security, and instead advocate for a collaborative approach and propose the initiation of national and Mediterranean dialogues to review and revise interregional and regional security agreements, with the goal of effectively addressing transnational organized crime and all secu-

rity threats within an approach that must be grounded in a rights-based framework, which prioritizes the right to freedom of movement for all individuals, without discrimination.

11.   Stress that the state of openness in cyberspace has led to increased risks of exposure to criminal activities and the promotion of terrorism. They recall the urgent need to establish robust legal and regulatory frameworks to combat cybercrime, while ensuring that these measures are grounded in a rights-based approach that safeguards freedom of expression and protects individual rights.

12.   Recall that terrorism is a global, multidimensional and multi-risk crime, and stress that the war on terrorism needs a comprehensive approach that addresses the root causes of extremism, including security, economic, political, social and cultural dimensions. This can be achieved by supporting young people, enabling them to participate politically and socially, providing good opportunities for education and work, improving economic and social conditions, promoting dialogue, achieving social justice, combating corruption and eradicating poverty, promoting good governance, and supporting international efforts to resolve conflicts.

13.   Believe that intellectual and rhetorical confrontation against terrorism and extremist discourse is one of the important means to confront the strategies of extremist organizations and call for strengthening the paths of intellectual confrontation as one of the powerful and effective means to reduce extremism and promote peace and stability in societies.

14.   Reaffirm the commitment of engaging social partners and CSOs in the effort to counter extremist ideologies and promote the values of human rights, democracy, and humanitarianism, grounded in enlightened principles.

15.   Stress the crucial role that young people can play in promoting international peace and security, as valued partners in global efforts to foster peace and counter extremism and recall the significance of UN Security Council Resolutions 2250 (2015) and 2419 (2018), which recognize the importance of youth in promoting peace and security. They emphasize that youth must be at the heart of human security approaches, highlighting their role in conflict prevention and resolution, and the sustainability, inclusiveness, and success of peacekeeping and peacebuilding efforts and believe that the solutions lie in establishing partnerships with youth and the meaningful and full inclusion of youth in negotiating and implementing peace agreements.

16. Stress the continuation of programs to support women's economic empowerment and their role in peace and security, encourage the participation of women and youth in the decision-making process, and promote steps to eliminate gender-based violence against women and girls.

17. Draw attention to the need for a comprehensive and balanced approach to migration in the Euro-Mediterranean region, one that integrates policies to manage and control migration flows, while promoting equitable partnerships. They stress that the migration flow in the region presents opportunities, and underscore the need to address the situation of foreign residents in host countries through well-planned national integration policies that should go beyond the challenges posed by overly restrictive security measures and focus on the connection between migration policies and broader cooperation policies.

18. Stipulate, to make a meaningful contribution to security and stability in the southern Mediterranean region, and to pave the way for a peaceful and prosperous future, the need for disarmament, the cessation of hostilities, and the elimination of weapons proliferation in order to achieve the global goal of sustainable development, which is closely tied to the maintenance of peace and security. They consider that the primary responsibility for disarmament programs rests with national influencers, and all partners. They also call for the opening of regional dialogues to support stability in the southern Mediterranean, stop the financial bleeding of arms races and engage in the overall development process.
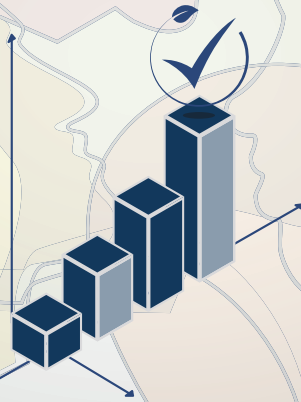
19. Affirm that everyone has the right to protection from all forms of crime, and that the primary responsibility for ensuring this protection lies with the State that has a dual responsibility. First, it has to protect its own citizens and populations residing on its territory. Second, when the state is an occupying power, it should be held accountable for any crimes it commits against individuals under occupation. They emphasize the international community's moral and legal obligation to hold accountable the Israeli occupation for the crimes committed against the population of the Gaza Strip and the Palestinian territories as a whole. They stress that a just, lasting, comprehensive and sustainable peace in the region will not be stable without a commitment to implement the resolutions of international legitimacy related to the right of the Palestinian people to self-determination and the establishment of their independent state on their land. Social partners in the southern Mediterranean countries renew their support for the Palestinian people in order to obtain their right to build their independent state, self-determination and a just transition towards the stage of building peace, stability and prosperity.

2

Transition Towards Equitable Economic Development

In order to secure the transition towards economic development in the Southern Mediterranean region and overcome the accompanying challenges, social partners and CSOs:

2

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In order to secure the transition towards economic development in the Southern Mediterranean region and overcome the accompanying challenges, social partners and CSOs:

20. Stress the importance of strategically restructuring public economic institutions to restore their health, enhance their contribution to the development process, and contribute to achieving financial balances for countries by developing institutional performance and improving their governance systems to enable them to compete economically.

21. Demand the development of the business climate by improving the structural conditions of the investment and entrepreneurship process and supporting national competitiveness, developing an environment conducive to entrepreneurship and innovation, stimulating the diversification of the economy, developing physical infrastructure, reviewing methodologies for integration into global markets, and developing financial systems that support economic growth, improve resilience to shocks, and reduce poverty and inequality.

22. Point out the need to promote market competition in order to stimulate economic growth and productivity in industry and companies, stimulate product innovation and quality of service, protect consumers, and reduce income inequality in markets with higher degrees of market dynamism.

