

GLOBAL DEAL ANNUAL FORUM



Beyond the pandemic: social dialogue
shaping the new labour market

11-14 OCTOBER
2021



SUMMARY REPORT



GLOBAL DEAL

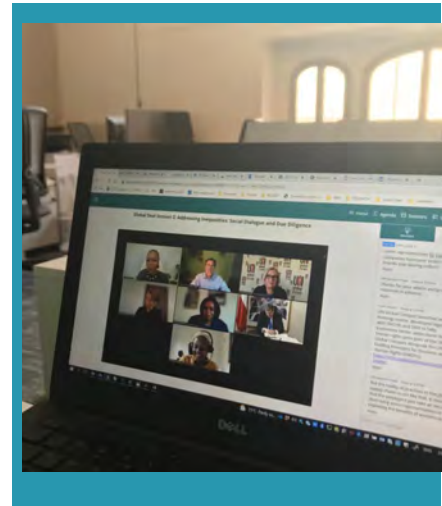
INTRODUCTION

More than 800 participants signed up to attend the 1st edition of the Global Deal Annual High-Level Social Dialogue Forum that took place virtually from the 11th to the 14th October 2021.

Over four days, Global Deal partners, policy makers, practitioners and experts gathered to explore how social dialogue can help to address the challenges brought about by the pandemic. Ideas were put forward on how best to recover from the loss of 225 million jobs, and what can be done to help the large numbers who are facing the pandemic with no access to stable jobs and contracts, adequate income support, health insurance, and minimum savings. Panellists also discussed the impact of the introduction of automation and digitalisation in workplaces at a faster rate than before the pandemic, and what challenges

this is bringing to the world of work.

The Forum featured four high-level panel discussions organised by the Global Deal, as well as five sessions led by Global Deal partners. The event was open to the public and attendees had the opportunity, via the platform chat, to engage with panellists and other participants and put forward their comments and questions.



This document summarises the key takeaways from each session.

GLOBAL DEAL SESSIONS

- 1 Building a Strong and Inclusive Jobs Recovery
- 2 Addressing Inequalities: Social Dialogue and Global Supply Chains
- 3 Addressing Inequalities: Social Dialogue and Due Diligence
- 4 Double Disruption: Social Dialogue, Digitalisation and COVID-19

PARTNER SESSIONS

- 1 ETUC - Innovative Approaches to Implementing the Next Generation of EU Social Partner Agreements
- 2 Global Deal France Platform - International Contributions from Global Deal France Platform
- 3 ITC - Decent Work & Social Dialogue: Emerging Stronger from the COVID-19 Crisis
- 4 ILO - How Can Social Dialogue Help to Achieve Universal Social Protection?
- 5 OECD - Social Dialogue in the Post-Pandemic Changing World of Work

Building a Strong and Inclusive Jobs Recovery

The panellists discussed the role social dialogue can play in shaping a job-rich and gender-sensitive recovery that creates productive and decent jobs for all workers.

01

The COVID-19 pandemic pulled back the curtain on deeply embedded inequalities, with the workers who were most needed during the pandemic often being those with the poorest working conditions. The recovery from the crisis offers an opportunity to address these inequalities and shape a labour market with decent and productive jobs for all workers.

Social dialogue between workers, employers, and governments is not a one-size-fits-all solution but a concept that highlights the benefits of dialogue over conflict.

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

05

Social dialogue is key to securing a strong recovery. Companies are able to react to increases in demand because short-time work systems have increased the availability of qualified workers. Additionally, social partners have taken the opportunity to invest in workers' skills, thus facilitating their transition to new types of employment.

02

Social dialogue makes economies more resilient to shocks. Those economies where social partners are more involved have been better at weathering the COVID-19 crisis and are bouncing back stronger.

03

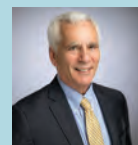
Social dialogue enables a better and faster adjustment by allowing a greater understanding of the changes in the labour market or in individual businesses, and by shaping the best possible policy responses.

04

By promoting and facilitating the use of short-time work systems, social dialogue has helped to preserve both companies and jobs during the pandemic.



ANNA HALLBERG
Minister for Foreign Trade and Nordic Affairs
Sweden



JARED BERNSTEIN
Economic Policy Adviser
White House Council of Economic Advisers



NICOLAS SCHMIT
European Commissioner for Jobs and Social Rights



CHRISTIAN LEVIN
CEO and President
Scania



ANWAR SANUSI
Deputy Minister of the Ministry of Manpower
Indonesia



CATELENE PASSCHIER
Chairperson of the Workers' Group and Vice-Chairperson of ILO Governing Body



JOAQUIN PEREZ
State Secretary for Employment and Social Economy
Spain



NOZIPHO TSHABALALA
CEO
The Conversation Strategists

Addressing Inequalities: Social Dialogue and Global Supply Chains

In this session, the discussants focused on the role of social dialogue as a means of ensuring that the benefits of economic recovery are broadly shared along global supply chains, and in support of the most vulnerable workers, who are often part of the informal economy.

