

# AGENDA

## Global Deal Conference Social Dialogue for a Better Future of Work

4<sup>th</sup> February 2020, OECD Headquarters

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09:00 - 9:15

### Opening Remarks

*Angel Gurría, Secretary-General, Organisation for Economic Co-operation and Development (OECD)*

*Guy Ryder, Director-General, International Labour Organization (ILO)*

*Anna Hallberg, Minister for Foreign Trade and Nordic Affairs, Sweden*

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09:15 – 10:30

### Panel 1- Leading the Future of Work: the Role of Social Dialogue

*Moderator: Nozipho Mbanjwa, Managing Director Akwande Communications and former Anchor and Producer for CNBC Africa*

The world of work is changing. Key megatrends – technological progress, globalisation, climate change demographic change – are transforming labour markets. Structural change, however, is not new. Labour markets experience substantial churning as new jobs and activities replace existing ones. The key challenge is to manage transitions and to turn what could otherwise be disruptive and divisive adjustments into productive change, leaving no one behind.

This opening panel will discuss the potential of enhanced social dialogue and industrial relations in shaping the future of work. Participants will highlight the role of social dialogue and collective bargaining in managing responses to the megatrends of technological, demographic and environmental change. Topics include: investing in education and skills, improving working conditions in the “gig” economy, formalising informal work and devising cross-border cooperation and international frameworks aimed at ensuring that the future of work is also about good quality jobs and “decent work”.

*Jeremias Adams-Prassl, Professor of Law, Oxford University*

*Sharan Burrow, Secretary-General, International Trade Union Confederation*

*Anthony Giles, Assistant Deputy Minister, Policy, Dispute Resolution and International Affairs - Labour Program, Employment and Social Development, Canada*

*Ali Karimi-Ruiz, Senior Director, Strategic Engagement and Communications, Business at OECD*

*Ith Samheng, Minister of Labour and Vocational Training, Kingdom of Cambodia*

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10:30-10:40

## Address

*Stefan Löfven, Prime Minister, Sweden*

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10:40 -11:00 Coffee Break

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11:00-12:30

## Breakout Session from Panel 1

### A. New models of business and non-standard forms of work

**Moderator: Stefano Scarpetta**, Director of Employment, Labour and Social Affairs, OECD

Innovation in business models and work organisation based on new technologies are resulting in the emergence of “new” working arrangements like those in the platform economy thereby adding to the expansion of other non-standard forms of work. This presents opportunities but also risks. On the one hand, greater flexibility and autonomy in working time arrangements, together with low barriers to access these casual jobs, may increase labour participation and provide additional household income. On the other hand, the employment status of many these task-based jobs is often ambiguous, thereby precluding these workers from being entitled to standard worker rights and access to social protection. Moreover, these workers, especially where institutions for the collective representation of workers are absent, may be exposed to stronger buyer power than in more traditional forms of work, resulting in lower pay, irregular and on-demand work requests at short notice, intensive monitoring of the jobs performed, and higher health and safety risks.

Participants in this breakout session will discuss various policy responses to the following questions: How to revitalise labour law to provide effective labour protection to all workers, amongst others by addressing worker misclassification?; How to ensure that workers that remain in the grey zone between dependent and independent work have access to collective bargaining and social protection?; What role can collective bargaining play in providing a better balance between flexibility and labour rights without the former coming at the expense of the latter?; How to ensure workers, including those that remain in the grey zone between independent and dependent work, have access to collective bargaining and social protection?; How to organise workers in the gig-economy so that strong and representative collective bargaining is feasible?; What is the role for lead firms outsourcing service work to labour platforms in ensuring decent work for ‘gig’-workers?

**Martin Linder**, President, Unionen

**Sylvain Lobry**, Social Dialogue Director, Danone

**Béatrice de Lavalette**, Vice-President of the Île-de-France Region in charge of social dialogue and Deputy Mayor in charge of human resources and social dialogue

**Mark Stewart**, Head of Data Protection, Airbus

**Ruwan Subasinghe**, Legal Director, International Transport Workers' Federation

## B. Structural change leaving no one behind

**Moderator: Githa Roelans**, *Unit Head of the Multinational Enterprises and Enterprise Engagement, ILO*

Structural change, whether triggered by automation of the workplace, restructuring of global supply chains or climate change policy, means that some people lose their jobs and need to find new employment. While these changes could create new productive and rewarding jobs, how will workers acquire the skills necessary to perform these jobs? Will these new jobs be offering similar pay or will workers face less favourable working conditions? And how to support one's livelihood in the period in between jobs?

