



GLOBAL DEAL

TOGETHER FOR DECENT WORK
AND INCLUSIVE GROWTH



What is the Global Deal Initiative?

The Global Deal is a global initiative with the objective of jointly addressing the challenges in the global labour market and enabling all people to benefit from globalisation. The Global Deal is a multi-stakeholder partnership that aims to encourage governments, businesses, unions and other organisations to make concrete commitments to enhance social dialogue. Social dialogue includes all types of negotiation, consultation or exchange of information between or among representatives of governments, employers and workers on issues of common interest relating to economic and social policy. Effective social dialogue can contribute to decent work and quality jobs and thus to greater equality and inclusive growth, benefiting workers, companies and societies alike. The Global Deal offers a win-win-win opportunity.

The Global Deal intends to bring together various stakeholders to promote joint solutions while still representing their different interests. Effective social dialogue requires mutual respect and trust to create favourable conditions for collaboration between employers, workers and governments. This can lead to peace in the labour market, pro-mote competition and enhance economic stability and shared prosperity. While the Global Deal has a long-term vision, it requires immediate commitments and actions at national, regional and global levels.

The Global Deal is a concrete input to the sustainable development goals (SDGs), especially SDG 8 on decent work and economic growth but also other goals including SDG 10 on reducing inequality within and among countries. Social dialogue can be an effective tool for realising these goals.

Why do we need the Global Deal initiative?

In too many places around the world, workers are denied basic human rights and some are even persecuted and killed. Children are still forced to work in the most inhumane conditions, and migrants are exploited in horrific ways. Every year, there are 2.3 million work-related deaths, 310 million non-lethal accidents and 160 million work-related cases of illness.

In many countries, growing inequalities fuel social unrest and impede sustainable economic growth. The economic crisis has taken a toll on the labour markets, changing the quality of existing jobs. It is estimated that over 600 million new jobs need to be created by 2030 just to keep pace with the growth of the global working-age population. Conditions also need to be improved for the 780 million women and men who are working but not earning enough to lift themselves and their families out of poverty, and the transition from the informal to the formal economy must be facilitated. Employment is the link between economic development and poverty reduction – access to more and better jobs is the key to improving living conditions and achieving the SDGs. Women and men must be ensured equal opportunities on the labour market and equal participation in decision-making.

A well-functioning social dialogue that adapts effectively to changes in the world of work, technological developments and fluctuations in demand is an important tool for generating decent work and improved job quality. For societies, the Global Deal can contribute to social cohesion, build trust and inclusion and reduce the risk of social unrest. It can play an important role in reducing inequality.

ties and ensuring that all parts of society can benefit from globalisation. From a business perspective, well-developed social dialogue is economically profitable. The benefits include increased productivity, more stable and secure supply chains, better conditions for long-term planning and risk management, reduced risk of disruption to business operations, improved investor relations, stronger brands and, not least, healthier and more loyal workers. For workers, the Global Deal can provide opportunities for a fair income, career advancement, security in the workplace, better prospects for personal and professional development and social integration, freedom to express their concerns, organise and participate in the decisions affecting their lives, and equality of opportunity and treatment for all women and men. The Global Deal brings together the social, human rights and business perspectives.

The Global Deal will build on already established initiatives and processes. It can contribute by providing political direction and impetus to overall development, by scaling up existing processes, and by promoting research and highlighting opportunities for cooperation. It can also contribute to capacity building and increasing awareness of the benefits of social dialogue.

Enhanced social dialogue provides opportunities the world cannot afford to ignore. It is both morally right and economically smart. It is time to make globalisation work for everyone.

JOIN THE GLOBAL DEAL

A Declaration of Support forms the basis of the Global Deal. Stakeholders are asked to associate themselves with the declaration and make real commitments. To join the Global Deal, stakeholders need to take the following actions:

- Submit a written letter to the Global Deal Support Unit.
- Identify their own commitments based on their specific context and starting point.
- Undertake individual activities or activities in partnership with others.
- Follow up on commitments.

The Global Deal will entail exchanges of ideas, joint projects, solutions, experiences, challenges, lessons learned and policy advice; it will promote concrete initiatives and voluntary commitments. The Global Deal Support Unit will facilitate sharing of experience and peer learning, and provide a coordinated follow-up structure.

GLOBAL DEAL ROADMAP



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SOCIAL DIALOGUE

Social dialogue is defined by the International Labour Organisation (ILO) to include all types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating to economic and social policy. Social dialogue takes many different forms. It can exist as a tripartite process, with the government as an official party to the dialogue or it may consist of bipartite relations only between labour and management (or trade unions and employers' organisations), with or without indirect government involvement. Concerted search for a consensus can be informal or institutionalised, and often it is a combination of the two. It can be inter-sectoral, sectoral or at enterprise level. Social dialogue based on freedom of association and the right to collective bargaining takes into account each country's cultural, historical, economic and political context. There is no 'one size fits all' model of social dialogue that can be readily exported from one country to another. Adapting social dialogue to the national situation is key to ensuring local ownership of the process. There is a rich diversity in institutional