23. Call for tax reform that achieves tax justice and focuses on the reciprocal relationship between spending, growth, employment and social role, by linking tax exemptions to some vital economic indicators such as employment and export contribution. They advocate for a tax structure that is tied to social indicators, as well as strategies to optimize performance, transparency, accountability, and service quality in sectors that matter most to taxpayers, including infrastructure, education, healthcare, and transportation.

24. Call for a gradual transition of the informal economy to the formal economy by setting standards to measure the size of the informal economy and determine its paths, strengthening labor inspection systems, developing incentive mechanisms and flexible procedures to engage in the legal system of collection, and providing social protection systems for workers in it.

25. Urge a review of trade agreements to transform them into comprehensive economic partnerships that promote fair trade balance, stimulate national production, and enhance competitiveness. The goal is to facilitate trade exchange between the southern Mediterranean countries and the European Union, achieving a more balanced trade exchange. This can be

achieved by reducing customs barriers, increasing intra-trade, and fostering logistical interdependence while improving its quality and structure. In parallel, efforts should focus on developing and diversifying export structures to increase the level of integration and achieve a more balanced trade balance between exports and imports.

26. Call the governments of southern Mediterranean countries to promote integration into value chains to boost economic growth, productivity, and competitiveness in global markets. To achieve this, the governments should remove tariff and non-tariff barriers on intermediate and capital goods imports, and implement a comprehensive approach to trade liberalization that encompasses both services and goods. Additionally, they should enhance the investment climate and environment, improve access to finance for local and foreign investors, as well as small and medium enterprises, and strengthen intellectual property laws.

27. Recall the importance of seeking through negotiations between the countries of the southern and northern Mediterranean to move towards fairer and broader economic partnerships to include the fields of green economy, energy, digital transformation, sustainable growth, job opportunities, intellectual property rights and e-commerce.

28. Note the importance and necessity of forming a supply chain crisis response network to respond quickly to supply crises within a tightly interconnected system of Euro-Mediterranean logistics networks.

29. Stress the crucial role of engaging all social partners involved in food security, particularly those specializing in warehousing, logistics, agricultural production, food processing, agricultural irrigation systems, and modern technology. Furthermore, they highlight the need to establish a Mediterranean center to provide emergency assistance to regional countries, coordinate efforts among institutions working on food security, and monitor progress towards achieving the relevant Sustainable Development Goals. Furthermore, they emphasize the importance of building resilience to climate change and mitigating the impact of crises on food security.

30. Emphasize the need to pursue effective economic plans for monitoring border areas that rely on combating smuggling on the one hand and flexibility towards regular trade exchanges on the other hand. They therefore stress the importance of effective customs enforcement, and the development of a model for joint customs operations as a valid tool to

combat both fraud, commercial fraud, money laundering and illicit activities.

31. Urge achieving a developmental balance in regions in southern Mediterranean countries, bridging the gap between urban and disadvantaged areas. This can be achieved by expanding investment opportunities, boosting development and economic projects in these areas, and increasing the allocation of capital expenditures in public budgets for these regions. Moreover, they emphasize the importance of empowering municipal and provincial councils to plan, implement, and make decisions, as well as mobilize resources. Additionally, they stress the need to leverage international grants and assistance received by southern Mediterranean countries to support these efforts.

32. Emphasize the crucial role of developing the banking sector in the region, transforming it into a key driver of economic growth and development. This can be achieved by establishing development banks that provide vital financial support to the economy. Additionally, they stress the importance of promoting effective governance and oversight of business sector institutions, ensuring their optimal performance and sound management. They believe that the digitization of banking operations and services provides significant opportunities for banks to transform their business models in line with accelerating global technological developments. They highlight the significance of leveraging artificial intelligence in the future of the banking industry, which can revolutionize performance, data analysis, and verification. By harnessing AI, banks can enhance the accuracy and speed of transactions, detect suspicious operations, and prevent electronic fraud. This, in turn, can create a secure financial environment.

33. Firmly believe that entrepreneurship serves as a powerful catalyst for unlocking the potential of young, creative minds. It empowers them to identify and seize market opportunities, contributing significantly to economic development. Entrepreneurship will lead to technology, and individual creativity pave the way for the development of value-added products and services. This, in turn, leads to an improved business environment for small and medium enterprises and entrepreneurs alike. Moreover, it provides a platform for young innovators to transform their ideas into tangible, implementable projects.

34. Underscore the critical need to explore and utilize innovative non-traditional financing sources to fuel the development process and embrace technological advancements. This approach is crucial to overcome per-

sistent budget deficits and the rising public debt. Such innovative financing mechanisms include, but are not limited to: debt-for-ownership swaps, project-based debt financing, distressed asset sales, franchise purchases, securitization, corporate sponsorships, crowdfunding initiatives, diaspora bonds, and other emerging instruments.

35. Believe that in order to set an agenda for comprehensive reform and to promote economic growth and job creation, ambitious programs must be adopted in the southern Mediterranean region that support a partnership between the public and private sectors. The partnership should be balanced and based on comprehensive development plans that take into account the economic, social, cultural and environmental dimensions and engage all parties.

36. Believe that the social and solidarity economy plays a pivotal role in enhancing a sustainable and socially responsible economic system that prioritizes human well-being, environmental protection, and the common good. This is achieved through collective initiatives grounded in principles of respect, solidarity, and shared responsibility among its members. These initiatives operate in the public interest and adhere to participatory and democratic principles. They call for the development of a flexible legal framework aimed at ensuring the access of young professionals to the markets of finance, catering and marketing, thus contributing to the integration of various segments of society into the economic cycle and the provision of appropriate financing.