While public policy, such as unemployment benefits and employment policies by public employment services, has an indispensable role to play, social dialogue, including collective bargaining, can complement and move forward a comprehensive policy response to the challenges workers are facing as a result from structural change, thereby reducing possible resistance to change.

This breakout session will highlight practical case examples of how social partners agree to provide more security to the work force by actively supporting workers displaced from their existing jobs into their search for a new and good job, including options for retraining and skills development.

**Karl-Petter Thorwaldsson**, *President, Swedish Trade Union Confederation (LO)*

**Sofia Vahlne**, *Head of Labour Affairs, Scania*

**Margreet Vrieling**, *Associate Director, Fair Wear Foundation*

**José María Casado**, *Vice-Minister for Inclusion, Ministry of Inclusion Social Security and Migration, Spain*

## C. Social Dialogue to pursue sustainable development

**Moderator: Diana Crumpana**, *Policy Officer, DG for Employment, Social Affairs and Inclusion, European Commission*

Social partners have a shared interest in achieving sustainability. Environmental degradation, ecosystem-disruption and climate change harm the structural viability of communities, firms and jobs. At the same time, social dialogue offers the potential to facilitate the transition to sustainable systems of production and a low-carbon future. This session will present and discuss practical examples of social partners engaging in the transition to sustainability at different levels of the economy. How to achieve greener and resource productive ways of doing business by gradually adapting workplace practices while keeping harmonious industrial relations? What role can social dialogue play providing better workplace training, to promote skills for green jobs? Can social dialogue at the sectoral level as well as a wider scale economy be mobilised to drive action plans on a sustainable economy forward?

**Jean-Marie Lambert**, *Director of Human Resources and Senior Executive VP, Veolia*

**Anna Sundström**, *Secretary-General, Olof Palme International Center*

**William Viry-Allemoz**, *Secretary-General, CFE-CGC Energies*

**Kun Wardana Abyoto**, *Member of the Vocational Training Committee, Ministry of Manpower, Indonesia*

12:30-13:00

## Discussion on Social Dialogue, the Future of Work and the Sustainable Development Goals

**Moderator: Nozipho Mbanjwa**

**Anna Hallberg**, Minister for Foreign Trade and Nordic Affairs, Sweden

**Guy Ryder**, Director-General, ILO

**Gabriela Ramos**, Chief of Staff and Sherpa to the G20, OECD

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13:00 -14:00 Lunch

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14:00 - 15:30

## Panel II - Towards Decent Work in Global Supply Chains

**Moderator: Nozipho Mbanjwa**

Worldwide, widespread informal employment persists with 61% of all workers or 2 billion workers informally employed. Millions of young women and men are looking to enter the labour market. While some 150 million are victims of child labour, 24.9 million workers are trapped in forced labour. 780 million working women and men are not earning enough to lift themselves out of poverty. Global supply chains, by contributing to economic growth and job creation, constitute a potential lever to reduce poverty and increase transition of workers from the informal to the formal economy. At the same time, there are persistent concerns about the quality of some of the jobs along the global supply chains and the respect for fundamental worker rights. This panel will discuss how social dialogue, sound industrial relations and collective bargaining at all levels of the supply chain can help addressing the root causes of decent work deficits. At the international level, multinational companies are negotiating global framework agreements with global union federations to reinforce their commitments to decent work practices from the top of the company down through their supply chains. At the national level, social dialogue plays a key role in helping governments to ensure a level playing field for business in terms of labour standards, promoting freedom of association and the effective recognition of the right to collective bargaining. Meanwhile, social dialogue and collective bargaining at sectoral and enterprise level are essential to achieve compliance with these rights and to foster decent work in practice. The panel will also highlight the role of the OECD Guidelines for Multinational Enterprises, the OECD Due Diligence Guidance for Responsible Business Conduct and the ILO Tripartite Declaration on Principles concerning Multinational Enterprises and Social Policy.