01

The magnitude of the pandemic on the world of work has been four times the one of the global financial crisis in terms of employment, labour income and enterprise dissolution.

02

The pandemic has revealed pre-existing inequalities and made them worse both between, and within, countries.

03

High-income countries which have access to fiscal space and vaccines, are recovering more quickly than emerging countries.

04

It is important to include all workers in the process of social dialogue to overcome informality and facilitate the transition to the formal economy.

05

Social dialogue, including in global supply chains, can only take place if freedom of association and collective bargaining are respected. For social dialogue to work well, workers and employers should be on equal footing.



GUY RYDER

Director-General
International Labour Organization



JOSÉ ANTONIO OCAMPO

Professor at the School of International and Public Affairs, co-President of the Initiative for Policy Dialogue (IPD) and Member of the Committee on Global Thought
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THULAS NXESI

Minister of Employment and Labour
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ANDRÉS FELIPE URIBE

Vice Minister of Employment and Pensions of the Ministry of Labor
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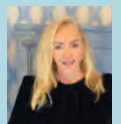
GABRIELA BUCHER

Executive Director
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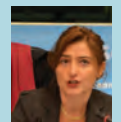
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General Secretary
IndustriALL



LEYLA ERTUR

Head of Sustainability
H&M Group



PAOLA SIMONETTI

Director of the Equality Department
International Trade Union
Confederation (ITUC)

“
Social dialogue should be at the heart of our collective action to promote decent work and build resilience to future crisis.”

Guy Ryder - Director-General, ILO

Addressing Inequalities: Social Dialogue and Due Diligence

The panellists discussed the potential of due diligence to advance a global agenda of decent work and inclusive growth.

01

Due diligence is a tool and not an objective in itself. Social dialogue should be part of the due diligence process and can assist in: (i) mapping the risks in complex and long global supply chains, (ii) taking steps to mitigate risks and provide remedy (iii) promoting a culture of dialogue and cooperation with stakeholders and, in particular, with workers and their organisations.

03

To close the gap between aspirations and actions, it is essential to develop processes that have a real impact on the ground. Some Global Deal partners suggested to go beyond a voluntary approach.

Les accords nationaux interprofessionnel (ANI) santé au travail et teletravail sont une belle démonstration de la vitalité du dialogue social français.

Élisabeth Borne - Minister of Labour, Employment and Economic Inclusion, France

02

Companies undertaking human rights due diligence should include the right to freedom of association and the right to effective collective bargaining.

04

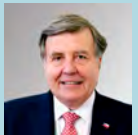
Global Framework Agreements (GFAs) can play a role in the process of due diligence by facilitating access to relevant information on existing risks in the supply chain and by providing a mechanism to mitigate and resolve those risks. Systembolaget, for example, has teamed up with different trade union organisations to benefit from local unions' knowledge and to set up an adverse risk management system.



ÉLISABETH BORNE
Minister of Labour,
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General Secretary
UNI Global Union



NYAGOY NYONG'O
Global CEO
Fairtrade International



SARA NORELL
Vice President and Director
Assortment, Purchasing &
Supply chain
Systembolaget

Double Disruption: Social Dialogue, Digitalisation and COVID-19

The final session of the Forum focused on how social dialogue can address the challenges resulting from the digitalisation of work, a trend that has been amplified by the pandemic.

01

To succeed in jobs and business restructuring, it is essential to involve workers and their trade unions in the process of change. Speakers provided some examples on how this is done in their organisations.

03

There is also concern that new digital technologies might be used to heavily monitor and discipline workers. Social dialogue can help to shape the introduction of these technologies at the workplace. The European Social Partners Framework Agreement on Digitalisation provides a framework for how to introduce artificial intelligence, as well as principles for transparency, explicability and human control over machines.

02

The Global South is facing particular challenges in relation to the digitalisation process: safety nets are weaker, skills to use new technology are less developed and labour markets are under significant pressure due to the lack of employment opportunities. Additionally, digitalisation can worsen the situation for those workers who lack an employment status.

“The OECD, as a partner to the Global Deal, will continue to promote and support effective social dialogue. I strongly encourage more governments, trade unions and especially businesses to join the Global Deal partnership.

