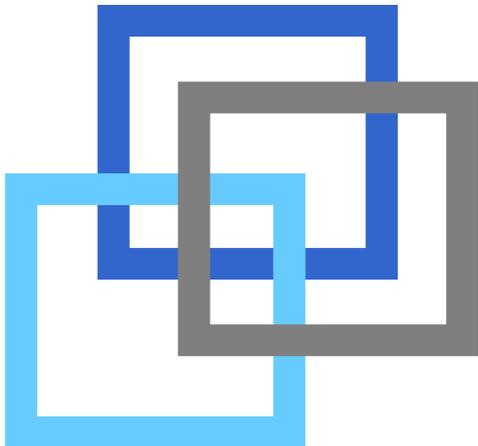




The role of social dialogue and tripartism in the current development context

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Overview

- I. Background: Key elements of social dialogue
- II. Social dialogue for sustainable development
- III. Role of the ILO: Building strong mechanisms for social dialogue towards sustainable development

I. Background: Key elements of social dialogue



- Social dialogue and tripartism: essential values of ILO
- They are at the heart of its structure, policies and programmes
- Practised on a daily basis within all its bodies and meetings:
 - International Labour Conference
 - Governing body
 - Regional conferences
 - Sectoral and experts meetings





ILO and the promotion of social dialogue



- The ILO has a **constitutional obligation** to promote the practice of social dialogue and tripartism in member States
- Through various means:
 - **International labour standards** (conventions and recommendations) and other instruments (declarations, resolutions,)
 - Technical cooperation:
 - ✓ Decent work country programmes
 - ✓ Projects
 - Knowledge generation/dissemination
 - Advocacy

The ILO adopts a broad concept of social dialogue



Key labour market institutions necessary for sustainable and inclusive development

Bipartite social dialogue and CB

- Enterprise or Sectoral/Inter-professional level
- Deals with working conditions and terms of employment and relations between Ws and Es
- Improve labour relations and the organisation of the working process

Dispute prevention and resolution

- Necessary for productive and peaceful work place
- Promoting workers access to justice

Tripartite social dialogue

- Deals with policy issues
- Consensus on social and economic issues which impact on employment and the labour market
- Ensures policy coherence

Social dialogue and national traditions



- ❑ In promoting social dialogue and tripartism the ILO **DOES NOT** prescribe any specific model
- ❑ The social dialogue framework **must be adapted to national circumstances** and local industrial relations traditions
- ❑ **Wide and reach variety of social practices** across member States
- ❑ **However** for social dialogue to be effective and deliver sustainable outcomes, some **pre-conditions** must be met.

Basic preconditions for successful social dialogue



- Freedom of association and collective bargaining (right to freely join organizations and to bargain collectively, protection against anti-union discrimination, etc.)
- Strong, independent workers' and employers' organizations (appropriate technical capacities)
- Appropriate legal and institutional support (legislation, labour administration, rule of law, etc.)
- Political will and commitment to engage in social dialogue
- Practice and experience (learning by doing)

This creates an enabling environment for successful social dialogue

II. Social dialogue for sustainable development



Social dialogue is a precondition for the promotion of **sustainable development**, because it:

- **Promotes ownership** for economic and social reforms – allows for the involvement of the actors of the real economy (social partners) in policy making
- **Fosters participation and inclusiveness**
- **Facilitates partnership** and a positive attitude towards problem solving
- **Increases the legitimacy** – facilitates the implementation of policies and reforms (e.g. LM, pension reforms)
- **Ease social tensions** during economic hardship and transition periods (post-war or post-crisis periods) – fundamental for **social peace** and **social stability**
- **Contributes to democratization** (South Africa, Tunisia, Central and Eastern Europe)
- **Contributes** to reducing inequalities and imbalances

ILOs emphasis on sustainable development



Social dialogue's (and ILS's) key role in achieving sustainable development is strongly emphasized within the ILO:

- The **Declaration on Social Justice for a fair Globalization (2008)** – *“Promoting social dialogue and tripartism are the most appropriate methods for translating economic development into social progress, and social progress into economic development”*
- The **Global Jobs Pact (2009)** – *“Social dialogue is an invaluable mechanism for the design of policies to fit national priorities. It is a strong basis for building the commitment of employers and workers to the joint action with governments needed to overcome the crisis and for a sustainable recovery”*
- International Labour Conference (ILC), **Recurrent Discussion on Social Dialogue**, 102nd Session (2013) -- *“Social dialogue and tripartism constitute the ILO’s governance paradigm for promoting social justice, fair and peaceful workplace relations and decent work”*.
 - *Renewewd commitment towards the principles of social dialogue and tripartism*



- International Labour Conference (ILC), **Decent work in global supply chains**, 105nd session (2016) Governments “*should actively promote social dialogue and fundamental principles and rights at work, including freedom of association and the right to collective bargaining for all workers, regardless of their employment status, including in EPZs*”



Decent Work and the 2030 Agenda



- Agenda 2030 places **decent work for all** at the heart of policies for sustainable and inclusive growth and development. In particular Goal #8:

"Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all"

- Goal 8 includes the following priorities:
 - full and productive employment and decent work
 - the gender pay gap - youth unemployment
 - ending all forms of child labour - formalizing the informal economy
 - entrepreneurship and micro-, small- and medium-sized enterprises
 - protecting labour rights and promoting safe, secure working environments
 - migrant workers

These priorities are enshrined in the Decent Work Agenda

ILO Decent Work Agenda: key to sustainable development



The ILO's four strategic objectives...

