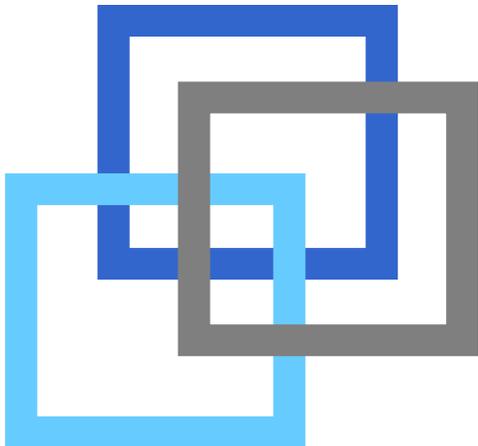




The ILO's work on social dialogue and tripartism

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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

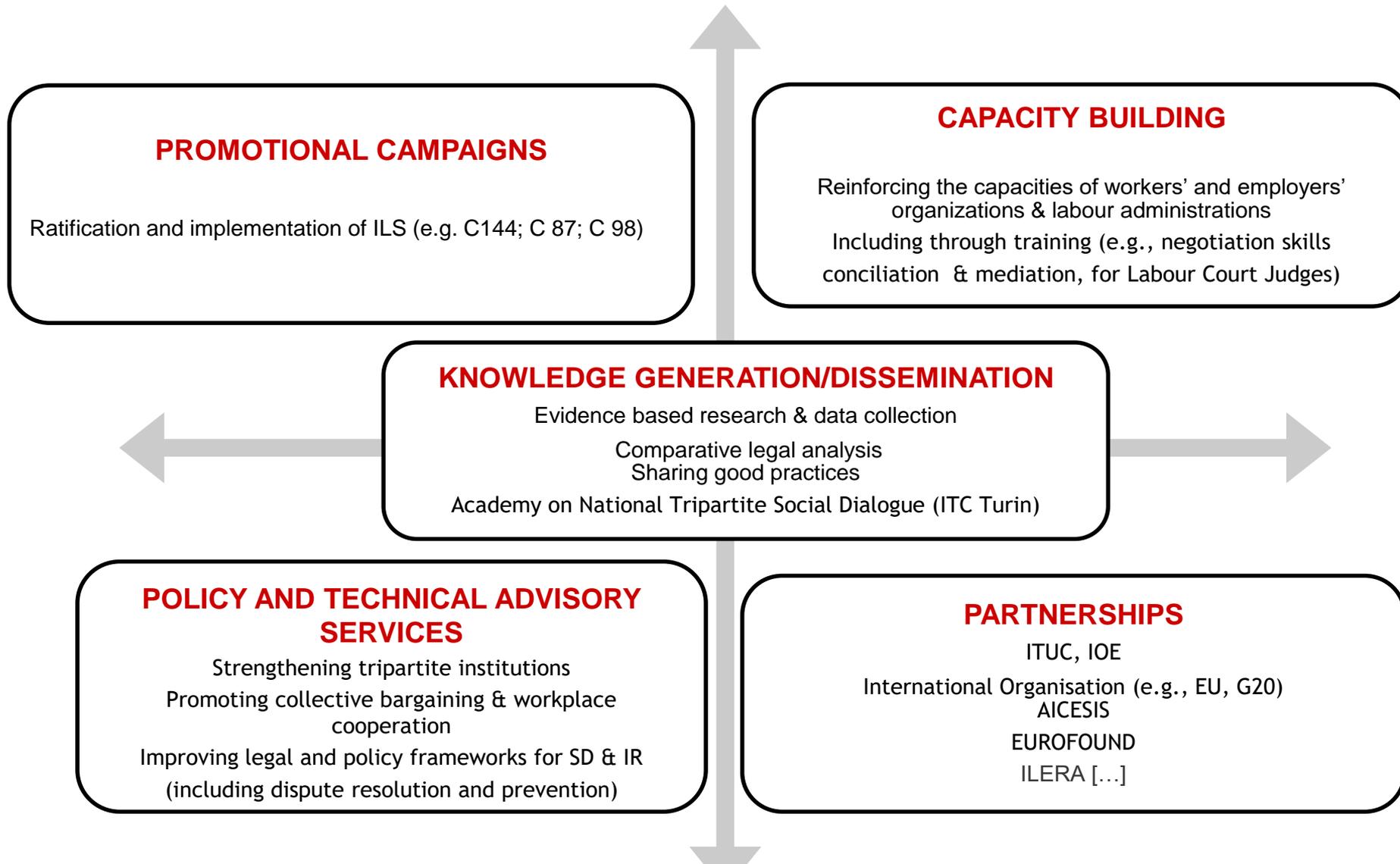
I. Background: Social dialogue and tripartism at the ILO



- 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



Examples of ILO assistance



Region	Area of ILO assistance
Africa	Supported the building of tripartite structures 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	Strengthened frameworks and mechanisms for social dialogue at national, sectoral and workplace levels (Cambodia, Myanmar and Vietnam)
Europe	Promoted social dialogue during the economic crisis including in countries under structural adjustment (Greece)
Latin America	Facilitated participation of representatives of employers and workers in institutions established to address issues of economic and social development.

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” (June 2018)

2018 recurrent report (in progress)



- **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.

Actors- & Institution-specific challenges



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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