Ulrik Vestergaard Knudsen - Deputy Secretary-General, OECD



MATHIAS CORMANN
Secretary-General
OECD



VALERIO DE STEFANO
BOFZAP Professor of Labour
Law
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Minister of Employment
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Minister of Labour,
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Chairman of the Board of
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European Trade Union
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SABINA DEWAN
President and Executive
Director
Just Jobs Network



ULRIK VESTERGAARD
KNUDSEN
Deputy Secretary-General
OECD

Partner Sessions

[▶▶ Watch replay](#)

The European Trade Union Confederation

Innovative Approaches to Implementing the Next Generation of EU Social Partner Agreements

The session focused on how EU social dialogue works in practice and highlighted the benefits for both workers and employers. The European Social Partners Framework Agreement on Digitalisation has proven particularly useful given the significant rise in telework due to the pandemic. The speakers also discussed the implementation of the joint social dialogue work programme.



ESTHER LYNCH
Deputy General Secretary
European Trade Union
Confederation (ETUC)



OLIVER ROETHIG
Regional Secretary
UNI EUROPA



JULIANE BIR
Head of Trade Union Policy
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ISABELLE BARTHÈS
Deputy General Secretary
IndustriALL

Global Deal France Platform

International Contributions from Global Deal France Platform

In this session, the Global Deal France platform presented the conclusions of the work of four working groups covering the following issues:

- Social dialogue in the new context of the recovery;
- International/European Mobility of Apprentices;
- Skills development; and
- Occupational health risk prevention, especially in a context of important epidemiological risk.

The outputs of these working groups will feed into the upcoming French Presidency of the European Union starting in January 2022.



BÉATRICE DE LAVALETTE
Deputy Mayor
Ville de Suresnes



ANNE-CATHERINE CUDENNEC
International Secretary
CFE-CGC Metallurgie France



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SCIBERRAS**
Co-ordinator
Global Deal France Platform

Partner Sessions

[▶▶ Watch replay](#)

International Trade Centre

Decent Work & Social Dialogue: Emerging Stronger from the COVID-19 Crisis

The speakers provided insights on the role of social dialogue in promoting transparency along supply chains and in reaching higher compliance with social and economic standards. They also shared the main lessons learned in order to “build back better” after the COVID-19 pandemic.



JOSEPH WOZNIAK
Head, Trade for Sustainable Development - T4SD
International Trade Centre



ROOPA NAIR
Head of Operations and Innovation
Better Work Programme,
International Labour Organization



JANET MENSINK
Executive Director
Social Labour Convergence Program



CAROLE HOMMEY
General Manager
Initiative for Compliance and Sustainability



ISABELLA TONELLI
Supply Chain Sustainability Manager
Vivienne Westwood



ANDERS AEROE
Director Division of Enterprises & Institutions
International Trade Centre

International Labour Organization

How Can Social Dialogue Help to Achieve Universal Social Protection?

In this session, the panellists discussed the role of social dialogue in developing, implementing and evaluating sound social protection policies and sustainable social protection systems, in line with relevant international labour standards. They also shared the main lessons learned concerning the use of social dialogue in the context of national responses to the socio-economic effects of the COVID-19.



RUDI DELARUE
Chairperson
Belgian National Labour Council



MARIBEL D. ORTIZ
Senior Officer in Social Security
International Social Security Association



ALLAN RAGAVALOO
Director of Provincial Support
South Africa's Unemployment Insurance Fund (UIF)



SHAHRA RAZAVI
Director of the Social Protection Department
International Labour Organization



GUILLERMO ZUCCOTTI
Head of Social Protection
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VERA PAQUETE-PERDIGÃO
Director of the Governance and Tripartism Department
International Labour Organization

OECD

Social Dialogue in the Post-Pandemic Changing World of Work

The discussants highlighted the need to prepare for significant change, as the pandemic is influencing how, when, and where we work. Adapting to such change would require a new agenda of rights that guarantees access to training, the right to privacy and the right to be informed. Social dialogue can advance that agenda and do so in ways that are tailored to specific situations. Policy needs therefore not only to foster social dialogue, but also to put in place the conditions for it to flourish.



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Professor of Economics
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CLAES-MIKAEL STÅHL
Deputy General Secretary
European Trade Union Confederation



MARC FERRACI
Advisor to the French Prime Minister
Professor of Economics
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STEFANO SCARPETTA
Director, Employment, Labour and Social Affairs
OECD

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. It highlights the potential of sound industrial relations and enhanced social dialogue to foster decent work and quality jobs, to increase productivity, and to promote equality and inclusive growth. The Global Deal welcomes governments, businesses, employers' organisations, trade unions, as well as civil society and other organisations to join the partnership.

GET IN TOUCH WITH US

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🌐 www.theglobaldeal.com

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GLOBAL DEAL

TOGETHER FOR DECENT WORK
AND INCLUSIVE GROWTH