37. Strongly advocate for the initiation of a comprehensive national dialogue on the issue of indebtedness, exploring its root causes and devising effective strategies to address it. This dialogue should prioritize the enhancement of debt management capabilities within a framework of transparency and accountability. The aim is to ensure that debt repayment mechanisms are implemented in a manner that respects social welfare and safeguards vulnerable populations from bearing the burden of external debt. They welcome all endeavors aimed at adopting a novel and simple approach to debt restructuring for Southern Mediterranean countries within the European Union framework. This can be achieved through the initiation of dedicated Mediterranean dialogues, potentially leading to the reactivation of the debt moratorium mechanism or its partial or complete conversion into funding for high-impact development projects. The ultimate goal is to empower Southern Mediterranean countries with greater financial autonomy.

38.   Emphasize the urgent need to establish a robust regulatory and legislative framework that fosters the adoption and integration of Fourth Industrial Revolution technologies and builds supportive strategies for these technologies in key sectors, with a particular focus on applications that drive economic diversification. This includes revitalizing the agricultural, industrial, and service sectors through strategic investments in these technologies, ultimately leading to enhanced productivity and competitiveness.

39.   Support the need for a strategic national framework and operational plans to join in the Fourth Industrial Revolution and identify the policies or changes required in various sectors including the academic sector. They call for the launch of many initiatives on the use of multiple pillars of the Fourth Industrial Revolution and the development of artificial intelligence applications in many fields in industry, agriculture and other fields.

3

Transition Towards Social Justice

In order to move towards social justice in the Southern Mediterranean region and overcome the accompanying challenges, social partners and CSOs:

40. Call for the urgent institutionalization of social dialogue on a firm democratic foundation. This includes empowering social dialogue mechanisms, ensuring the effective implementation of their recommendations on pertinent issues, and expanding their scope of operations at both the national and regional levels. They strongly advocate for a comprehensive review of the current development model, identifying its limitations and shortcomings. This review should inform the formulation of a new social contract that aligns with evolving demographic trends and current and future economic indicators. This new social contract should prioritize the restoration of public trust in policies by expanding the scope of social inclusion, enhancing its quality, eliminating all forms of social exclusion, and building a stronger sense of social security among vulnerable populations.

41. Call for the strengthening of capacities within Southern Mediterranean countries to effectively plan and implement public policies and programs that seamlessly integrate the principles of social justice into national development plans, policies, and programs by building a culture of social justice and transforming it into a fundamental societal value and collective social responsibility. This can be achieved through a commitment to inclusive participation that ensures that no individual or group is excluded from the process.

42. Emphasize that the southern Mediterranean countries, in order to confront growing social inequalities, should adopt comprehensive national development strategies and visions, economic development and regionally balanced growth models that can enhance economic activity and protect the values of social justice. They demand that these strategies be linked to social policies that address people's basic needs and rights, as well as human rights and equitable redistribution of resources and opportunities. They believe in the need for a transformative development model that directly addresses the structural causes of poverty and marginalization. This model should be grounded in the fundamental principle of the right to decent work, which in turn guarantees the rights to education, health, and development. This necessitates radical reforms in social protection policies, as well as targeted interventions in the poorest and most disadvantaged rural areas, focusing on expanding opportunities, providing essential services, and revitalizing economic sectors.

43. Consider it necessary to include social protection in the constitutional and legal frameworks, coordinate between the components of the social protection system, promote good governance of social protection,

establish a national social protection platform for citizens, improve the social safety net and health insurance, expand its scope to include refugees and migrants, provide a minimum income and ensure equal access to basic services.

44. Call for the unification and restructuring of insurance systems, ensuring their indivisibility, consistency, and policy coherence. This will require the elimination of any conflicting policies and the implementation of a unified approach across all insurance systems. They emphasize the crucial importance of extending social security coverage to all workers, ensuring that no one is left behind, including those in the informal sector. This can be achieved through bilateral and regional agreements in the field of social protection for migrant workers.

45. Call for the diversification of funding sources and investment opportunities for social security institutions. This will strengthen social protection programs through the implementation of a safety net, diversification of investments in social security funds, a focus on stable and secure investment instruments, the development of mandatory and optional complementary systems, and incentives for participation in these systems through tax benefits.

46. Advocate for the advancement of education and the acceleration of its growth rates in Southern Mediterranean countries, recognizing its critical role in economic and social development. They acknowledge the transformative impact of technological innovations and call for their integration into the development and enhancement of educational performance. This includes creating interactive learning environments that leverage virtual reality technology and emphasizing free basic education up to the age of 18 for all residents in Southern Mediterranean countries. This will ensure equal learning opportunities for all and contribute to the overall quality of education.

47. Recognize the critical need for alignment between higher education outputs and the demands of the labor market. This requires the development and maintenance of a comprehensive and up-to-date database on labor market requirements to ensure that university curricula, knowledge, and skills incorporate the necessary competencies compatible with the evolving needs of the labor market. They call for the active participation of specialists, technicians, and experts from the labor market in the development and ongoing review of these curricula.

48.   Call for a comprehensive reform of the educational system, aligning it with the advancements and implications of artificial intelligence. This includes the development of specialized programs in universities focused on the Fourth Industrial Revolution, integrating science, technology, engineering, and mathematics (STEM) across all stages of the educational process in the field of the Fourth Industrial Revolution. Additionally, they advocate for the modernization of curricula to include essential digital literacy skills, coding, and data analysis, preparing students for the demands of the digital age. They emphasize the importance of expanding technical and vocational training and education programs to provide qualified alternatives to obtain the skills of the Fourth Industrial Revolution for those who are unable or wish to obtain higher education, and to promote a culture of continuous education for its importance by adapting the workforce and updating skills.

