

SUMMARY REPORT

GLOBAL DEAL FORUM

2-3 NOVEMBER 2022

M A D R I D



TOWARDS JUST TRANSITION
AND
SECURE LABOUR MARKETS

INTRODUCTION

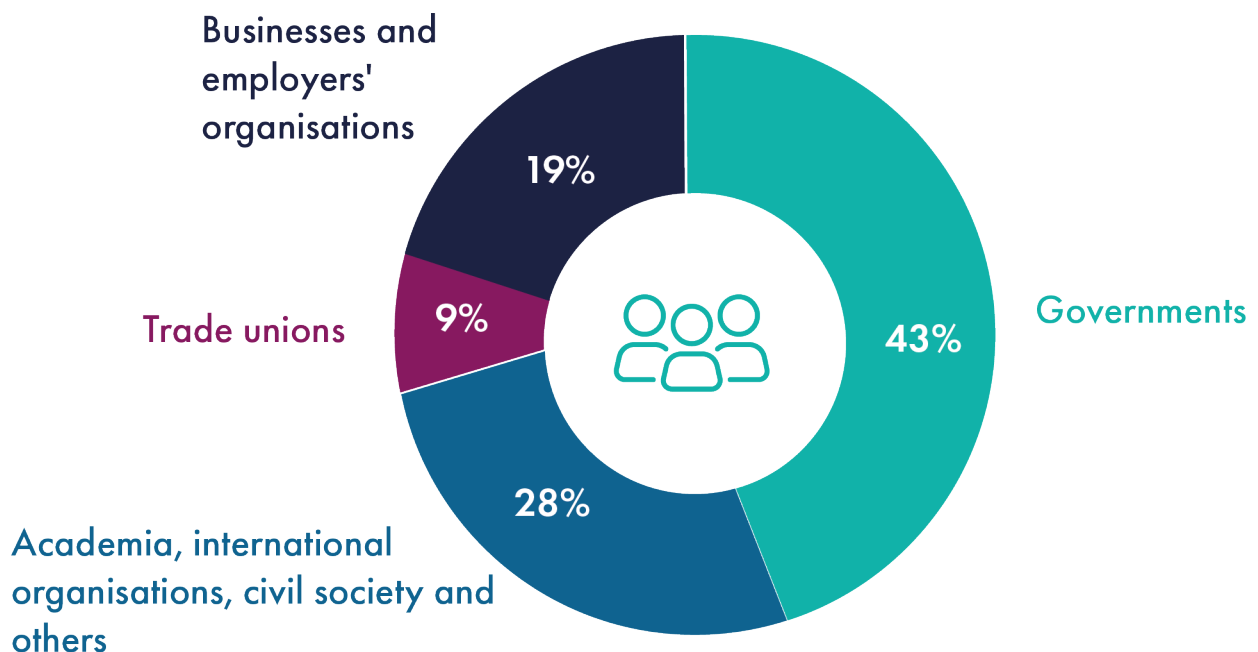
The Global Deal Social Dialogue Forum brought together high-level speakers from governments, businesses and employers' organisations, trade unions and other stakeholders. These included the Second Vice President of the Government of Spain and Minister of Labour and Social Economy, Yolanda Díaz, the Secretary-General of the Organisation for Economic Co-operation and Development (OECD), Mathias Cormann, and the Director-General of the International Labour Organization (ILO), Gilbert F. Houngbo.

Over five sessions, participants explored the

crucial role of social dialogue and sound industrial relations in shaping effective solutions to today's most pressing labour market challenges: from dealing with the effects of the pandemic, to navigating a just transition to a low carbon economy; from rapid technological and digital advancements mediated through work platforms, to rising inflation and the cost-of-living crisis. In addition, the Forum featured the launch of the [Global Deal Flagship Report 2022: A Partnership in Action](#), and a special session to welcome the governments of the United States and Slovenia, as well as the Global Reporting Initiative (GRI), to the partnership.

ATTENDANCE BREAKDOWN

TOTAL PARTICIPANTS: 450



Opening remarks

01

The green and digital transitions present many opportunities but also come with significant labour market churn and a need for adjustment. Effective and thoughtful actions will be needed to address the distributional impacts of the necessary and urgent de-carbonisation on businesses, workers and families in the most affected regions and sectors.



Social dialogue is a tool that promotes justice and fairness, enables democratic legitimacy, stimulates solidarity, and contributes to reaching agreements that are beneficial to workers, businesses, and societies.

