



11-14  
OCT  
2021

GLOBAL DEAL ANNUAL HIGH-LEVEL  
SOCIAL DIALOGUE FORUM

Beyond the pandemic: social dialogue  
shaping the new labour market

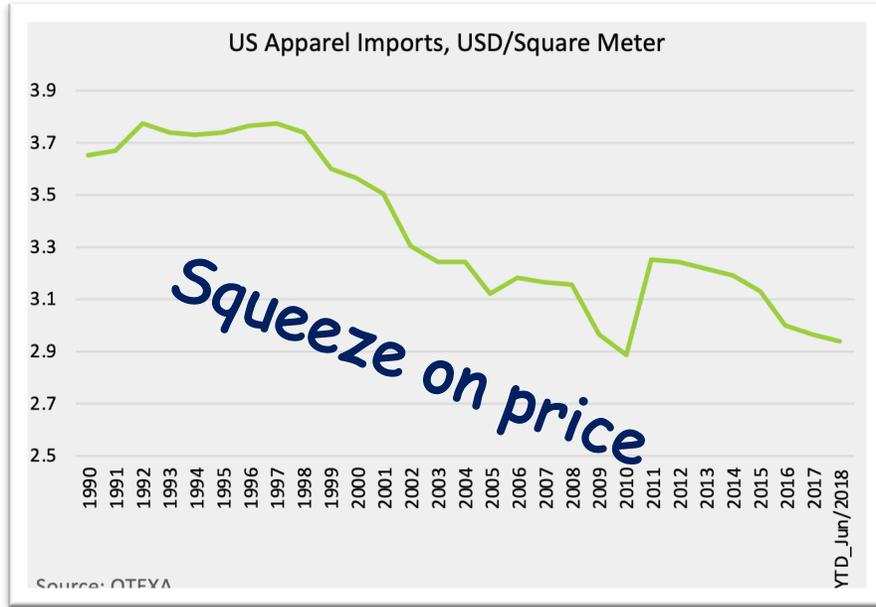


MARK ANNER

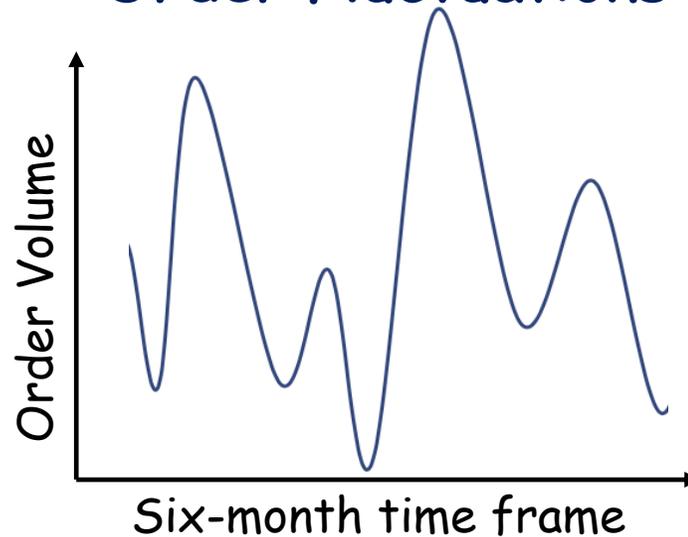
Professor of Labor and Employment  
Relations and founding director of the  
Center for Global Workers' Rights