49.   Call for the adoption of equitable and comprehensive employment policies that account for demographic and structural changes, including population movements across geographical areas and economic sectors. This requires reducing the dominance of the public sector in national employment policy and addressing the issue of employment inflation within the sector, which can provide job security, stability, and social protection. They advocate for a greater role for the private sector in employment policy to promote decent work opportunities for all. They emphasize the crucial importance of developing a comprehensive database of active employment policies, focusing on the creation of full and productive employment opportunities. This database should align with national economic and social policies and practices.

50.   Believe that a just and inclusive green transition has great potential to promote economic transformation and create more and better job opportunities. They underscore the imperative for Southern Mediterranean governments to actively promote a just transition, encompassing the reform of existing educational institutions, the enhancement of learning and training mechanisms, the development of comprehensive national policies on the skills required for green jobs, and the establishment of a dedicated regional fund for just transition. This fund would provide targeted support to the Southern Mediterranean countries most impacted by the transition towards a green economy.

51.   Call for support for the development of national action plans and similar policies or normative frameworks related to business and human

rights. This will promote responsible business practices and enhance corporate accountability. They advocate for the facilitation of regional learning, South-South exchange, and capacity-building initiatives, including the provision of training on human rights due diligence and risk management. This should also include the management of heightened risks and impacts in conflict-affected areas, with a specific focus on promoting gender considerations in business operations to uphold the rights of women and non-binary individuals. They advocate for the promotion of accessible and effective remedies that ensure rights-based solutions and prevent future violations.

52. Believe that good health and productivity of the population is essential for economic growth and political stability in the countries of the southern Mediterranean. They urge governments to prioritize the strengthening of health systems, enhancing the quality of healthcare services, and improving the training and development of healthcare providers. This includes investing in infrastructure upgrades and ensuring the efficient allocation of government resources to the health sector. They advocate for the pursuit of universal health coverage for all individuals, including migrants and refugees, particularly during health emergencies. Additionally, they call for addressing the issue of skilled workforce retention within the public and national health sectors.

53. Call for the active involvement of all stakeholders in the health sector, including social partners, in the formulation and development of national health policies. This includes a focus on performance improvement and the utilization of technology to enhance service management and delivery. They advocate for ongoing education and the development of vocational training programs to elevate the quality of care and foster adaptability to evolving market demands. They also call for the need to strengthen the capacity of the inter-Mediterranean transport system to cope with shocks and enable it to adapt to changing global conditions and challenges, whether related to passenger movement or shipping and logistics services.

54. Emphasize the need for social partners to play an important role in spreading awareness that occupational safety and health are an integral part of achieving development. Occupational safety and health are paramount in fostering a safe and healthy work environment. This requires the establishment of a well-defined health and safety policy with clear procedures to ensure a safe and healthy workplace, thereby reducing the risk of accidents and promoting overall well-being. This commitment to

safety extends to all individuals without discrimination, as it enhances productivity and minimizes the costs associated with workplace injuries and illnesses. They call for active contribution to the formulation of national policies aimed at identifying and eliminating occupational hazards. This includes the regular updating of the list of recognized occupational diseases.

55. Emphasize the need to provide a safe and healthy work environment for all and demand that the serious effects of climate change in the workplace and the resulting biological health crises be taken into account. Furthermore, they demand the urgent implementation of new occupational health and safety measures in line with international standards and responsive to environmentally sustainable societies. They demand a sustained review of the list of occupational diseases and the strengthening of the manual of occupational health and safety requirements at work sites. They also pay due attention to professions dealing with relief and disaster recovery.

56. Advocate for the advancement of the public transport sector, recognizing its pivotal role in supporting economic growth, creating employment opportunities, and connecting communities to essential services such as healthcare and education. This will contribute to achieving green growth and inclusivity by ensuring the availability of sustainable, efficient, safe, and affordable transport options with minimal environmental impact. As a comprehensive driver of progress, a robust public transport system can accelerate advancements towards eradicating poverty in all its forms, reducing inequality, empowering women, and combating climate change.

57. Acknowledge the importance and necessity of implementing targeted and specific reforms within the essential commodities support system. This includes liberalizing the supply of these commodities, fostering the involvement of the private sector in their distribution, and developing a robust regulatory framework. They call upon the governments of Southern Mediterranean countries to strategically link subsidies for essential commodities, transportation, and energy to the development of key economic sectors and targeted groups. This will ensure that subsidies effectively contribute to comprehensive development, promote social justice, and minimize any negative impact on budget deficits. Additionally, they advocate for the restructuring of support programs for essential commodities and services and ensure that they reach those who truly deserve them.

