



G7 Social Tripartite declaration

1. The reduction of inequalities is essential to realize the ILO's mandate, based on its 1919 Constitution.
2. The world of work is undergoing fundamental transformation, generating opportunities, creating new jobs and enhancing productivity. At the same time, these changes can also lead to job displacement and put downward pressure on working and employment conditions. While the labour market has improved in many countries, income inequalities, high youth unemployment, gaps in access to education and training systems, and gender labour market participation gaps remain a cause of concern.
3. Governments and social partners have a joint responsibility in working together and collaborating, according to the national specificities, towards the adoption of effective strategies and appropriate policy responses to promote enabling environments for job creation and decent work, economic and sustainable growth as well as equal opportunities and reduced inequalities.
4. **Ahead of the International Labour Organization's Centenary, we, G7 members and international social partners (IOE, ITUC, TUAC and BIAC), believe that acting together is crucial for tackling inequalities, promoting decent work, including fair and decent wages, and hence, achieving more inclusive growth, shared prosperity and fair globalization.**
5. **To that end, we will work to achieve effective responses to shape the future of work we want, improve the functioning of labour markets, with a specific emphasis on tripartism and social dialogue.**
6. **We acknowledge the need for pragmatic and balanced approaches whereby policies lead to practical actions and follow-up to ensure their effectiveness.**
7. **To this end, pursuing the following goals can contribute to reducing inequalities : (1) strengthening coherence of the international organizations' action and the respect of international labour standards; (2) extending access to social protection; (3) adapting labour market institutions and promoting skills development in the new world of work; and (4) closing the gender employment, participation and pay gaps.**
8. **(1) Persistent inequalities are global challenges that call for global responses, including closer cooperation, dialogue, joint research and the combined action of international organizations in promoting decent work, firmly based on the ILO's normative framework of labour standards.**
9. **We call for greater coherence of international organizations' action. Their policy recommendations on employment and social policy should converge in terms of respect of decent work, quality employment and equal opportunities. We will promote cooperation and coherence with a view to further integration of international labour standards across policies in three key areas of action: international financing programs, trade, and a sustainable and inclusive future of work. We therefore call for high-level, consistent and regular discussions between the ILO, the OECD and other relevant international organizations, with the aim to regularly assess and report on the progress made, through their cooperation at the multilateral level, in achieving economic and social outcomes that are sustainable and fair, conducive for job creation and economic growth, and fully harness the opportunities which the future of work offers.**

10. **The role of enterprises being instrumental regarding the respect of decent work, quality employment and equal opportunities, we commit to promote Responsible Business Conduct, including human rights due diligence in accordance with the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for MNEs and the ILO MNE Declaration.**
11. **(2)** Social protection systems contribute to tackling inequalities and reducing labour market insecurity. They provide social protection floors, and replacement income in case of the occurrence of a covered risk, thus protecting workers against the risk of poverty and smoothing transitions between occupations. They are also a factor of inclusive and sustainable growth.
12. In G7 countries, the expansion of new forms of work have brought flexibility for many and opened up opportunities in the labour market. However, some forms of employment can create risks in terms of access to, adequacy and sustainability of social protection systems.
13. On a global level, there is still a large share of workers in the informal economy, who are engaged in low quality work that generates insufficient income, and who have no access to social protection or benefit from a limited level of protection, which together are insufficient to lift them out of poverty. Moreover, this uneven coverage of workers jeopardizes the creation of a level playing field.
14. **We commit to pursue our efforts to enhance the universal access, adequacy, sustainability, inclusiveness, adaptability and responsiveness of social protection systems in G7 members, in order to achieve the broadest possible coverage.**
15. **We acknowledge the importance of sharing expertise and knowledge to identify policy options to expand effective and sustainable social protection coverage, ensure adequate levels and improve the portability of rights and entitlements.**
16. **We urge all stakeholders to sustain their efforts to extend access to adequate social protection around the world, complementing or strengthening national social protection floors and schemes, and welcome international initiatives directed at this goal.**
17. **(3)** In a changing world of work, all workers, including in the platform economy need to have decent working conditions, the realization of fundamental principles and rights at work, as well as appropriate access to social protection, training opportunities, and other support for labour market transitions.

In addition, workers and employers need to enjoy freedom of association and collective bargaining.

At the same time, skill needs in the labour market, especially digital skills, are evolving rapidly. If these challenges are not adequately addressed, they may lead to job losses and increasing inequalities, especially among the low skilled, as well as to lower competitiveness of companies. In the face of unprecedented change and transitions, reskilling and upskilling are now, more than ever, an imperative for all.

18. **We underscore the need to adapt labour market policies and institutions to ensure that they are conducive for job creation, innovation and entrepreneurship, as well as to ensure decent work for all, including clarity of employment status and individual rights, flexibility and inclusion, and an environment where all can participate and progress and no-one is left behind.**
19. **We share the ambition to invest in lifelong learning, reskilling and upskilling to enhance and adapt human capabilities to new job requirements. Initiatives and measures taken should especially focus on digital literacy and skills, especially for those whose jobs are most at risk of automation, a human-centric approach to artificial intelligence, and on the most vulnerable groups and regions. Social Partners have a key role to play in education and training systems to ensure that they respond to labour market needs.**

20. **(4)** Gender equality is a driver of social cohesion and inclusive growth. Despite the strong commitment of all stakeholders to achieve gender equality, there is more to be done to close the gender employment and pay gaps.
21. **To fulfill our commitment to improve gender equality, we stress the need for continued practical policy action and the importance of exchanging good practices on ways to formulate and carry out policy and regulatory responses, to identify which are the most effective in closing the gender employment, participation and pay gaps.**
22. Furthermore, a world of work that is conducive to decent work and gender equality should be free from any forms of violence and harassment. **Therefore, we welcome the fundamental work carried by the International Labour Conference in this field with a view to an international instrument to end violence and harassment in the world of work.**