Center for Global Workers' Rights  
Penn State University

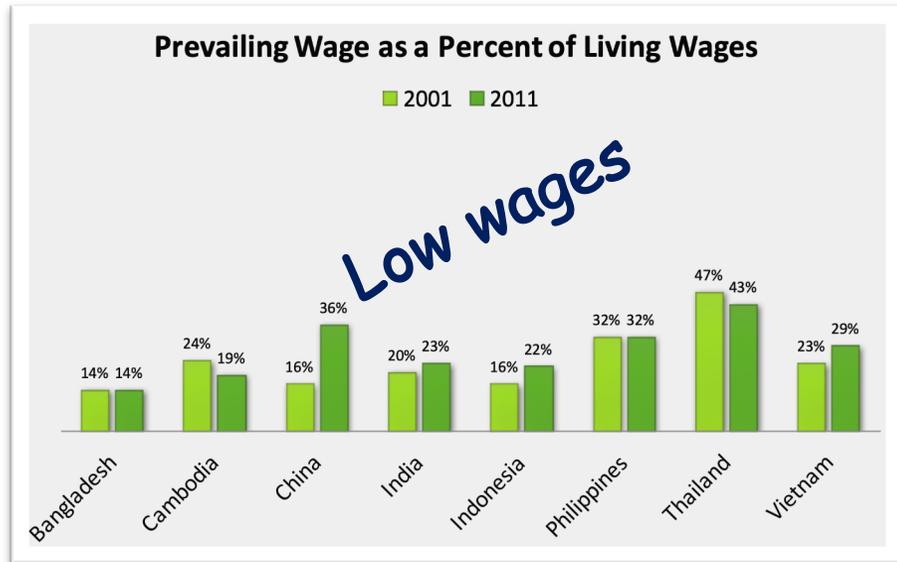
# Pre-Covid purchasing practices



## Order Fluctuations



# Employment relations impacts



*Work intensity  
and GBV*

*Union avoidance*



**Union busting &  
unfair dismissals:**

# Covid

4/2/2020 Garment Workers Going Unpaid as Fashion Labels Cancel Orders - The New York Times  
The New York Times <https://nyti.ms/3dzB25C>

## Garment Workers Going Unpaid as Fashion Labels Cancel Orders

By The Associated Press  
March 27, 2020

Dr. RUBANA HAQ  
President, BGMEA

Rubana Huq, President, BGMEA, addressing Buyers.

