



THE “GLOBAL DEAL”

**STRENGTHENING SOCIAL DIALOGUE
TO RESPECT EMPLOYEES’ RIGHTS
AND PROMOTE FAIRER GROWTH**

The initiative, in a nutshell

December 2019

WHAT IS THE “GLOBAL DEAL”?

Globalisation brings many opportunities, but it also poses many challenges, particularly as regards respect of fundamental rights. Social dialogue is a powerful regulation tool to ensure that globalisation benefits all.

The “Global Deal” was conceived with this in mind, promoting a more regulated and sustainable globalisation.

The “Global Deal” is an initiative led jointly by the OECD (Organisation for Economic Cooperation and Development) and the ILO (International Labour Organisation): it allows partners to take voluntarily part in improving social dialogue at all levels.

Today, **around 100 partners** are united in their fight against inequalities at global-level (States, trade organisations, international companies and organisations, etc.).

FRENCH STAKEHOLDERS: A FEW EXAMPLES OF GOOD PRACTICES WITH POSITIVE RESULTS

Several French stakeholders are already good examples of the progress that can be made by implementing agreements. Among these, the following examples are the most recent:

EDF - EDF joined the Global Deal in 2018, a year during which the company negotiated and signed a new global responsible employer agreement, concerning human and social rights, with 11 professional union federations and two global union federations. This agreement concerns all of EDF's activities in 24 countries, in accordance with international labour conventions. It aims to ensure the development of a common social base for the 160,000 employees and to consolidate international social dialogue. This agreement is the result of the commitment of all stakeholders towards negotiation, supported by a high-level of co-creation. The implementation of the agreement is ensured by a global monitoring committee set up in September 2018, in the same spirit of co-responsibility.

The Île-de-France region and the city of Suresnes

Having promoted innovative and constructive social dialogue for over 10 years, the city of Suresnes joined the Global Deal in 2018 with the Île-de-France region. The city of Suresnes was a pioneer when it signed a charter on the recognition and enhancement of the trade union route in 2009. The Île-de-France region signed such a charter in 2017, along with five other agreements over the last two years in the areas of disability, gender equality and well-being in the workplace. Around twenty agreements have been concluded in Suresnes, among which: the trade union voucher (2017), the mutual insurance for all (2018), the organisation of physical and cultural activities during work hours (2018). These agreements targeting both public performance and social progress also address priorities: promoting professional equality between women and men and assisting individuals with a disability. The share of civil servants with a disability in the Region has therefore increased from 4% to 5.9% within 2 years.

Airbus - Airbus joined the Global Deal initiative in 2018, taking its sustainable commitment towards social dialogue to an international level. As early as 2005, a Global Framework Agreement was signed with IndustriAll and the company's European social partners on Airbus' corporate social responsibility. In 2018, Airbus recast its European Group committee agreement (SE-WC) and committed to create the “Airbus Global Forum” in 2019, comprised of employee representatives from regions in which the Group is present, with the aim of ensuring social dialogue for its 146,000 employees of 130 nationalities. The renewal of “Success Sharing”, a global profit-sharing arrangement, is also on the agenda for 2019. Airbus is currently innovating by developing a “Digital Ethics” chart with SE-WC, in order to promote a human and ethical work environment in a context of digital transformation and the introduction of new technologies.

FRANCE COMMITTED TOWARDS AND PROMOTING



“I know from experience that economic and social progress are closely linked.”

FRANCE, LEADER OF INTERNATIONAL SOCIAL DIALOGUE

French companies and organisations are particularly advanced as regards international social dialogue, in all its aspects. The signing of global agreements is a condition of international social dialogue. Since the first agreement of this type, signed in 1988 by Danone, they have grown in number to better meet the growing need for regulation, arising from the internationalisation of economy. This is a success for companies involved, but it is still not enough given the overall number of multinational companies.

AN INITIATIVE MATCHING THE VALUES PROMOTED BY FRANCE

French companies and organisations perform well as regards international social dialogue. This experience will be enhanced through a “Club” on social dialogue, a community of stakeholders banking on social dialogue’s ability to change the situation, to provide pragmatic solutions for regulation, for risk prevention and the respect of decent work. The “Global Deal” falls perfectly within the France’s vision for a better regulated globalisation: globalisation brings many opportunities for all countries, for workers and all companies, but it must neither benefit only a minority nor contribute to the worsening of inequalities.

RESPECTING EMPLOYEES' RIGHTS FAIRER GROWTH

*“Experience that
progress and
performance
are inextricably
linked”*

Muriel Pénicaud, Minister of Labour

SOCIAL PARTNERS, ALL RESPONSIBLE FOR THE PROPER OBSERVANCE OF AGREEMENTS

The expectations weighing on companies in the value chain are ever increasing. Social dialogue is an effective tool that must enable every individual to access decent work, appropriate protection and fair pay.



THE FRENCH PLATFORM: A WORLD FIRST

The French platform on international social dialogue brings together a community of stakeholders placing their trust in social dialogue as a tool to regulate globalisation. This platform is designed as:

- a place to monitor innovative social dialogue practices, particularly international ones,
- a place to analyse practices, with contributions from the academic world and the expertise of international organisations,
- a place to exchange on the diversity of practices, on experiences and added-value between partners.

PARTNERS TO DATE



SOCIAL DIALOGUE ALSO WORKS AT INTERNATIONAL LEVEL

In too many countries, workers are deprived of their most fundamental rights.

- Creating fair conditions for decent work will help reduce inequalities in the different countries.
- Guaranteeing workers' rights will contribute towards a more secure international working environment.
- Encouraging job quality will lead towards more equality, but also better productivity.

International social dialogue is therefore a tool for social and societal vigilance, but also a tremendous vector of economic performance.

ENCOURAGING SOCIAL DIALOGUE TO END INDECENT WORKING CONDITIONS

This is the whole issue of the “Global Deal”, an initiative that uses social dialogue as a lever to enable as many as possible to benefit from globalisation.

By suggesting a new compromise between stakeholders, the “Global Deal” intends to combine corporate performance and the development of human rights.

This is a concrete response for a fairer globalisation benefitting all.



*A better social climate and fairer distribution
of wealth for all stakeholder.*

KEY DATES

1988

First global framework agreement, at the initiative of a French company



NOVEMBER 17th 2017

Announcement of France's adherence to the "Global Deal" during the Gothenburg Social Summit



“The ‘Global Deal’ is exactly what we need in our economies and in our societies.”

Emmanuel Macron,
President of the French Republic

JANUARY 8th 2019

Summary and identification of perspectives for the Global Deal in France



GLOBAL DEAL
TOGETHER FOR DECENT WORK
AND INCLUSIVE GROWTH

SEPTEMBER 21st 2016

Launch of the "Global Deal" by Swedish Prime Minister Stefan Löfven



DECEMBER 21st 2017

Launch of the initiative by Muriel Pénicaud, Minister of Labour, in the presence of national partners and international companies and organisations



The sharing of good practices through the Global Deal will help feed thought, during the international and multilateral discussions led by the G7, the G20, the UN and the ILO.