

**Bureau for Workers' Activities (ACTRAV)****Symposium on Trade Unions in Times of COVID-19****17-19 November 2021**

**17.11.21: The pandemic and the recovery:** how to ensure a recovery which reaches all and builds forward better

**Registration****13.00-13.30****Inauguration**

Interventions:

- **Maria Helena André**, Director, Bureau for Workers' Activities (ACTRAV)
- **Guy Ryder**, Director-General, International Labour Office
- **Sharan Burrow**, General Secretary, International Trade Union Confederation

**13.30-13.40*****BREAK*****13.40-15.30**

**Session 1:** Towards a job-rich and equitable future of work: what is needed for a truly inclusive path to recovery and full employment that increases the resilience of societies

- The impact of the pandemic has been exacerbated by growing levels of inequality, which have arisen partly due to explicit economic policy choices of the last few decades focusing more on economic growth rather than on its fairer distribution. Given these imbalances, what is needed for a more inclusive path to recovery centred on an economic agenda that works towards more equitable and resilient societies? In that context:
  - What would an inclusive economic and social agenda entail in terms of fiscal and monetary policies –both in direct response to the crisis and towards a recovery in the long-run– that focuses on the creation of decent

work and full employment in the context of achieving the Sustainable Development Goals by 2030?

- How can we increase resilience to future shocks by making economic cycles less volatile? How can we strengthen the role of public institutions, automatic stabilisers and other forms of anticyclical fiscal policies and progressive taxation systems in that regard?
- How can policy makers drive economic diversification to foster the creation of decent job opportunities towards a job rich economic recovery?
- What will the impact of changing trade patterns due to the severe impact of the pandemic or more structural changes such as technological advancements mean for the world of work? How can we make governance structures regulating the world economy better function towards the achievement of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all?
- How can the income and livelihoods of all workers be protected particularly for those in the informal economy or precarious forms of work who have suffered disproportionately from the crisis?

Facilitator: **Michael Watt**, Bureau for Workers' Activities (ACTRAV)

Participants:

**Haroon Bhorat**, University of Cape Town, South Africa

**Jennifer Bair**, University of Virginia, United States

**Juan Arancibia**, UNAM, Mexico

Trade union respondents:

**Nina Kuzmina**, FNPR, Russia

**Arezki Mezhoud**, OATUU

**Rosane Bertotti**, CUT, Brazil

**Abdelqader Shahabi**, GFBTU, Bahrain

**Amarjeet Kaur**, AITUC, India

**Q&A**

**18.11.21: The pandemic and the world of work:** how to adapt to fundamental changes in labour markets and what that means for labour relations.

**13.00-14.25**

### **Session 2: Time for a new social contract?**

- The pandemic highlighted and exacerbated the large levels of precarity in the world of work. In this context, are the institutions that regulate labour markets adapting to the new realities of the current pandemic and the Future of Work more generally?

This discussion may include:

- A renewed case for a Universal Labour Guarantee: How can we extend the protection of fundamental workers' rights and a basic set of working conditions to all workers, regardless of employment status or their contractual arrangement? How can this be extended to the organisation of new and emerging forms of work such as the platform economy to teleworking? What is the role of ILO ILS and its system in supporting the promotion and protection of workers' rights in a changing world of work?
- Achieving universal access to social protection: How to protect those most affected by the pandemic by ensuring universal coverage, the adequacy of benefits as well as the long-term financial sustainability of social security systems?
- The impact of new technologies on the world of work: how to extend workers' rights and labour protection to new and emerging forms of work.
- How to improve OSH in the context of a pandemic: Better protection for frontline and health workers. Is it time to declare Covid-19 an occupational disease?
- How to adapt and implement lifelong learning strategies that support workers in transitioning to the new realities of the Covid-19 pandemic as well as structural challenges of the world of work, such as technological advancements, demographic changes as well as climate change?

Facilitator: **Mohammed Mwamadzingo**, Bureau for Workers' Activities (ACTRAV)

Participants:

**Navid Hanif**, UN DESA Financing for Sustainable Development Office

**Christina Colclough**, The Why Not Lab, Denmark

**Dung Pam Sha**, National Institute for Policy and Strategic studies, Nigeria

Trade union respondents:

**Thorben Albrecht**, IG Metall, Germany

**Michael Annisette**, NATUC, Trinidad and Tobago

*Joanna Berenice Coronacion, SENTRO, Philippines*

*Riefdah Ajam, FEDUSA, South Africa*

#### **14.25-14.35**

#### **BREAK**

#### **14.35-16.00**

### **Session 3: Social dialogue in a changing world of work**

- The session will start presenting the results of the Global Trends Analysis, the Survey on the state of TU and the Survey on Collective Bargaining commissioned by ACTRAV. The debate will address: How to reinvigorate the structures that are not having the expected impact on topics linked to the world of work? What reflections and evaluations can be drawn from existing challenges and which are the proper strategies to revert that situation?
- What are the topics that need to be included in collective bargaining agreements that can really improve working conditions of all workers? How to address challenges deriving from the technological change, the work organisation, the environment, et al? How can negotiations include new topics or extended protection in the context of the new world of work?

Facilitator: **Ariel Castro**, Bureau for Workers' Activities (ACTRAV)

Participants:

**Michele Ford**, University of Sydney, Australia

**Denis Gregory/Maarten van Klaveren**

**Owidhi George Otieno**, University of Nairobi, Kenya

Trade Union Respondents:

**Kaira Reece**, CS, Panama

**Moussa Diop**, UDTs, Senegal

**Naimah Hammami**, UGTT, Tunisia

**Bishnu Rimal**, GEFONT, Nepal

**Magnus Gissler**, Council of Nordic Trade Unions

**19.11.21: The pandemic and organised labour:** how to strengthen the role of trade unions in actively shaping the recovery and advance their own transformation towards being a strong voice for the protection of all workers

**13.00-15.00**

### **Session 4: Trade unions in transformation: lessons learned so far?**

- How can trade unions strengthen their role as a key driver of progressive recovery policies ensuring coverage (in the response to the crisis) of all workers at sectoral, national and international level?
- How will unions adapt to successfully recruit and retain those in these new forms of employment and reach out for those who are not yet represented? How to protect all workers including those outside the traditional system such as the IE workers, those without an employment relationship and those impacted by new work organisation due to external conditions?
- What lessons can trade unions learn in terms of interactions with their members during the pandemic and improve the immediate response provided to protect workers and their rights?
- Given the increasing precariat and in informalisation of the world of work, what efforts can trade unions undertake to extend their membership to all workers, especially those hardest hit by the crisis?

Facilitator: **Anna Biondi Bird**, Bureau for Workers' Activities (ACTRAV)

Expert: **Jelle Visser**, Professor Emeritus University of Amsterdam, the Netherlands

Trade Union respondents:

**Luca Visentini**, European Trade Union Confederation (ETUC-CES)

**Eric Manzi**, African Regional Organisation of the International Trade Union Confederation (ITUC Africa)

**Rafael Freire**, Trade Union Confederation of the Americas (CSA-TUCA)

**Mustapha Tlili**, Arab Trade Union Confederation (ATUC)

**Shoya Yoshida**, International Trade Union Confederation – Asia/Pacific (ITUC-AP)

Followed by Q&As with national trade union centres

**15.00-15.10**

**BREAK**

**15.10-15.40**

### **Closing**

- ***Catelene Passchier***, Spokesperson Workers' Group of the Governing Body of the ILO
- ***Maria Helena André***, Director, Bureau for Workers' Activities (ACTRAV)