8,478 views • Premiered Mar 23, 2020

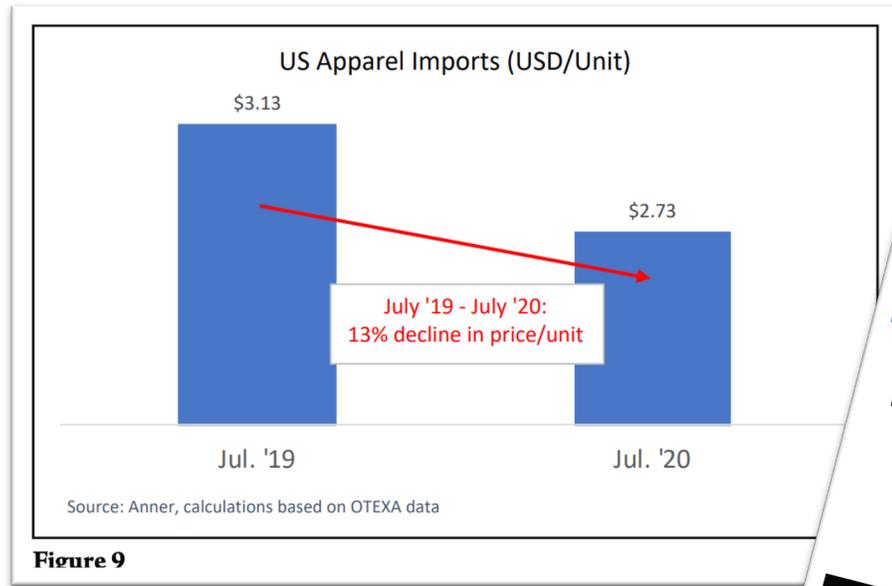


Figure 9

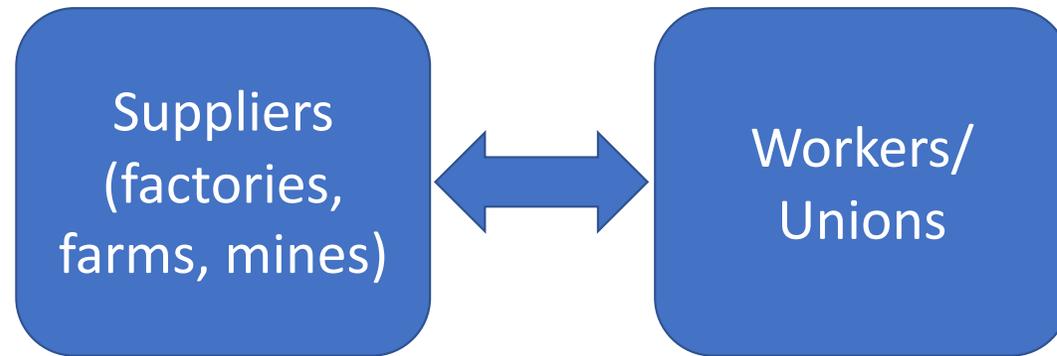
RESEARCH REPORT

## HUNGER IN THE APPAREL SUPPLY CHAIN

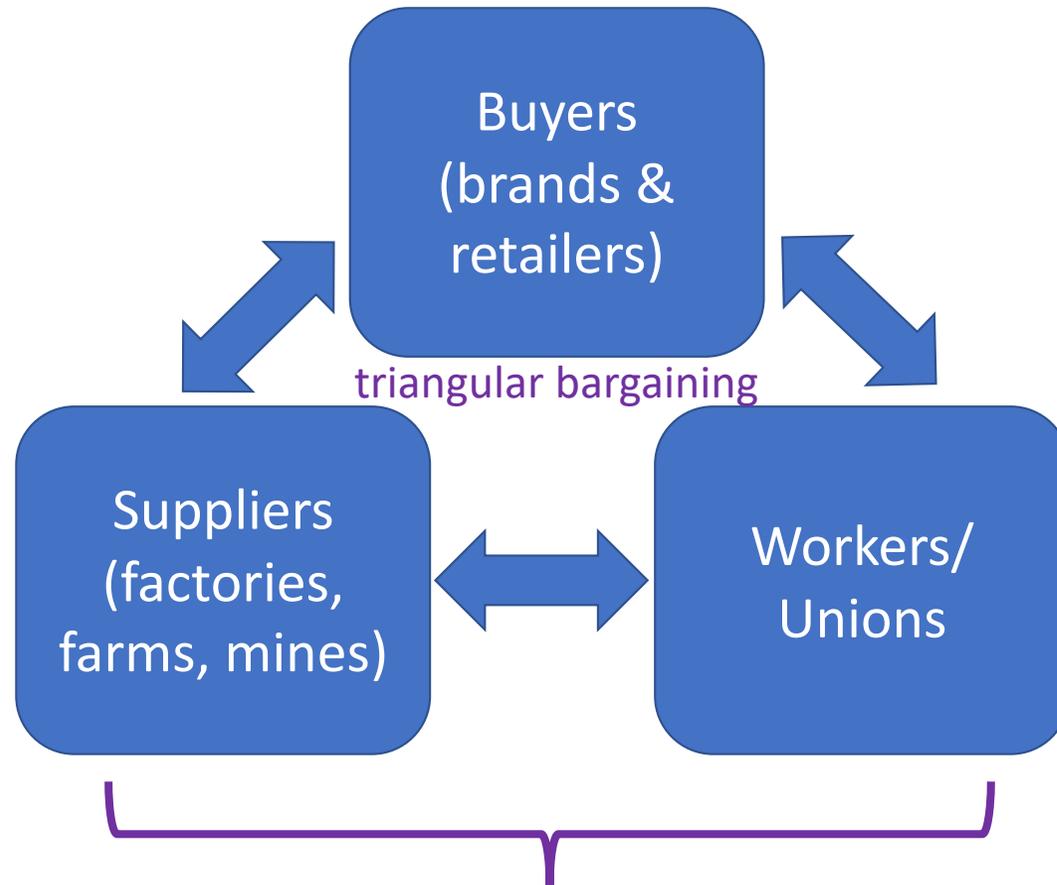
Survey findings on workers' access to nutrition during Covid-19