58.   Emphasize the urgent need to address the alarming rates of multi-dimensional poverty, particularly among children, women, and migrants. This requires the development of comprehensive policies aimed at reducing poverty, including strategies to address the lack of access to essential services. This should focus on improving access to quality education and healthcare, expanding economic opportunities, and addressing inequalities in access to resources and services. They call for the establishment of robust policy frameworks at both national and regional levels, underpinned by comprehensive development strategies. These frameworks should ensure equal rights for all individuals, particularly the poor and vulnerable, to access economic resources, essential services, land ownership and disposal, other property and inheritance rights, natural resources, appropriate new technologies, and financial services, including microfinance.
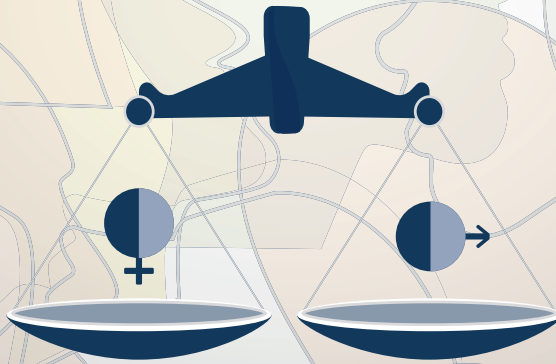
59.   Acknowledge that the challenge of youth employment in the Southern Mediterranean region stems from the scarcity of formal employment opportunities. This leads to delaying young men's transition into the workforce and forcing young women to withdraw from the labor market. They call upon governments in the region to foster the growth of the formal private sector and the creation of high-quality job opportunities. They emphasize the critical role of macroeconomic policies in encouraging the creation of formal job opportunities within the private sector. Additionally, they encourage collective bargaining in the labor market to improve working conditions for all. They underscore the need for governments to provide the necessary resources for digital transformation as a tool for generating employment opportunities. In order to reduce unemployment, they stress the importance of reforming the education system in the region, and the need for more cooperation on the orderly movement of labor between surplus labor countries in the southern Mediterranean.

4

Transition Towards Equity and Gap-Breaking Societies

In order to move towards equality societies, break gaps in the Southern Mediterranean region and overcome the accompanying challenges, social partners and CSOs:

60. Call upon the governments of Southern Mediterranean countries to enhance anti-discrimination practices and collaborate with policymakers to effectively implement them. This includes identifying and addressing the underlying social norms that contribute to discrimination. They advocate for the elimination of discriminatory legislation, practices, and policies, emphasizing the importance of adopting human rights-based approaches that prioritize the needs of victims of discrimination and provide them with essential technical assistance and legal support.

61. Stress the need to strengthen the autonomy of women and girls and to address gender-based violence, and demand that governments in the Southern Mediterranean provide appropriate and non-discriminatory legal and policy frameworks, with a focus on matters related to personal status and protection orders, access to social and financial services and legal status. They also call for making effort to integrate human rights into policies that address online abuse and violence.

62. Call for pressure on the governments of the southern Mediterranean countries to accede to the International Convention No. 190 against violence and harassment in workplaces, adopt participatory national strategies that include men to provide safe environments, adopt punitive legislation and involve the media in national campaigns to reduce the phenomenon.

63. Express concern over the failure of Southern Mediterranean countries to close the gender gap, which has decreased significantly after the Covid-19 crisis due to economic policies, the current model of employment policies and decent work opportunities, the increasing discriminatory patterns, continued high unemployment rates among women, and women's lack of progress in leadership positions. They urge the development of tools and guidance to build the capacity of media professionals, judges, digital technology companies, border control officers and law enforcement officers to address harmful and critical gender biases to gender equality.

64. Advocate for the revision and enhancement of national strategies on women and gender equality to effectively tackle the existing gaps in gender equality. This can be accomplished by incorporating public policies that consider the advancements in artificial intelligence and the impacts of climate change. Furthermore, there is a need to strive for equal opportunities for women in professions, science, technology, and engineering, as they are still significantly underrepresented in these fields.

65.   Place a strong emphasis on the significance of ensuring universal access to technology, leaving no one behind. This can be achieved through community-driven initiatives that offer technological access to individuals who may not have the means to afford it. Additionally, they advocate for the implementation of policies that promote digital inclusion, such as initiatives to expand broadband Internet availability, increased funding for digital literacy training programs, and tax incentives for companies that donate used technology to underprivileged communities.

66.   Emphasize the crucial nature of overcoming the obstacles to food security and promoting an equitable transition to a sustainable climate by guaranteeing gender equality in access to financial and non-financial resources and services. This approach enables women and girls to engage in agricultural investments that offer them decent employment opportunities, sustainable livelihoods, and dignified social protection.

67.   Call for improving the economic and social prospects of young women in the labor market, enabling them to have freedom of movement, the right to decent work, training, and access to finance and productive resources in various sectors, tasks, and professions.

68.   Urge for the elimination of barriers that impede the involvement and success of women and young individuals in entrepreneurship. This can be achieved by facilitating access to financing options for their businesses, offering necessary guarantees, providing comprehensive training and education, equipping them with adequate skills and knowledge, and addressing the challenges associated with accessing markets, customer and supplier networks. Furthermore, enabling them to access legal and institutional support is also crucial.

69.   Demand action to bridge the wage gap between women, youth and migrant workers by launching the Wage Transparency in Occupations Initiative to improve accountability for wage policies by providing workers with information, facilitating public reporting on wage disparities in occupations, whether related to women, youth or migrants, and adopting corrective measures when needed. They also call for the application of the minimum wage to all workers in different sectors, including informal workers, domestic workers, agricultural workers, self-employed workers and home-based workers. They also stress the need to activate labor inspection in these sectors and to accede to international labor conventions that protect them.

70.   Insist that governments in the Southern Mediterranean Countries acknowledge, decrease, and fairly distribute the unpaid care work undertaken by women within their families, recognizing its contribution to the national economy. They additionally advocate for the adoption of integrated national strategies for the care economy that prioritize equality in caregiving. This entails promoting shared responsibility between women and men, as well as between the state and the family. Furthermore, it involves ensuring universal access to quality care services as a means to achieve equality in caregiving. They also stress the importance of expanding childhood care and education, improving early childhood development outcomes, redistributing some unpaid care responsibilities, and expanding an economic sector that provides employment opportunities for women.