Yolanda Díaz Pérez, Second Vice-President and Minister of Labour and Social Economy, Spain



We need to improve our approach to upskilling and reskilling of workers, provide well targeted active employment services early and we must leverage the power of social dialogue to help facilitate those unavoidable labour market transitions.

Mathias Cormann, Secretary-General, OECD

02

Social dialogue, at all levels, is a key to promoting labour rights. It is a powerful tool for addressing the green structural transition and ensuring that future economic benefits are equitably shared.

03

The labour market outlook is highly uncertain amid the fallout of the conflict in Ukraine. Lower growth, if sustained, will lead to lower investment and over time fewer jobs and higher unemployment. High inflation is already causing a decrease in real wages, despite widespread current labour shortages in many countries. The consequences are hitting low-income groups particularly hard.

04

The elements of today's crisis are entangled, mutually reinforcing and global. They require broadly accepted responses shaped through multilateral cooperation. If we are to find these, effective and inclusive social dialogue will be imperative.



YOLANDA DÍAZ PÉREZ
Second Vice-President and
Minister of Labour and
Social Economy
Spain



MATHIAS CORMANN
Secretary-General
Organisation for Economic
Co-operation and
Development (OECD)



GILBERT F. HOUNGBO
Director-General
International Labour
Organization (ILO)

Social dialogue for the greening of the economy in times of crisis

The world of work is facing major challenges in the transition towards environmentally sustainable economies and societies. If well managed, this transition can be a generator of green decent jobs, foster innovation, and contribute significantly to inclusive growth. However, just as the world economy and labour markets were bouncing back from the COVID-19 pandemic, a new supply-shock emerged, and triggered a cost-of-living crisis.

01

Fair and inclusive labour markets are necessary to ensure that the economic, social and environmental dimensions of sustainable development can be addressed together in the promotion of a just transition to a low carbon economy.



A just transition needs social dialogue, but it never appears out of thin air. There is a need for a strong institutional framework to ensure that social partners can tackle today's numerous labour market challenges.

Valeria Ronzitti, General Secretary, SGI Europe

04

While promoting a green transition, countries will also have to cope with the economic and social challenges that inevitably flow from the cost-of-living crisis. The combination of long and short-term challenges again highlights that trust is key to fostering shared solutions and support of living standards. Yet, many countries still have a long way to go to achieve a strong and effective framework for social dialogue.

02

Social dialogue is essential in generating the consensus and mix of policy responses needed to ensure a just transition, while taking into account the immediate priority to protect the most vulnerable from being disproportionately affected by overlapping shockwaves. Transparency, confidence, and mutual respect among labour market actors are fundamental for this.

03

A just transition requires strong planning and anticipation, an agreed framework for ensuring sectoral training policies, and accessibility to training. However, the transition to a greener economy cannot only be limited to the upskilling and re-skilling that is required. The external infrastructure and all other dimensions should be examined, to enable a just transition possible that is fair for all.



CARINA CABEZAS
President
Sodexo Iberia



LUIS MIGUEL DE CAMPS
GARCÍA-MELLA
Minister of Labour
Dominican Republic



STEPHEN COTTON
General Secretary
International Transport
Workers' Federation



PABLO MIERES
Minister of Labour and
Social Security
Uruguay



BOITUMELO MOLOI
Deputy Minister of
Employment and Labour
South Africa



LUIS RODRIGO
MORALES
Senior Advisor
International Organisation
of Employers



VALERIA RONZITTI
General Secretary
SGI Europe



MODERATOR: STEFANO
SCARPETTA
Director
Employment, Labour and
Social Affairs
OECD

The role of social dialogue in managing non-standard forms of employment

The use of non-standard forms of work, such as fixed-term work, agency work and other forms of casual work, can help businesses to navigate difficult periods by providing flexibility in organising their workforce. However, jobs under non-standard arrangements tend to have a lower quality and can also severely impair stable employment relationships when used to organise permanent work activities.

01

Platform workers are often invisible or misclassified as self-employed. As a result, they are denied access to social protection and other labour rights. Their fragmentation makes it difficult for them to associate and gain negotiating power. All workers, regardless of their contractual arrangements, deserve protection and should enjoy freedom of association and collective bargaining rights.

“As the government of Belgium, we are convinced of the importance of social dialogue and of common global action to foster it, especially in times of deep transformation of the economy and the world of work.”

Pierre-Yves Dermagne, Deputy Prime Minister and Minister of the Economy and Employment, Belgium

02

Social dialogue is an effective tool to negotiate an appropriate and balanced use of non-standard forms of employment, one that guarantees adaptability without undermining job quality. It can contribute to re-shaping regulations and putting non-standard forms of work to better use.