**Thulas Nxesi**, Minister of Employment and Labour, South Africa

**Magdalena Gerger**, CEO, Systembolaget

**Lise Kingo**, CEO and Executive Director, United Nations Global Compact

**Jesus Faria Maiato**, Minister of Public Administration, Labour and Social Security, Angola

**Pierre Hubbard**, General Secretary, Trade Union Advisory Committee to the OECD

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15:30-16:00 Coffee Break

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16:00-17:30

## Breakout Sessions from Panel II

### A. Business and unions for an adequate living wage

**Moderator: Ulrik Vestergaard Knudsen**, Deputy Secretary-General, OECD

The first goal of the Agenda for Sustainable Development is to eradicate poverty by 2030. To achieve this goal, all workers must be paid adequate living wages. This breakout session will present examples where employers and trade unions have engaged in social dialogue to deliver adequate living wages. Participants in this breakout session will discuss various policy responses to the following questions: How to raise local awareness and support for workers to organise and to bargain collectively? How to prepare management and workers' representatives for workplace negotiations? How to facilitate the democratic election of workers' representatives and set up mechanisms for conflict prevention and resolution? What are good practices for grievance mechanisms? Can a win-win situation be found, with business obtaining stable, predictable and peaceful purchasing markets in return for respecting and promoting the right of workers to organise and to collectively bargain for fair and decent wages?

**Frank Hoffer**, Executive Director, ACT (Action, Collaboration, Transformation)

**Alke Boessiger**, Deputy General Secretary, UNI Global Union

**Wilbert Flinterman**, Senior Advisor, Fairtrade International

**Mile Boskov**, Executive President, Business Confederation of Macedonia

### B. Promoting workers' rights and Social Dialogue through fair trade

**Moderator: Dan Rees**, Director, Better Work Branch, Governance and Tripartism Department, ILO

Fair and ethical trade initiatives aim to leverage the contribution that access to global trade may offer to development and poverty relief. At the same time, the financial premium that is part and parcel of fair trade initiatives needs to be put to good use. This breakout session will consider how fair trade initiatives and social dialogue can complement each other. By giving workers a strong voice, can social dialogue be an instrument to give workers a fairer share of the benefits of global trade? How might these voluntary private and multi-stakeholder initiatives promote social dialogue and sound industrial relations (i.e. by ensuring respect for fundamental principles and rights at work)? Can doing so provide local business with social peace and improved productivity? How can they complement the role of public governance institutions?

**José María Vera**, Interim Executive Director, Oxfam International

**Sofia Östmark**, Secretary General, Union to Union

**Peter McAllister**, Executive Director, Ethical Trading Initiative

**Tuur Elzinga**, Vice-President, Federation of Dutch Trade Unions

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## C. Advancing gender equality through social dialogue

**Moderator: Veronica Nilsson**, Head of Unit, Global Deal

Gender equality and women's empowerment have a prominent place in the Sustainable Development Goals. SDG 5 on gender equality aims at, among the others, ensuring women's full and effective participation and equal opportunities for leadership. SDG 8 on decent work and economic growth targets the achievement of equal pay for work of equal value. This breakout session will examine how social dialogue can advance the case of gender equality, in the context of global supply chains. How can global framework agreements be used to promote gender equality, better work-life balance for women and men, and prevent violence and harassment at work? How can collective agreements ensure equal pay for work of equal value? How to promote gender-neutral job classification systems which do not systematically attach lower value to work traditionally carried out by women? And, as female workers are often overrepresented in certain sectors of the informal economy, can dialogue between workers' and employers' organisations be instrumental to improve working conditions and facilitate the transition from the informal economy?

**Rosa Pavanelli**, General-Secretary, Public Services International

**Salomon Bekele**, Senior Advisor, Telia Company

**Sally Roever**, International Co-ordinator, WIEGO

**Anders Aeroe**, Director of Division of Enterprises and Institutions, International Trade Centre

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17:30-17:40

### Closing Remarks

**Angel Gurría**, Secretary-General, OECD

**Guy Ryder**, Director-General, ILO

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17:40-20:00

### Networking Cocktail