Press note – Launch of Global Deal Flagship Report 2024

25 November 2024

The Global Deal launched the 2024 edition of the Flagship Report, *Shaping Transitions to Decent Work: Social Dialogue for a Better Future* on 25 November 2024. Divided into five thematic sections, each containing good practices and key lessons, the report highlights how social dialogue has succeeded in addressing labour challenges in selected countries and contexts.

The launch event was attended by more than 100 representatives from governments, trade unions, businesses and employers' organisations, and civil society. **Glenda Quintini**, Head of the Global Deal Support Unit, underlined the relevance of the Global Deal flagship report, which is published every two years. This year's edition is the fourth in the series. **Stefano Scarpetta**, Director of Employment, Labour and Social Affairs at the OECD, introduced the report highlighting the key role of social dialogue in mitigating risks and seizing opportunities linked to labour market transformations.

Social dialogue can lead to more inclusive and sustainable growth by fostering innovation, increasing productivity, and creating quality jobs. This is especially true in the context of the green transition and the adoption of AI in the workplace, which bring opportunities but also risks. Social dialogue also plays a crucial role in improving working conditions. Strains to job quality are rising, with informality affecting nearly 60% of the global workforce, and risks to physical safety, chemicals and hazardous substances as well as to biological, ergonomic and psychosocial hazards increasing, which is further accentuated by heat stress aggravated by climate change. Last but not the least, social dialogue makes an important contribution to improve labour migration governance, with the number of migrant workers constantly increasing and contributing to economic growth.

This flagship report builds on the research conducted at the OECD and the ILO and within the Global Deal Unit to showcase concrete examples of social dialogue to address these challenges.

Isabelle Kronisch, Policy Analyst at the Global Deal, presented the 5 thematic chapters of the report, mentioning the following 14 case studies:

Chapter 1: Social Dialogue for the Safe, Responsible and Ethical Adoption of Artificial Intelligence (AI) in Workplaces
1. **Inclusive approaches to harness the benefits of AI for all – the U.S. Executive Order on AI**

The U.S. AI Executive Order identifies guiding principles and priorities for the safe, secure and trustworthy development and use of AI, which recognise the importance of consultation of various stakeholders, including social partners, for implementation. The U.S. Secretary of Labor developed principles and best practices for employers to mitigate AI's potential harms to employees' well-being and maximise its potential benefits.

2. **Social dialogue to agree on a common approach: The European Social Partners Framework Agreement on Digitalisation**

The PSI Digital Bargaining Hub and the UNI Europa Database of AI and Algorithmic Management in Collective Bargaining Agreements provide a useful resource for trade unions and highlight the critical role of social dialogue in ensuring trustworthy AI adoption through collective bargaining.

3. **Responsible adoption of Artificial Intelligence through collective bargaining agreements**

- The European Social Partners Framework Agreement on Digitalisation provides a framework at the European level that can guide implementation of AI at national level to ensure

trustworthy AI, guarantee the human in control principle, uphold transparency and ensure data protection.

tailoring approaches to national contexts and to specific industries to enforce common standards.

Chapter 2: Social Dialogue for a Just Transition

1. Supporting a just transition through upskilling and reskilling initiatives in Austria

The Austrian Just Transition Action Plan on Training and Reskilling recognises the fundamental importance of upskilling and reskilling initiatives. Social partners were part of the Just Transition Working Group that drafted the Action Plan and play a key role for its implementation.

2. Supporting the phasing-out of coal-fired power plants in Chile

When designing measures to support a just transition and specifically reduce greenhouse gas emissions in energy production, it is crucial to assess the labour market impact nationally and regionally. In Chile, social partners are contributing to the establishment of the National Strategy for a Socio-ecological Just Transition. At the regional level, they have been involved in the design and implementation of Environmental and Social Recovery Plans.

3. The Presidential Climate Commission (PCC) in South Africa

As an independent, statutory, multistakeholder body whose mission is to promote social partnerships by engaging with various stakeholders for a just transition, the Presidential Climate Commission in South Africa provides evidence-based information to support decision-making, build consensus to enable policy and action for a just transition, and advise on means of implementation, including finance, capacity and technology.

