

SOCIAL DIALOGUE IN DEVELOPMENT

The HOW-TO for SUSTAINABLE and COUNTRY BASED ECONOMIC and SOCIAL DEVELOPMENT

**Our ambition**

Create a multi partner initiative to promote social dialogue as an instrument for social development in official development cooperation policies

* include the DWA in development policies and strategies to enhance social and economic inclusiveness and fighting inequalities in the official development agenda’s
* focus the social development agenda on the productive, formal and informal economy as driver for development
* mitigate the growing/overwhelming priority given to “private sector” in development issues by governments and international institutions and tame corporate power in development cooperation policies
* promote and empower social governance through social dialogue as a concrete and rights based multi-stakeholder (tri/bi-partism) practice
* get to grips with the needed “power-shift” at national (and regional/international) level and the political economy of the needed agenda for change/social justice

**Possible outcomes:**

* **PARTNERSHIP FOR SOCIAL DIALOGUE IN DEVELOPMENT** that could be bringing around the table governments from north and south; the trade union movement; the ILO (Social Dialogue and ACTRAV); the EU commission; other relevant institutions (CEPAL, ...). GPEDC and OECD/DAC are also to be considered as strategic partners. On the longer term, social dialogue should be included in the development strategies and be a focus for ODA support.
* The objectives of the partnership should be centred in supporting social dialogue as a social governance and a development facilitating instrument. The partnership would develop **advocacy initiatives and lobby strategies for international** fora.
* The partnership will support the **implementation of development relevant experiences of social dialogue in the south**.

*This Partnership could stand as a platform*

* *“in its own right” (bringing around the table govs, ILO and partners) or*
* *as part of our DAC follow up (to be presented at the TU-DAC Forum) or*
* *in the framework of the “voluntary initiatives” of the GPEDC (cfr inclusive development strand), involving also interested “private sector” players*

*The Partnership could operate through a permanent Task Team that prepares the advocacy agendas and works promotional events at international and regional level and supports possible pilot projects and/or social dialogue relevant research and evidence gathering.*

**Strategy and action plan**

* The involvement for governments (development cooperation departments/labour departments/administration) is crucial. We should be able to identify a critical number of supporters (champions) that would like to spearhead the partnership and support its work (facilitation, support for meetings and research, ...). The can be national governments but also interested institutions.
* GPEDC could be a provisional framework to kick-start the partnership. As a strategic stepping stone, we should envisage to focus the 2nd TU-OECD/DAC Forum to address/endorse the social dialogue approach.
* An evidence based advocacy document should be worked out and made public to support the initiative and create a basis of understanding for the issue.
* A draft “partnership agreement” (declaration of engagement) should be the central document for discussion with partners and officialised at the launch.
* An official “launch” of the Partnership Initiative should take place at the end of the year or beginning of 2016 (b2b with a bigger official –and relevant- institutional event). Synergies with different partner-initiatives should be look for (side events; ...): GPEDC, PFD, ILO, UN, ...

**Summary of actions**

1. Finding the support and buy in from governments
   1. Identify interest by countries per region
   2. 2-pager on objectives and proposed outcomes of the partnership to support demands
   3. Formalise engagement by end of the year
2. Create a task team to lead/coordinate the operations
   1. Find and confirm institutional buy in by ILO, OECD/DAC, EU and others
   2. Liaise with regional hubs on the engagement matter
   3. Launch research on evidence
   4. Prepare draft “partnership agreement”
   5. Prepare the Partnerships future advocacy and engagement agenda
   6. Monitor progress (Task Team meetings)
3. 2nd TU-OCED/DAC Forum
   1. Fix date and start preparations
   2. Bring evidence to the table (speakers; video; ....)
4. Launch of the Partnership-Initiative by end of 2015/beginning 2016
   1. Look for synergies with institutional partners
      1. GPEDC; EU; OECD/DAC
5. Report on progress at TUDCN GM in 2016

**Deadlines and outputs**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| What | Objectives | Who | When | Outputs |
| Finding Partners | Identify and engage with national governments | National and regional organisations | End of September/October | Reports and database |
| Formalise engagement |  | End of year |  |
| 2-pager | TUDCN | End of June | 2-pager in ENG/FR/SP |
| Task Team | Engage with institutions | TUDCN+ | End of September | Reports |
| Liaise with regional hubs |  |  |  |
| Partnership agreement |  | October/December | Draft |
| “Evidence based” research and document | TUDCN+ | October | Draft for discussion |
| Monitoring and agenda | TT | October |  |
| Prepare launch | TT | September-December |  |
| TU-OECD/DAC Forum | Seminar to discuss findings research | TUDCN | October, b2b with TU- OECD/DAC Forum | Findings and draft recommendations on social dialogue in development cooperation |
|  | TUDCN/TUAC/Liaison | June (date)  October (TBC) |  |
| Launch Partnership Initiative | Make Partnership Agreement public | TUDCN+  Partners  The Partnership | December 2015  January 2016 | Partnership documents |
| Adopt the agenda of engagement | Media event |