71.   Acknowledge that care work is an area for job growth and a means to support women's equal opportunities in the world of work. They urge Southern Mediterranean governments to take decisive actions regarding the nature of care, its policies, service provision, and the terms and conditions of care work. It is recommended that care work be fully protected by labor laws in accordance with international labor standards. Moreover, governments should establish and acknowledge a comprehensive system for training and skill development to ensure that workers in the care sector are equipped to meet evolving demands.

72.   Highlight the importance of implementing national youth strategies that embrace a participatory approach in both design and implementation. These strategies should aim to acknowledge, preserve, and safeguard the rights of young people. This can be achieved by fostering a legal culture, raising awareness of citizenship and civic issues, and safeguarding the civic space for young individuals. It is crucial to provide clear and easily accessible public communications that target young people.

73.   Call for the creation of an enabling environment to broaden participation in social dialogue on issues affecting young people to include not only governments, employers and workers, but also stakeholders, especially vulnerable groups and workers in non-traditional forms of work. This is done through constructive and inclusive dialogues that can be enhanced as an effective means to achieve consensus on policies and legislation. They strongly urge the utilization of social dialogue as a means to address the issue of youth unemployment. This can be accomplished by clearly defining the roles and responsibilities of all stakeholders, including governmental and non-governmental actors involved in youth-related

initiatives. The development of a transparent, participatory, and inclusive youth policy is crucial, supported by political commitment, sufficient re-sources, and robust monitoring and evaluation mechanisms.

74. Highlight the significance of actively promoting safe and regular pathways for transition to enable migrants and displaced individuals to make meaningful contributions to sustainable development within the re-gion, whether in their host countries or their countries of origin. Addition-ally, it is crucial to enhance the capacities and willingness of communi-ties and governments to ensure equal access to protection, services, and opportunities for all individuals and communities affected by large-scale mobility-related events and services. They demand that the governments of the South adopt measures to enable non-citizens in an irregular or un-documented situation to legally remain in a country.

75. Stress the need to adopt sustainable and gender-responsive social protection systems that are inclusive of all vulnerable groups and inde-pendent workers to achieve adequate social protection for all, including social protection floors, in line with ILO standards. They call for the es-tablishment of binding mechanisms that incorporate gender indicators and indicators tailored to the youth within hierarchical and organizational structures. These mechanisms also aim to ensure the representation of women, youth, and the most vulnerable groups in national and local elect-ed councils. Furthermore, they advocate for equitable access for these groups to positions of responsibility within public administration and in-stitutions.

76. Appreciate the commitment of South governments towards digita-lization and the adoption of digital technologies to enhance services and improve the lives of their citizens. They raise concerns about the potential risks of creating a "digital divide" resulting from unequal access to dig-ital technologies. This divide can arise due to disparities in skills, com-munication, digital knowledge, as well as cultural and financial diversity within the region. They highlight the persistent challenges in middle- and low-income countries regarding the inclusion of low-income groups and older individuals. These challenges encompass issues of limited access to services, affordability, skill gaps, cultural barriers, digital distrust, in-adequate digital training opportunities, concerns about internet safety, and the absence of appropriate legislation. social partners are calling for various regional efforts to promote digital inclusion, and more initiatives should focus on training, communication and legislation to address bar-riers to digital inclusion and bridge the digital divide between urban and

disadvantaged areas and between the most vulnerable and low-income groups in the region.

77. Advocate for promoting access and participation of women and young individuals who own micro, small, and medium-sized enterprises. This includes facilitating their engagement in national and sectoral leadership roles within national employers' organizations and safeguarding the rights of women, young people, and the most vulnerable groups to actively participate in trade union activities, civic life, and assume responsibilities at the national, sectoral, and local levels within trade union organizations and employers' organizations.

78. Draw attention to the disparities between regions within single economies, emphasizing that these gaps pose significant obstacles to future economic growth. These disparities limit productive investments, impede the productive and consumer capacity of the economy, and undermine the effectiveness of essential institutions required for the establishment of equitable and just societies. Therefore, they call for policies that would reduce distortions in the less fortunate regions, encourage greater openness and flexibility of markets, help the regions to reduce high unemployment in the face of shocks, improve the redistribution of labor and capital, and urge the retraining and accelerated re-employment of demobilized workers, especially in the underdeveloped regions, as well as reducing barriers to entering more open product markets and increasing trade openness. They additionally urge governments to implement measures aimed at redistributing wealth. These measures include implementing a progressive tax system to enable a fair redistribution of income, increasing investments in the public utilities sector, implementing comprehensive and high-quality social protection programs that are accessible to all without charge, and promoting the creation of more decent job opportunities.
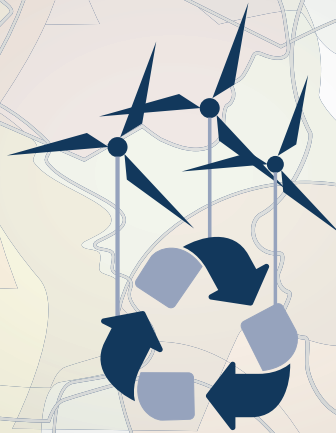
79. Stress the importance of facilitating meaningful exchanges between Southern and Northern Mediterranean countries, as well as sharing good practices. These exchanges and practices are essential in developing joint policy responses to address the numerous challenges associated with increasing discrimination and hatred, which contribute to widening societal gaps based on factors such as ethnicity, color, language, religion, gender, and minority status. These efforts should be aligned with UN standards and aimed at achieving the Sustainable Development Goals.