W R C  
WORKER RIGHTS CONSORTIUM

NOVEMBER 2020



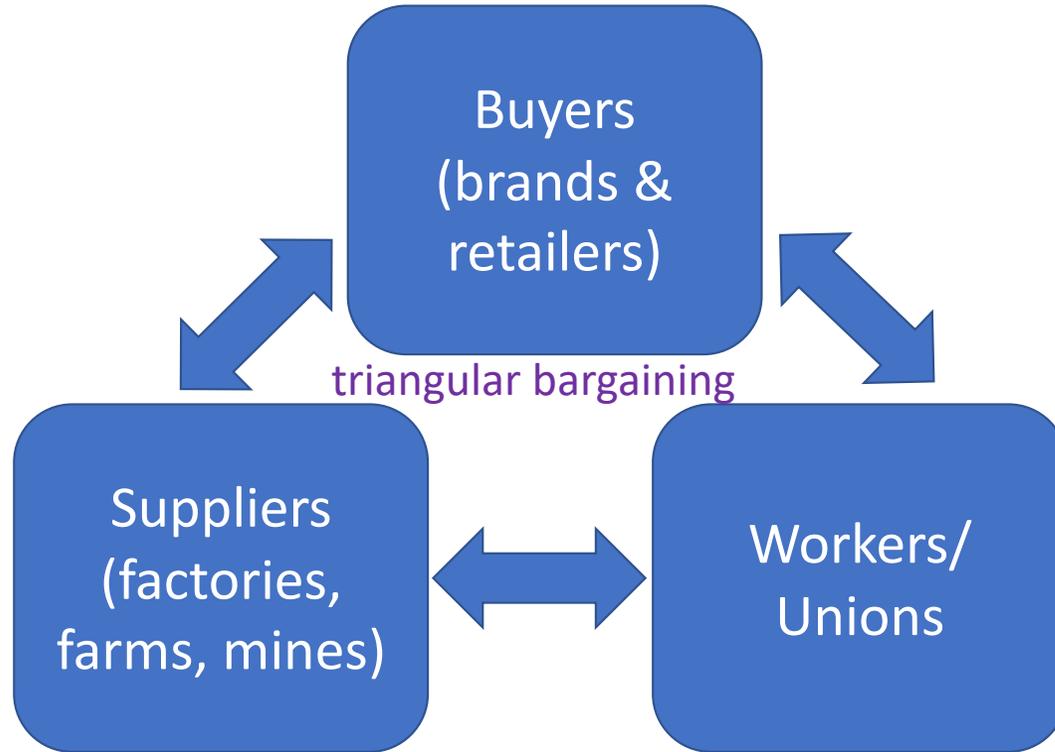
Inclusive and encompassing collective bargaining  
(youth, women, migrants, informal, people with disabilities)



Inclusive and encompassing collective bargaining  
(youth, women, migrants, people with disabilities)

MNC commitment

Global Framework Agreements  
( Multi-Actor and Binding)