Chapter 3: Social Dialogue to Support Holistic Approaches to Transition to Formality

1. Social dialogue to support the drafting of holistic strategies on transition to the formal economy in Costa Rica:

The National Strategy for the Transition to the Formal Economy in Costa Rica was drafted with the support of social partners, who also shaped several achievements under the strategy, including the upscaling of the National Employment Programme (PRONAE 4x4), the design of new social protection schemes, and the support for the formalisation of enterprises.

2. Giving informal workers a voice: Supporting access of informal workers to freedom of association and collective bargaining:

WIEGO's (Women in Informal Employment: Globalizing and Organizing) recent research exemplifies the range of strategies and institutions that give informal street vendors a voice in workplace decision-making and that enable them to organise and influence policies that affect their work. In Brazil, it was possible to regulate street vending and improving informal street vendors' working conditions, whereas in Zimbabwe, engaging with representative organisations of informal street workers led to a decrease in tensions, the protection or workers and improvement of their working conditions.

Chapter 4: Social Dialogue to Improve Working Conditions: Focus on Occupational Safety and Health (OSH)

1. For economically and socially responsible games – The Paris 2024 Social Charter

The Paris 2024 Social Charter signed in 2018, even if not legally binding, has underscored the strong commitment of social partners to respect decent work and promote local sustainable development, ensuring the Olympics are economically, socially and environmentally responsible and reaching important achievements, including reducing the incidence of work-related accidents on Olympic construction to one-fourth compared to traditional construction sites.

2. Improving working conditions and competitiveness in the export garment sector in Indonesia

Indonesia has taken an important step forward by requiring enterprises to establish sexual harassment task forces under existing workplace committees. Violence and harassment in the workplace have to be addressed as part of the measures implemented to promote occupational safety and health and bipartite dialogue at the workplace.

3. Improving occupational safety and health in the construction sector in Tunisia through the conclusion of a sectoral agreement

In 2023, workers' and employers' representatives signed a sectoral agreement to improve working conditions and productivity in the construction sector in Tunisia, recognising the importance of the sector for a sustainable socio-economic recovery and acknowledging that safety remains a concern on many construction sites, with additional stress caused by the impact of climate change.

Chapter 5: Social Dialogue for Fair and Effective Labour Migration Governance

1. Social dialogue for fair and effective labour migration governance in Cambodia

The Labour Migration Policy (LMP) in Cambodia exemplifies successful social partner involvement in drafting an evidence-based, tripartite-informed policy that focuses on protecting nationals migrating abroad for work-related reasons. Their involvement has been instrumental in advancing the policy's objectives: enhancing the protection of nationals migrating abroad for work, improving labour market functionality, and contributing to socio-economic development.

2. Successful cross-border trade union cooperation to protect migrant workers' rights in Somalia and Ethiopia

Through cross-border cooperation, social partners can significantly contribute to protecting migrant workers' rights. The agreement signed between the Federation of Somali Trade Unions (FESTU) and the Confederation of Ethiopian Trade Unions (CETU) in 2023 is a powerful example of such cooperation. It foresees, amongst others, joint campaigns to combat prejudices and highlight the contributions of migrant workers, raise their concerns in national tripartite labour committees, and encourage inclusion of migrant workers in collective bargaining.

3. Protecting the labour rights of all workers, including migrant workers, in Sweden

In Sweden, projects implemented by the trade union Byggnads in the construction sector and by the trade union Fastighets in the cleaning industry, make an important contribution to protect the labour rights of workers in sectors where labour rights abuses are more common than in others, and where there is a high share of migrant workers. Protecting all workers, including migrant workers, prevents deteriorating working conditions and wages, which leads to unfair competition and market distortion.

The event concluded with voices from Global Deal partners who highlighted how they contributed to the selection and writing of good practices, which will hopefully serve as an inspiration for others to further strengthen social dialogue, and underlining the need to strengthen cooperation between social partners for a better future.