5

Equitable Environmental and Energy Transition

In order to achieve a just environmental and energy transition in the Southern Mediterranean region and overcome the accompanying challenges, social partners and CSOs:

80.   Strongly urge the reinforcement of regional cooperation among Southern Mediterranean countries to tackle climate change. This entails utilizing the potential of regional networks to enhance collaboration, exchange knowledge, and pool resources for a collective response. They advocate for the establishment of a regional fund dedicated to a just transition, the development of joint strategies to address climate risks such as desertification, and the adoption of a unified stance in global climate negotiations. Additionally, they highlight the importance of addressing climate-induced migration and establishing a comprehensive electronic database that integrates policies related to climate action and transition. Furthermore, they emphasize the need to promote the creation of decent jobs resulting from climate policies.

81.   Emphasize the importance of enhancing institutional coordination through social dialogue among national partner institutions responsible for various sectors such as environment, climate, energy, industry, transport, waste management, agriculture, education, labor, economy, and tourism. This coordination should also involve the contribution of workers' and employers' organizations to foster collaboration on adaptation measures, promote a just transition towards climate-friendly practices, and formulate green policies. social partners insist that these organizations make substantial contributions to the planning of just transition policies and actively engage in the development of Nationally Determined Contributions.

82.   View the social dialogue mechanism as a sustainable approach to developing plans that ensure the principles of just transition while effectively engaging all stakeholders across various economic sectors (both formal and informal) and at all policy levels (corporate, sector, national, and regional). They believe that this approach will empower Southern Mediterranean governments and social actors to design more robust and ambitious climate policies. They believe in the importance of involving all social partners as a party and as part of policy and decision-making processes in the joint national dialogue on sustainable development and climate change. They emphasize the inclusion of just transition as a key agenda item in the tripartite national and regional social dialogue.

83.   Note the importance of environmental awareness and climate education on climate change risks, opportunities and challenges associated with an effective green climate transition. They also call on Southern Mediterranean governments to conduct regular campaigns to communicate the impacts, challenges and opportunities of the transition to a low-carbon pathway. They point to the importance of launching awareness campaigns

about climate risks, and draw attention to keeping pace with the standards of modern technologies and work procedures associated with the transition within the framework of occupational safety and health standards, especially in areas with risks of exposure to heat.

84. Advocate for the expansion of the funding base by increasing investments in green technologies and related infrastructure. This can be achieved by leveraging climate funds, implementing financial reforms, fostering partnerships with the private sector, and developing long-term strategies and regulatory frameworks. Additionally, they propose the inclusion of tax incentives, streamlining licensing procedures, and issuing sovereign green bonds to incentivize investments in green sectors.

85. Urge the governments of the Southern Mediterranean countries to achieve environmental compliance in manufacturing by implementing green marketing programs for industrial products, supporting the establishment of local partnerships in the areas of recycling, and supporting and encouraging smart design and the application of circular economy practices in industrial activities.

86. Emphasize that a just transition relies on the collective and robust political determination of governments, employers, businesses in the private sector, and trade unions. It requires their commitment to embrace a new economic model that seamlessly integrates social, environmental, and human rights dimensions. This transition also needs a great readiness from all parties to organize the representative and participatory governance of the direct national and regional stakeholders. A coherent and integrated national strategy should be adopted in all economic and social sectors to build a comprehensive, sustainable and equitable development vision for all and a national dynamic for sustainable development. Efforts should be made to build political capabilities that effectively allocate funds to critical sectors influencing ecological transformation and the growth of professions and employment opportunities. These sectors include water and environmental professions, energy efficiency, renewable energies, circular economy, and interconnected technologies.

87. Demand that the governments of the South participate in just transition plans with workers and their unions to provide and ensure decent work, social protection, training opportunities and job security for all workers affected by global warming and climate change policies. Such plans should be supported by fundamental rights to work such as freedom of association and collective bargaining and facilitate social dialogue

between workers and their unions on the one hand and employers and governments on the other hand as stated in the guidance of the International Labor Organization. They place strong emphasis on the fact that a just transition ensures guarantees of justice within and between generations, gender equality, racial justice, respect for the rights of indigenous peoples, affected communities, and migrants. Furthermore, it promotes and safeguards human and fundamental labor rights in accordance with the standards set by the International Labor Organization.

88. Call for government policies and programs to demonstrate a firm commitment to economic transition while effectively ensuring the realization of human and labor rights. At all stages of the process, policies should be guided by principles and standards derived from international human rights law, international labor standards, and guidance related to a just transition. This is achieved by Identifying and fulfilling rights holders and their entitlements, corresponding duty bearers and their obligations, and ways to enhance the capacity of those targeted to submit their claims and needs.

89. Recognize that transition policies, when socially and environmentally just, will be a powerful lever and driver for creating jobs and decent work, achieving social justice, upgrading skills, and eradicating poverty and gender, social, and spatial disparities. Efforts should be made to prevent the risks arising from climate change, economic repercussions, the increase in forced labor migration within formal sectors, the exacerbation of challenges in informal sectors, the decline in labor productivity, and job losses. Additionally, actions should be taken to address the problems that prevent us from promoting decent work.

90. Strongly emphasize the importance for governments in Southern countries to establish tripartite working groups, committees, and round tables. These platforms are essential for facilitating consultations and achieving social consensus on matters such as economic and environmental structural transition, laws, regulations, and investments. Additionally, they stress the need to develop employment-generating transitional programs that receive adequate financial support from dedicated global funds. They suggest that these funds should be supported by contributions from wealthier countries and revenue from carbon taxes.

91. Are committed to incorporating comprehensive data in the Nationally Determined Contributions (NDC) report. This data includes information on the number of jobs that are impacted or lost, the quantity and quality

of decent jobs that will be created through investments in a sustainable economy, strategies to support workers in adapting to the transition, measures to protect social and human rights, wage protection, and ensuring access to integration training.