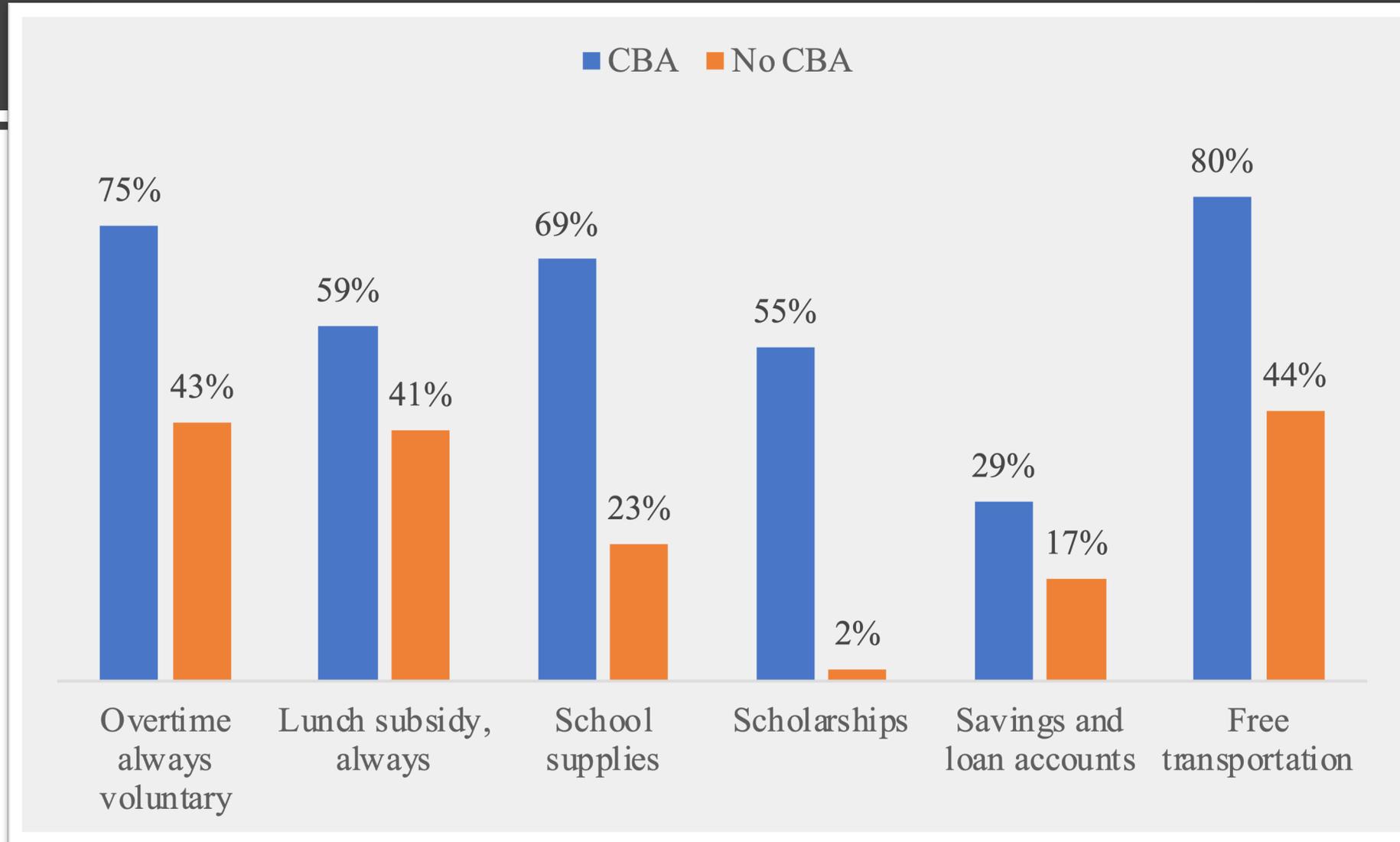
Inclusive and encompassing collective bargaining  
(youth, women, migrants, people with disabilities)

## Positive examples

1. International Accord, Bangladesh
2. Lesotho agreements
3. 'Washington Agreement', Honduras
4. Banana sector, Guatemala

