The ILO’s work on social dialogue and tripartism

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Overview

I. Social dialogue & Tripartism at the ILO
II. Plan of Action 2013-2017: priorities & services
III. The 2018 recurrent report & discussion on Social Dialogue and Tripartism
I. Background: Social dialogue and tripartism at the ILO

- Social dialogue and tripartism: a key objective and a means to reach other objectives
  - e.g., ILO 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”

- At the heart of
  - its structure and bodies (International Labour Conference, Governing body, regional conferences, sectoral and experts meetings)
  - International labour standards
  - Programmes of action on all strategic objectives
II. ILO Plan of Action 2013-17: Priority areas & mean of action

**PROMOTIONAL CAMPAIGNS**
Ratification and implementation of ILS (e.g. C144; C 87; C 98)

**CAPACITY BUILDING**
Reinforcing the capacities of workers’ and employers’ organizations & labour administrations
Including through training (e.g., negotiation skills conciliation & mediation, for Labour Court Judges)

**KNOWLEDGE GENERATION/DISSEMINATION**
Evidence based research & data collection
Comparative legal analysis
Sharing good practices
Academy on National Tripartite Social Dialogue (ITC Turin)

**PARTNERSHIPS**
ITUC, IOE
International Organisation (e.g., EU, G20)
AICESIS
EUROFOUND
ILERA […]

**POLICY AND TECHNICAL ADVISORY SERVICES**
Strengthening tripartite institutions
Promoting collective bargaining & workplace cooperation
Improving legal and policy frameworks for SD & IR (including dispute resolution and prevention)
Examples of ILO assistance

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<tr>
<th>Region</th>
<th>Area of ILO assistance</th>
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<tr>
<td>Africa</td>
<td>Supported the building of tripartite structures to overcome crises, consolidate democracy and promote inclusive development</td>
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<td>Arab States</td>
<td>Assisted countries with the transition to democracy following the Arab Springs (Tunisia, 2013 Social Contract)</td>
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<td>Asia</td>
<td>Strengthened frameworks and mechanisms for social dialogue at national, sectoral and workplace levels (Cambodia, Myanmar and Vietnam)</td>
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<td>Europe</td>
<td>Promoted social dialogue during the economic crisis including in countries under structural adjustment (Greece)</td>
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<td>Latin America</td>
<td>Facilitated participation of representatives of employers and workers in institutions established to address issues of economic and social development.</td>
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III. The ILO’s recurrent reports and discussions

- Overall aim:
  - ... understand better the diverse realities and needs of its Members with respect to each of the strategic objectives (in 2018 “Social Dialogue and Tripartism”)
  - ... respond more effectively to them, using all the means of action at its disposal, including standards-related action, technical cooperation, and the technical and research capacity of the Office, and
  - ... adjust its priorities and programmes of action accordingly;
  - .... and assess the results of the ILO’s activities with a view to informing programme, budget and other governance decisions.”
    (2008 Declaration on Social Justice for a Fair Globalisation, Annex)

- First discussion of the 2nd cycle: “Social Dialogue & Tripartism” (Juney 2018)
Chapter 1. Setting the scene

Chapter 2. Trends, challenges and the diversified needs of ILO constituents

- agendas & strategies of Governments, Employers’ and Workers’ organizations;
- labour law frameworks shaping SD & industrial relations;
- peak level social dialogue (overall/regional developments, and by policy area);
- industrial relations institutions, notably collective bargaining (private and public) and workplace cooperation (information and consultation);
- cross-border social dialogue (e.g., IOs, regional integration and initiatives between MNEs and global unions).
Structure of the Report

- **Chapter 3. ILO action responding to constituents’ diverse realities and needs**
  - Assessment of ILO action (by reference to the 2013 Plan of Action 2014-2017);
  - Inter-relation between ILO action and those of other IOs & regional organisations (e.g., EU, African Union);
  - Action aimed at “policy coherence” (social dialogue and tripartism in the context of the 2030 Agenda and the SDGs);
  - Links between social dialogue and the other ILO “strategic” objectives (i.e., promotion and realization of fundamental principles and rights at work; social protection for all; creating greater opportunities for all women and men to secure decent employment and income).

- **Chapter 4. Key observations, lessons learnt, way forward**

- **Chapter 5. Points for discussion.**
Challenges: general trends

- Trends undermining SD & tripartism
  - Widening income inequality & Declining wage share in many countries’ GDP as a result of
    - declining unionization
    - erosion of collective bargaining
    - changing nature of work and the employment relationship
  - Poverty, low levels of formal-job creation, growing informal employment (accelerated by technological and demographic changes) and an associated lack of protection
  - Frameworks, processes and outcomes of social dialogue:
    - Enabling frameworks (freedom of association & collective bargaining)
    - dysfunctional processes
    - weak follow-up
- Challenges are increasing
  - evolutions in technology; demography (including migration and refugees); climate change / policies for climate change; and globalisation.
### Challenges for SD actors

- 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, informal workers, worker in non-standard form of employment etc..)

### Institutional challenges

- Lack of supportive structures for Social Dialogue with appropriate resources (premises, staff and budget)
- Lack of stability and sustainability 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
Opportunities

- Social dialogue recognised as key to democracy and sound social & labour governance
  - Tripartite institutional arrangements exist (roughly 80% of ILO member States) dealing with a wide array of issues (e.g., employment policy, social security/protection, sustainable development, future of work)

- Emerging cross-border social dialogue
  - International framework agreements (IFAs)
  - Regional integration etc.

- International organisations (World Bank, OECD, G20) recognise the value of the social partners/dialogue;

- Agenda 2030 and SDGs: a global consensus on the need for international development cooperation
  - Goal #8: “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.”
Next steps

April 2018: Release of the report
June 2018: ILC Committee

For further information:

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