Annex 1 TOR Evidence research

**THE RELEVANCE OF SOCIAL DIALOGUE FOR THE BROADER DEVELOPMENT AGENDA**

* The **Governance agenda and democratic ownership**

*The ILO underlines the importance of the “governance” instruments in order to implement economic and social (development) policies[[1]](#footnote-1). Social Dialogue is one of the 3 key instruments (together with Labour inspection and Economic Policy). In development policy debates Governance is often limited to traditional “government” issues such as rule of law, elections and formal democracy, budgetary oversight, anti-corruption, political rights. However, in order to be truly sustainable, development strategies should also address social and economic governance. Development policies should be based on genuine democratic ownership (Paris, Accra, Busan Declaration). To that end the economic and social actors (social partners) should be included. Social Dialogue is one of the strongest instruments to ensure ownership of economic and social development by the direct economic and social actors themselves.*

* **The “growth agenda”: consolidate labour market, social and economic policies**:

*Under the current emphasis on “private” sector for development”, economic governance is mostly seen an “invisible hand” or at best, as a matter for auto-regulation by the private sector itself.*

*As recognised in the Busan declaration (art 32 a) ff), the process has an important “enabling” agenda[[2]](#footnote-2) that is looking at the conditions for successful economic and social development through a multi-stakeholder approach. Well functioning labour markets and progressive social and economic policies need, as shown in many cases, a strong multi-stakeholder governance framework based on social partners’ participation. This is currently absent in the development policy approaches by governments.*

* **Enhancing democracy and institution building at enterprise level and in society**.

*Social dialogue needs a “machinery” as stated in the ILO C98[[3]](#footnote-3); in many countries there is no institutional setting to enhance and allow for social dialogue to take place and social partners to engage effectively and efficiently. Institutionalised social dialogue is an important asset for conflict prevention and resolution and a factor of economic and social resilience at micro (enterprise) and macro (national economic and social governance) level. Effective social dialogue builds on strong and representative social partners, freedom of association and collective bargaining as embedded in the ILO principles and in the C87, C98 and C144.*

* **Peaceful transition and state/community building, resilience**

*In many conflict countries and regions, reconstruction and reconciliation are key for community and state building. Social dialogue is a powerful tool, as shown in many post conflict situations and countries transitioning from dictatorships, to stabilise social relationships and to lay out the way forward. (Poland, Tunisia, South Africa, ...) by bringing around the table the actors of economic life. Social partners play also a key role in the prevention, remediation and mitigation of industrial and workplace disasters (Rana Plaza; ...).*

* **Facilitating accountability at enterprise and other levels**

*Rights, Legislation and policies do not lead by themselves to implementation and good development results. Accountability mechanisms need to be in place in order to ensure effective implementation and to allow for different interests to be reconciled and strategies to be adjusted for improved development outcomes. Social dialogue enhances accountability from the national to the local and enterprise level and facilitates monitoring and adjustment in view of improving effective and adequate implementation of strategies and measures. Also at international level, the International Framework Agreements are important stepping stones towards worldwide accountability and improved working and living conditions for the people.*

* **Allows for the “power shift”: redistribution and solidarity mechanisms and fighting inequality**

*Collective bargaining and social dialogue allow, often more appropriately than legislation (alone), for addressing the inequalities in terms of income and social protection and allow to reduce the growing gap between productivity and salaries, as the root cause of impoverishment and growing economic and social inequality. Social partners engagement to foster economic and social development for all, fighting inequality and underdevelopment are most effective in establishing appropriate and rights based redistribution and social protection mechanisms lifting people out of poverty and informality and preventing social dumping.*

**TARGET AUDIENCE(S):**

The audience of the research outcome are **decision makers at national regional and international level**,

* Development actors and partners: ministries of plan/development cooperation and ministries of labour,
* Responsibles of national development agencies,
* Social partners leadership at country level,
* ILO globally and at country level
* decision makers in OECD/DAC and DAC delegates
* development cooperation sections of embassies and delegation (including EU)
* members of international development cooperation platforms (GPEDC)
* civil society groups and platforms

**OBJECTIVES**

**The main objective of the research** is to drawn up a **report that gathers the evidence on the development relevance of social dialogue**, as is shown in many countries and situations all over the world. Lessons learned and conclusions drawn should inform orientation for future development policies and approaches and allow for more effective implementation of social dialogue as a socio-economic and development governance instrument. Briefing notes and policy papers will be drawn from the reports’ findings to support debate, advocacy and proposals for implementation.

