



DECEMBER 2020

THE GLOBAL DEAL YEAR IN REVIEW



GLOBAL DEAL
TOGETHER FOR DECENT WORK
AND INCLUSIVE GROWTH

2020: YEAR IN REVIEW

As 2020 is coming to an end, the Global Deal is looking back at some of the highlights. The Global Deal's objectives to strengthen social dialogue, address the challenges in the global labour market and enable all people to benefit from globalisation are particularly relevant as the world is faced with unprecedented challenges that have arisen as a result of the COVID-19 pandemic. The Global Deal emphasises the importance of social dialogue in managing the consequences of the pandemic, as well as the benefits of involving social partners in skills development to prepare for the future of work. Furthermore, throughout the ongoing pandemic, social dialogue has played a key role in developing policies to protect workers' health against the spread of the virus. The second [Global Deal Flagship Report](#), published in October 2020, also focuses on the involvement of social partners in the responses to the pandemic.



The Global Deal partnership continued to grow and new members, such as [Ingka Group \(IKEA\)](#), [AXA](#), [Suez](#), [Korian Group](#), [Entnest](#), [Somalia](#) and [Transdev](#), made commitments to enhance social dialogue and better conditions in the global labour market.

As of December 2020, the Global Deal has [109 partners](#) dedicated to promote social dialogue and decent work.

E-ACADEMY ON SOCIAL DIALOGUE AND INDUSTRIAL RELATIONS



One of the key objectives of the Global Deal is to help partners strengthen their capacity to engage in social dialogue and sound industrial relations.

The Global Deal contributed to the organisation of the E-Academy on Social Dialogue and Industrial Relations, a flagship capacity-building event hosted by the [International Training Centre of the ILO](#). This event brought together more than 160 social dialogue experts, practitioners and advocates from governments, trade unions and employers' organisations representing 46 countries.

Participants benefitted from over 60 hours of learning and became familiar with the latest trends and developments concerning tripartite social dialogue, industrial relations, and dispute-resolution systems worldwide.

As part of this collaboration, the Global Deal organised four special sessions to showcase the work of selected partners and highlight examples of social dialogue "in practice". The sessions benefitted from the expertise of 12 representatives of Global Deal partners from all of the stakeholder groups.

GOOD PRACTICES

Knowledge sharing is one of the key objectives of the partnership; a dedicated part of the Global Deal website serves as a platform for sharing experiences and examples of good practices. In December, a new case example from Hamburg Hafen Logistics was added to serve as inspiration on how to manage the integration of technology into the workplace.



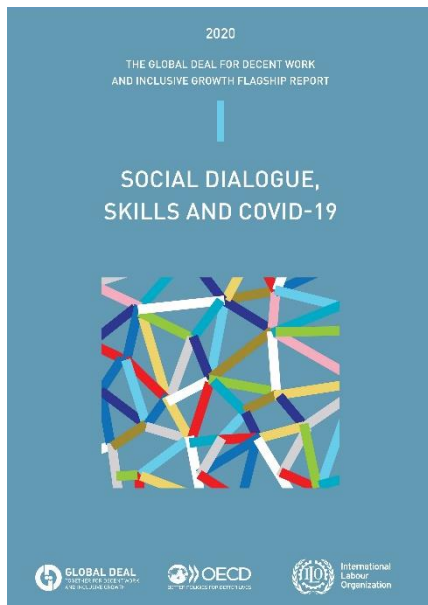
[Hamburg Hafen Logistics](#): The development of digital technologies and the rise of automation have ignited fears of employment restructuring and job losses, but what if it didn't have to be this way? This example from Germany shows how some companies are taking the initiative to innovate and prepare for these changes by engaging in social dialogue to maximise the benefits of technological developments and AI to their business, while protecting the futures of their workers.

COLLABORATION WITH GLOBAL DEAL PARTNERS



In November 2020, the [“Let's Talk! Online 2020: The Africa Chapter”](#) was launched by the Swedish Institute and the Swedish Trade Union Confederation (LO) in collaboration with the Global Deal. Let's Talk! is a creative, global think-tank with the purpose to develop practical real-life solutions to today's sustainability challenges. Using the tool of social dialogue, representatives from business, government, trade unions and civil society met virtually and discussed new and innovative ways of working together for positive change.