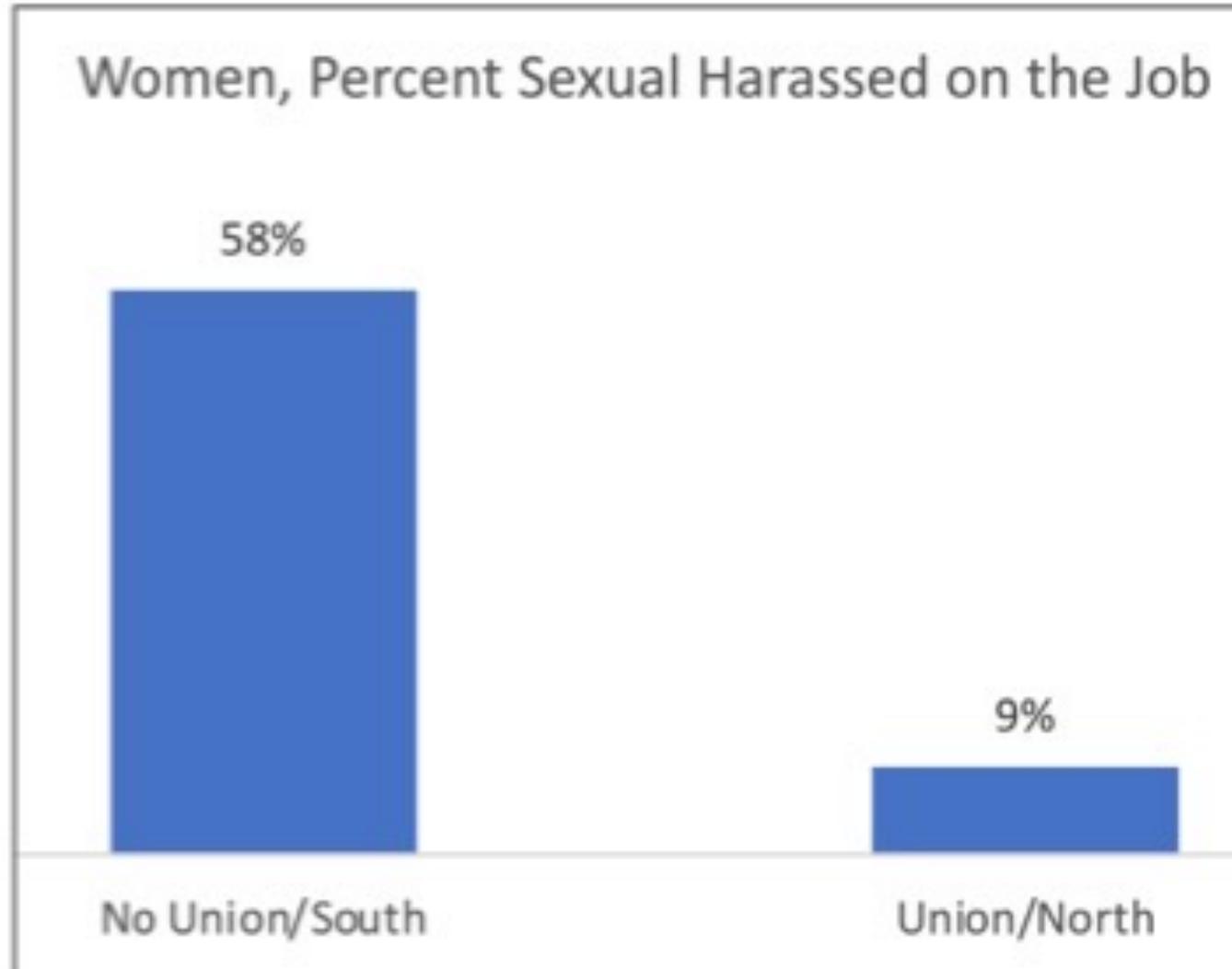
# Honduras, Maquila Sector

(Mark's current, in-process research)



# Guatemala, Banana Sector

(Mark's research 2020)



Global Framework Agreements  
(multi-actor and binding)

MNC commitment

Social dialogue  
FoA and Collective Bargaining



Mandatory Due Diligence

Inclusive and encompassing collective bargaining  
(youth, women, migrants, people with disabilities)

Final thoughts...