Fulfilling the four pillars of decent work are crucial to achieving sustainable development...



...sustainable development is underpinned by social dialogue: a driver of decent work and a means to achieving the 3 other pillars.



SOCIAL JUSTICE

GLOBAL PEACE

Social dialogue and SDG challenges



- Social dialogue is a critical element for addressing challenges identified in goal 8 **but also** in other goals:
 - **Goal #1 End poverty**
 - **Goal #3 Healthy lives**
 - **Goal #5 Gender equality**
 - **Goal #10 Reduced inequalities**
 - **Goal #16 Peace, Justice, Inclusive societies and Strong Institutions**
 - **Goal #17 Revitalize global partnerships to achieve the goals**

Social dialogue will be a critical means of implementation in the coming years in order to fully realize the SDGs

III. Role of the ILO: Building strong social dialogue mechanisms towards sustainable development



- The ILO assists member States in building strong and functional institutions and processes for social dialogue
- To date tripartite institutional arrangements exist in **more than 85% of ILO member States**
- Some countries have one central institution for social dialogue (South Africa, Czech Republic) and some others have two (Brazil, Netherlands) or more (Mauritius, Kenya, Niger, Singapore)
- There is a **wide range of institutional arrangements** in respect of the mode of establishment, composition, mandate and competencies, structure and method of work, financing and strategy of communication
- However, **not all of these institutions are used effectively** for policy coordination and concertation on development strategies

Challenges for effective social dialogue



Challenges for the actors

- ❑ A State dominated social dialogue
- ❑ Restrictions (legal, ..) for the exercise of freedom of association and CB rights
- ❑ Weakness and excessive fragmentation of the social partners
- ❑ Respect of agreements
- ❑ Narrow membership base, leading to weak representation of interests of vulnerable groups in their organs (e.g. youth, women, migrant workers, self employed, informel workers, etc..)

Challenges on the institutional side

- ❑ Lack of supportive structures for Social Dialogue with appropriate resources: premises, staff and budget
- ❑ Lack of stability and sustainability of operation of dialogue (e.g in times of economic crisis)
- ❑ Lack of monitoring mechanisms of decisions/ agreements
- ❑ Weak integration of tripartite institutions into national policy making and governance
- ❑ Lack of commitment on the part of technical ministries towards social dialogue

Overcoming these challenges: The role of the ILO



ADVISORY SERVICES

Reinforcing tripartite institutions
Building dispute resolution and prevention mechanisms
Promote the ratification and implementation of ILS (e.g. C144; C 87; C 98)
Tripartite Consultation – ratified by 139 member States)
Promoting collective bargaining

CAPACITY-BUILDING

Reinforcing the capacities of workers' and employers' organizations
Support labour administrations

KNOWLEDGE SHARING

Research
Sharing of good practice
Comparative Law

TRAINING (ITC-ILO)

Academy on National Tripartite Social Dialogue (every two years)
Negotiation skills
Conciliation & mediation skills
Labour Court Judges



Examples of ILO assistance



Region	Area of ILO assistance
Africa	Assisted countries in building effective governance structures based on tripartism to overcome crises, consolidate democracy and promote inclusive development
Arab States	Assisted countries with the transition to democracy following the Arab Springs (Tunisia, 2013 Social Contract).
Asia	Strengthening frameworks for social dialogue and creation of national tripartite social dialogue institutions (Cambodia, Myanmar and Vietnam).
Central Eastern Europe	Helped countries to ease into the transition from a centrally-planned to a market economy through social dialogue.
Latin America	Facilitated participation of representatives of employers and workers in institutions established to address issues of economic and social development after the end of military regimes.

Partnerships with other institutions



AICESIS
Capacity building and strengthening of social dialogue institutions



European Commission
Technical cooperation projects and research on crisis-related SD trends



Eurofound
Research on European industrial relations trends



Labour Administration Centres (e.g. ARLAC)
Training and capacity building

Partnerships with other institutions



**International
Trade Union
Confederation
(ITUC)**



International Organization
of Employers

**International
Organisation
of Employers
(IOE)**



ilera

**International
Labour and
Employment
Relations
Association
(ILERA)**



Conclusions

«Social dialogue and tripartism have played a major role throughout history. We think they will even more needed in the future to find appropriate solutions to the challenges posed by the transformation of the world of work»

Guy Ryder, ILO Director General, Singapore, 26 October

«Inclusive and decent work are important drivers of sustainable development and will feature prominently in the national development strategies that member States have called upon to fashion»

Guy Ryder, ILO Director General, Beijing, 12 July 2016



THANK YOU !

For any further information:

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