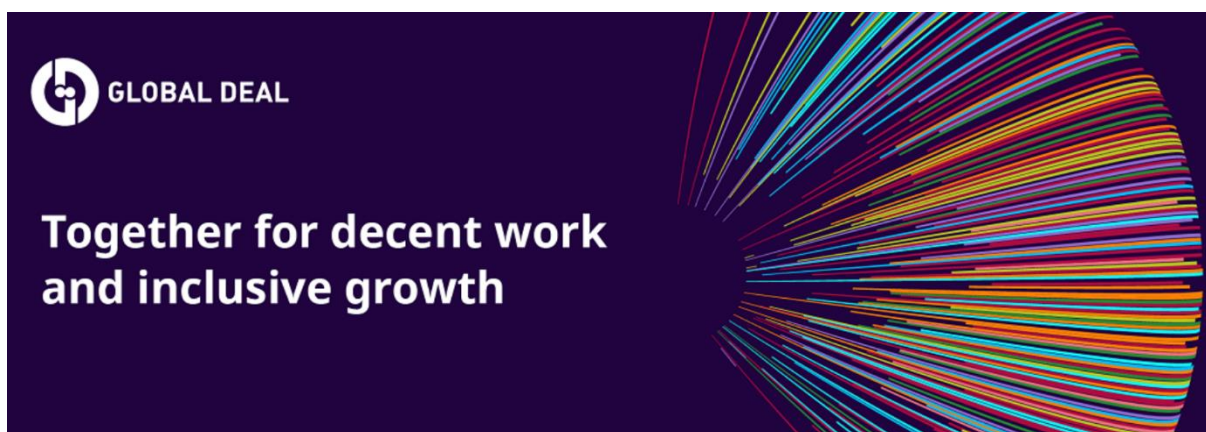
GLOBAL DEAL FLAGSHIP REPORT: SOCIAL DIALOGUE, SKILLS AND COVID-19



On 20 October 2020, the Global Deal launched the 2020 Flagship Report [“Social Dialogue, Skills and COVID-19”](#) at a high-level virtual event with more than 400 people from across the globe attending. The report explains how the COVID-19 pandemic has exposed and intensified underlying inequalities and is having a disproportionate impact on vulnerable groups already facing insecurity, such as the low-skilled and informal workers, youth and women. The report argues that social dialogue and collective bargaining have a key role to play in building back a more sustainable economy in which the benefits of growth are distributed across the whole of society.

The executive summary of the report is available in [English](#), [French](#) and [Spanish](#) and the event is also available to view on the [Global Deal YouTube channel](#) in [English](#), [Spanish](#) and [French](#).

GLOBAL REACH



In June, the Global Deal launched its new website, which features a modern design, improved functionality, and easy access to essential information. The new site contributes to global outreach and knowledge sharing; showcasing good practice examples, research and publications, the website aims to inspire Global Deal partners to enhance social dialogue. Connected to the [Global Deal social media](#) accounts, the website has strengthened its digital outreach and attracts visitors from all continents.

GLOBAL DEAL WEBINAR SERIES

In late spring, the Global Deal launched a new webinar series to examine issues of relevance to partners and the wider public in the context of social dialogue. The three webinars [“Managing the Pandemic: Approaches taken by Global Deal partners”](#), [“Social Dialogue for the Transition from the Informal to the Formal Economy”](#) and [“Social Dialogue and the Future of Work”](#) provided participants with the opportunity to engage online with leading experts, businesses, trade unions, civil society, governments and other Global Deal partners.

THEMATIC BRIEF: SOCIAL DIALOGUE IN THE 2030 AGENDA



The thematic brief [“Social Dialogue in the 2030 Agenda”](#) was launched in June 2020. The brief provides evidence that more effective social dialogue helps to reduce inequalities, enhances the inclusiveness and performance of labour markets, and helps countries to achieve their commitments under the 2030 Agenda for Sustainable Development and the SDGs.

Social dialogue is reflected in the Sustainable Development Goals (SDGs) that explicitly refer to labour rights ([target 8.8](#)), but it can also contribute to achieving economic and social prosperity across a larger range of SDG targets.

THEMATIC BRIEF: SOCIAL DIALOGUE AND THE FUTURE OF WORK



In late April, the Global Deal published the brief [“Social Dialogue and the Future of Work”](#), which illustrates how social dialogue delivers sustainable economic growth, social justice and work relations that can improve business performance and increase workers’ share in rising profitability.

Drawing on case studies from around the world, this thematic brief shows how social dialogue can play a key role in managing the future of work transitions, improving the quality of work, and achieving decent work for all.

THEMATIC BRIEF: SOCIAL PARTNERSHIP IN THE TIMES OF THE COVID-19 PANDEMIC



In early April, the Global Deal published its initial contribution to the struggle to address the COVID-19 crisis in the form of the brief [“Social Partnership in the Times of the COVID-19 Pandemic”](#) and the best practice examples of social dialogue that it showcases.

Recent social partner agreements confirm that social dialogue is an important means to agree on measures that can help societies handle the consequences of the COVID-19 pandemic. This Global Deal brief emphasises that social dialogue can play a key role in the recovery.

THEMATIC BRIEF: SOCIAL DIALOGUE FOR THE TRANSITION FROM THE INFORMAL TO THE FORMAL ECONOMY



In March, the Global Deal published a new thematic brief titled [“Social Dialogue for the Transition from the Informal to the Formal Economy”](#), which aims to increase the understanding of the role of social dialogue in the design and implementation of effective formalisation strategies, in the context of the 2030 Agenda for Sustainable Development and the SDGs and the relevant international labour standards.

Drawing on case studies from around the world, the brief illustrates how social dialogue, involving governments and representative employers’ and workers’ organisations, have, in different ways and at different levels, contributed to the transition to formality and the reduction of decent work deficits in the informal economy.

CONFERENCE: SOCIAL DIALOGUE FOR A BETTER FUTURE OF WORK



In February, the Global Deal hosted the high-level conference “Social Dialogue for a Better Future of Work”, which brought together a wide variety of stakeholders from across the globe to exchange experiences about how to advance social dialogue and plan for the future of work. The conference provided an excellent opportunity to highlight partners’ commitments and to discuss ideas and approaches to address changing labour markets and technological developments. The conference was highly productive, with participation from two thirds of the Global Deal partnership, as well as from 32 country delegations.

You can read more about the key messages in the [conference summary](#), which includes a link to a [gallery of photographs](#) from the day, as well as a [short film](#).