03

Industrial relations and collective bargaining, including at the sectoral level, can help to eliminate the typical pitfalls of non-standard forms of work, while preserving the core benefits these forms may offer to businesses and workers alike.

04

Non-standard forms of employment are widespread in many global value chains. Vulnerable workers are significantly affected. Inclusive social dialogue can help businesses and workers detect challenges and identify shared solutions to tackle precarious work and transform value chains.



PIERRE-YVES DERMAGNE
Deputy Prime Minister and
Minister of the Economy and
Employment
Belgium



MELISSA DUNCAN
Executive Director
Fairtrade International



SANDRA HASSAN
Deputy Minister of Labour
and Associate Deputy
Minister Employment and
Social Development
Canada



SYLVAIN LOBRY
Vice-President Social
Dialogue & Social
Fundamentals
Danone



LUCA VISENTINI
Former General Secretary
European Trade Union
Confederation



**MODERATOR: YUCEF
GHELLAB**
Head of the Social Dialogue
and Tripartism Unit
International Labour
Organization

Social dialogue and labour market reform in Spain

In recent years, the definition of policies on labour and social protection in Spain has been supported by an intense process of social dialogue between the government, employers' organisations and trade unions. As a result, up to 14 social agreements have been reached on different issues, including an ambitious reform of the labour law.

01

The tripartite agreement concluded in December 2021 in Spain illustrates how social dialogue can play a positive role in managing the use of non-standard forms of employment and addressing the casualisation of work.

Effective social dialogue facilitates the identification of balanced and shared solutions, broadens democracy, and provides a lot more legitimacy for regulations. However, it can only be achieved in an environment of total respect for the enabling rights of freedom of association and collective bargaining.

Joaquín Pérez Rey, Vice Minister for Employment and Social Economy, Spain

02

Involving social partners in the reform of labour law contributed to the achievement of a shared compromise that combines the needs of workers in terms of more stable jobs and secure contracts, with the pursuit of more productive and innovative businesses. This protected the purchasing power of the most vulnerable groups while supporting economic growth.

03

Through effective engagement with workers' and employers' organisations, policy makers can develop a better understanding of the everyday needs and challenges of businesses and workers. This enables governments to design and implement effective, targeted, and balanced policies.

04

Social dialogue produces "win-win-win" outcomes: access to more secure jobs strengthens social peace and stability; businesses benefit from a more stable and motivated workforce; and labour markets become more resilient to external shocks.



TERESA DÍAZ DE TERÁN LÓPEZ
Director of Employment, Diversity and Social Protection
Spanish Confederation of Small and Medium-Sized Enterprises (CEPYME)



FERNANDO LUJÁN DE FRÍAS
Confederal Secretary
General Union of Workers (UGT)



OSCAR MOLINA ROMO
Professor
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JOAQUÍN PÉREZ REY
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Director of Employment, Diversity and Social Protection
Spanish Confederation of Business Organizations (CEOE)



MARI CRUZ VICENTE
Secretary of Trade Union Action and Employment
Trade Union Confederation of Workers' Commissions (CCOO)



MODERATOR: RAYMOND TORRES
Director for Macroeconomic and International Analysis
FUNCAS

Managing telework in a post-pandemic world of work: the role of social dialogue

Flexible working hours can help improve work-life balance and productivity, but it can also lead to an increase in working hours, stress, and job dissatisfaction. The unprecedented rise of remote working and the expansion of hybrid work arrangements has raised challenges.

01

Social dialogue plays a key role in facilitating the adoption of measures that maximise the positive impact of telework, while minimizing the risks. Consultation and negotiation on working time and organisation of work contribute to shaping fair and balanced approaches that generate consensus and foster legitimacy.

“

Collective bargaining has delivered tremendous results to safeguard and protect those working remotely. However, most of full-time remote workers, often located in low-wage countries, are not covered by collective bargaining, nor do they benefit from regulation. We must take steps to ensure that all workers have effective rights to engage in collective bargaining in order to realize the potential for flexible work for all.

Christy Hoffman, General Secretary,
UNI Global Union

02

Many enterprises are experiencing labour shortages. Telework and flexible working hours are a potential tool to keep and attract talents. Governments should also do their part by investing in the needed digital infrastructures.

03

Shaping a telework policy at the enterprise level requires dialogue on several issues, including digitalization of processes and skills, re-designing of workplaces, and re-thinking the way an organisation is managed.

04

Questions remain on how to address the right to disconnect, how to ensure a safe remote workspace, and the impact of surveillance on workers' psychosocial health. Social dialogue is central to address questions about what the new world of work looks like.