92. Urge the adoption of legislative and institutional modernization policies, which better reflect the shifts in the economic map, the challenges of climate, energy and technological change, and the orientation towards the design of a national charter for the environment and sustainable development and the promulgation of the related law. The scope of application of the social protection and welfare system should be expanded to include the poor, marginalized and vulnerable groups, due to extreme climatic phenomena, unfair transfers, or economic, environmental, social, health and technological crises and shocks.

93. Strongly advocate for the development of a new generation of systems that can monitor, compile, and analyze data, statistics, and information. This can be accomplished by embracing smart technological applications and incorporating new indicators that capture changes and realities in the labor market, labor conditions, workers, emerging professions, required and lost skills and jobs, pathways to integration, promotion of decent work, non-discrimination, social protection, care patterns, integration of environmentally-friendly labor and production systems, compliance with mitigation and adaptation programs, and measurement of losses, damages, and needs.

94. Call for objective monitoring of shifts and changes in occupations or their extinction, proactive monitoring of new occupational and skills needs, and the launch of a broad and well-funded policy and programs for environmental learning curricula, training, and high, medium and basic integrative and transformative training that includes practical applications for the transition to a green and decent economy and jobs, and incentive programs to facilitate access to expertise and public, private and participatory funding necessary to promote the development of sectors and the establishment of enterprises, and to promote a green value-added production chain that integrates social and environmental factors.

95. Stress the importance of completely restructuring labor inspection and monitoring institutions and adapting their management systems, digitizing them and qualifying them with new regulatory knowledge and practices related to the basic rights of workers. They call for monitoring the elements of weakness, strength, risks and opportunities for transition

to a green economy and carbon neutrality, and for strengthening preventive management mechanisms, mediation and arbitration, and managing disputes arising from unfair transfers, as well as enhancing the collective ability of the employer and workers to facilitate dialogue and adapt to the variables and requirements of a just transition.

96. Endorse the implementation of comprehensive protection and social welfare policies and measures that are effectively implemented and accompanied by objective indicators to track outcomes. These policies should address the needs and expectations of all groups that have been exposed to or are at risk of the adverse impacts of climate change. It is crucial to allocate adequate resources in areas such as social and health protection, education, training, investment, and financial support. These efforts aim to mitigate and reduce the widening of gender and field-based inequalities and combat the inflation of such disparities. Social protection systems should be adapted to support social protective measures relevant to climate change mitigation, adaptation and loss and damage.

97. Highlight the significance of the trade union approach in developing a fair transition policy in the southern Mediterranean region. This approach should be aligned with human rights principles that ensure all individuals have the necessary capacity to adapt to ongoing or anticipated changes. They focus on the need to mitigate and reduce the negative impacts of climate change, energy transition and technological transformation.

98. Advocate for the implementation of comprehensive and collaborative development and growth policies at the national and regional levels. These policies should focus on achieving an integrated diversification of the economic fabric in the region. They call for the promotion of fair transition policies, improved labor market outcomes, the creation of decent job opportunities, and the establishment of a favorable business environment that is socially and environmentally equitable. Furthermore, they emphasize the importance of addressing youth and women's issues, combating discrimination, violence, and harassment, as well as effectively managing migration and forced asylum.

99. Emphasize the need for collaborative initiatives and the development of South-South coordination to secure sufficient financial resources. This should be done under the principle of "common but differentiated responsibility" and involve international donors, investment banks, and development agencies. These efforts should be guided by proactive and implementable plans that ensure the quality and impact of climate actions.

The ultimate goal is to foster economically, socially, and environmentally sustainable development.

100. Call on the governments of the Southern Mediterranean to form a joint and standing committee of experts, including governments, employers' and business institutions, and trade union organizations, to coordinate policies, negotiate, facilitate better governance and communication, and build mutual benefit agreements between the countries of the region on issues related to climate change, energy transition, and the challenges of water, lunch, and decent employment as an urgent and much-needed task.

General Provisions

1. To promote transparency and encourage the sharing of information, social partners and civil society urge governments to openly share national reports on their efforts to implement sustainable development plans. These reports should cover various dimensions and outline the measures taken to uphold the rights and freedoms outlined in this Charter. Moreover, the reports should highlight the progress made in ensuring the enjoyment of these rights. Upon receiving the reports, the Secretariat will transmit them to its federations for consideration.

2. This Charter shall not be construed or interpreted as detracting from the rights and freedoms protected by domestic laws or by the provisions contained in relevant international and regional instruments.

3. The International Trade Union Confederation, as the implementer of the project, shall present this Charter to the member social partners for signature

4. To facilitate the implementation of the recommendations outlined in the Charter, an executive work program will be established as an integral part of the Charter. This program will provide a framework for carrying out the necessary actions and initiatives. The procedures for approving amendments to the Charter will be addressed during the approval process.

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100 Recommendations
from Social Partners and CSOs
for Inclusive Social Dialogue and Sustainable Development
In the Southern Mediterranean Countries

SUSTAINABLE
DEVELOPMENT
GOALS

17 — Partnership for the Goal
01 — No Poverty
02 — Zero Hunger
03 — Good Health & Well Being
04 — Quality Education
05 — Gender Equality
06 — Clean Water & Sanitation
07 — Clean Energy
08 — Economic Growth
09 — Industry, Innovation, Infrastructure
10 — Reduced Inequalities
11 — Sustainable Cities
12 — Responsible Consumption
13 — Climate Action
14 — Life Below Water
15 — Life on Land
16 — Peace, Justice, & strong Institution

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