Following the results of the report further initiatives could be designed to promote social dialogue as a relevant and a key strategy for fostering sustainability in economic and social development. To that end, the report will identify relevant in-country experiences that could form the basis for an **Partnership on Social Dialogue for Development**. The report will also indentify possible partners and actors for such a Partnership.

The Partnership, as a multi stakeholder initiative will address national, regional and international policy challenges, and suggest innovative action to address ownership, good governance, accountability and sustainable results in economic and social development.

**ISSUES TO BE ADDRESSED**

The research should establish the evidence that social dialogue is relevant to the following development issues:

* In what way the social dialogue (SD) contributed to the governance agenda and democratic ownership of economic and social development
* How has SD contribute to the “growth agenda”: consolidation of the labour market, establishment of social and economic policies; has it been instrumental to address informal economy challenges?
* What has been the effect of SD in establishing dialogue structures at enterprise and community level and has it contributed to national democratic decision making on socio economic development
* How has SD contributed to conflict resolution in the social economic area and broader?
* Did SD addressed redistribution and solidarity mechanisms and what was its role in fighting inequality and promoting rights
* Did SD facilitated accountability at enterprise and other levels
* Did SD and under what conditions, contribute to the “power-shift” for equitable, sustainable economic and social development

The research will in the preliminary face review existing literature on the matter and trace existing evidence (ILO, trade union partnerships, national cooperation programmes, ...).

In order to be able to address the issues listed above, a short overview has to be made from the SD experience addressed in terms of setting, content, methods and outcomes/challenges. The current research is not addressing the formats of social dialogue per sé, it concentrates on the contribution SD may have and its relevance to (socio economic) development and its sustainability.

**SUGGESTED RESEARCH METHOD, CALENDAR AND OUTPUTS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Fase 1 | Desk top research on existing projects, practices and evidence | Sources: ILO, existing national trade union and social partners projects in development | September 2015 | Research report |
|  | Meeting with research team to assess ToR and agree on research methods/calendar | National and regional evidence will be gathered in cooperation with regional research institutes (IDEAM, ALRN, AP, ...) | June-July 2015 | Agreed objectives, method and calendar by region. |
| Fase 2 | Identify and study relevant in-country experiences | Sample of representative country experiences per continent | June September 2015 | Country reports processed by regions |
| Fase 3 | Formulate findings on developmental relevance of social dialogue | First draft of findings | September 2015 | Draft |
| Fase 4 | Towards innovative practices and initiatives (seminar) | Seminar with TUDCN ad-hoc working group and partners to discuss first draft | October 2015; back to back with 2nd TU-OECD/DAC Forum | Conclusions and report of seminar |
| Engage with govs on findings | 2nd TU-OECD/DAC Forum | October (TBC) | Summary of discussions |
| Fase 5 | Draft report and formulate recommendations/proposals | Final report | December | Draft report |
|  | Launching of the Partnership | Conference with partners  EU + DAC partners | December 2015 | Final report |
| Fase 6 | Dissemination and support | translations and materials | December 2015 |

1. <http://ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm> [↑](#footnote-ref-1)
2. ##### 32.We recognise the central role of the private sector in advancing innovation, creating wealth, income and jobs, mobilising domestic resources and in turn contributing to poverty reduction. To this end, we will:

   ##### a) Engage with representative business associations, trade unions and others to improve the legal, regulatory and administrative environment for the development of private investment; and also to ensure a sound policy and regulatory environment for private sector development, increased foreign direct investment, public-private partnerships, the strengthening of value chains in an equitable manner and giving particular consideration to national and regional dimensions, and the scaling up of efforts in support of development goals.

   [↑](#footnote-ref-2)
3. ##### Article 3 Machinery appropriate to national conditions shall be established, where necessary, for the purpose of ensuring respect for the right to organise as defined in the preceding Articles.

   ##### Article 4 Measures appropriate to national conditions shall be taken, where necessary, to encourage and promote the full development and utilisation of machinery for voluntary negotiation between employers or employers' organisations and workers' organisations, with a view to the regulation of terms and conditions of employment by means of collective agreements.

   [↑](#footnote-ref-3)