CECILIA BONED
Country Head
BNP Paribas Spain



MILE BOSKOV
Executive President
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ADRIÁN TODOLÍ
Professor of Labour Law
University of Valencia



**MODERATOR: BELÉN
CARREÑO BRAVO**
Senior Correspondent
Reuters Agency

Promoting workplace democracy in a transforming world of work

The inclusion of all stakeholders in the formulation of labour policies strengthens the social contract, reduces conflict at work and makes businesses more resilient. In a changing world of work, it is important for workers and employers to have a collective voice that helps them defend their rights and engage actively in society.

01

Social dialogue has proved to be an effective tool for advancing labour rights, peace and stability, enabling sustainable business growth, and reinforcing social cohesion.

“
Strong and independent trade union rights are an essential element of inclusive democracies. The ability of workers to exercise their right to freedom of association and to bargain collectively is a precondition for social dialogue.

Thea Lee, Deputy Undersecretary for International Affairs, Department of Labor, United States

02

Freedom of association and collective bargaining are at the core of successful social dialogue and participative processes. Governments must ensure that these fundamental rights are respected, promoted, and realised through effective labour laws, policies, and institutional frameworks.

03

It can be challenging to foster and encourage dialogue in countries with small presence of trade unions, as it is difficult to overcome mistrust and lack of information. However, where dialogue is initiated it stays, as both employers and workers realise the mutual advantages and benefits it brings.

04

As an expression of social dialogue at the international level, global framework agreements are important instruments to address barriers for workers to join unions and bargain collectively, including in global supply chains, and to guarantee decent labour standards across multinational enterprises' operations.



MD. EHSAN-E-ELAHI
Secretary, Ministry of Labour and Employment
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OMAR FARUK OSMAN
General Secretary
Federation of Somali Trade Unions



ATLE HØIE
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IndustriALL Global Union



THEA LEE
Deputy Undersecretary for International Affairs,
Department of Labor
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PETER McALLISTER
Executive Director
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LUKA MESEC
Vice Prime Minister and Minister of Labour, Family, Social Affairs and Equal Opportunities
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President of the Consultative Commission of Collective Agreements
Professor of Labour Law and Social Security, University of Sevilla



MODERATOR: BELÉN CARREÑO BRAVO
Senior Correspondent
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Launch of the Global Deal Flagship Report 2022

The Flagship Report examines the importance of inclusive social dialogue and sound industrial relations in addressing global labour-market challenges and finding joint solutions that deliver shared benefits for workers, businesses, and society at large.

The report provides an overview of how over 130 Global Deal partners, including governments, businesses and employers' organisations, trade unions as well as international and civil society organisations, are promoting and strengthening social dialogue through their voluntary commitments and concrete actions. To facilitate the sharing of emerging practices, the report offers a series of case studies describing the experiences of partners and the contribution of social dialogue to:

- Advancing living wages in global supply chains;
- Setting up and implementing effective human rights due diligence practices;
- Mitigating the impact of the COVID-19 pandemic;
- Managing the use of non-standard forms of employment;
- Promoting gender equality and fighting gender-based violence and harassment in the workplace.

Moreover, the report draws lessons learned that can serve as a source of inspiration for policy-makers and social dialogue actors.

▶▶ [Read the report](#)

“ This report makes a strong case for strengthening social dialogue and serves as hard evidence that social dialogue works and delivers viable and critical solutions. Social dialogue is of one the few instruments we have in this era of unprecedented and relentless change.

Sabina Dewan, Global Deal Senior Advisor, President and Executive Director of JustJobs Network



Media impact

The Forum represented an opportunity to increase the visibility of the Global Deal and showcase the value of social dialogue:



The Forum benefited from high visibility thanks to a strong engagement with media. 47 journalists attended the event, and over 50 articles were published globally.



The Global Deal twitter profile received 12,200 visits and the Global Deal account was mentioned in 313 tweets.



The event website received 36,600 visits.



The Forum replays have had more than 300 views.



Upon launch during the Forum, the Flagship Report website received more than 400 visits.



THE GLOBAL DEAL FOR DECENT WORK AND INCLUSIVE GROWTH

The Global Deal is a multi-stakeholder partnership that aims to address the challenges in the global labour market to enable all people to benefit from globalisation. The purpose of the Global Deal is to highlight the potential of sound industrial relations and enhanced social dialogue as a means to foster decent work and quality jobs, to increase productivity, and to promote equality and inclusive growth. The Global Deal welcomes a wide range of stakeholders, including governments, businesses and employers' organisations, trade unions, as well as civil society and other organisations.

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