



ITUC's input on social dialogue in development cooperation

April 2012

1. Name of organisation

International Trade Union Confederation – ITUC

2. How would you describe your organisation's key mandate and role in promoting social dialogue and participating in social dialogue structures?

- ☒ Direct social partner in social dialogue processes (Bipartite or tripartite sector), especially towards the ILO and other international institutions. The ITUC coordinates the core policies and supervisory procedures on Freedom of Association, Collective bargaining, and Human and Trade Union Rights for workers generally.
- ☒ Representative (confederation or other) at national or international level (bipartite or tripartite) The ITUC represents 175 million workers in 153 countries and territories and has 308 national affiliates.
- ☒ Policy development or strengthening of social dialogue at EU or international level
- ☒ Advocacy or lobbying towards donors, EC or ILO, OECD, national governments on social dialogue issues. This is our core business.
- ☒ Directly implementing development cooperation projects on social dialogue. The ITUC coordinates projects with national or regional affiliates and participates actively in capacity development on a variety of aspects related to social dialogue (labour law reforms; organising and leadership training; promotion of gender equality and fight against discriminations; technical assistance on economic, trade, social, environmental and developmental analysis and expertise; civil society development and human rights; ...).

3. Please indicate main areas of interest in Social Dialogue

- ☒ Promotion of Core Labour Standards
- ☒ Participation in or promotion of "Decent Work"
- ☒ Protection of or improvement of conditions for informal sector workers or enterprises
- ☐ Skills development/ vocational training (better employability)
- ☐ Creation of a favourable business/ enterprise climate and conditions
- ☒ Trade and investment
- ☒ Strengthening the capacities of social partner organisations
- ☒ Other (Human Rights, promotion of democracy and civil society enabling environment)

Other/Comments (if any)

The responses to this questionnaire have been coordinated by the ITUC secretariat in cooperation with (for reasons of timing) a limited number of affiliate organisations that implement development initiatives. The information below refers to actual and direct examples of experiences in developing countries.

ITUC is also directly implementing initiatives in developing countries, in coordination and often with the support of its affiliate organisations in the field of: human and labour rights (including social dialogue), informal economy, HIV/AIDS, organising, social and economic rights, equality and non-discrimination and global advocacy. For more info : <http://www.ituc-csi.org/>

4. At which levels is your organisation currently engaged in social dialogue – please list main fora and which groups or interests your organisation represents

- Representative confederation at international level
- Social dialogue player international level (ILO)
- Policy development and Advocacy towards donors, EC, ILO, OECD, G20, UN, Multilateral institutions (IMF-WB;...) on Decent Work issues

5. What are, from your organisation's experience or perspective, the four (4) main impediments to promoting social dialogue in developing countries?

Lack of participatory and inclusive democracy culture and

- Governments approach: mistrust or little consideration regarding the trade unions role or worse anti-union discrimination
- The failure of governments to give effect to the rights enshrined in ILO conventions ratified by them and the weak enforcement of existing labour laws
- No recognition of trade unions as social partners (representative workers organisations)

Lack of effective democratic (labour market) institutions

- A situation where institutions and policies are confused, without clear goals or definition of tasks amongst ministries for the different sectors
- Lack of tripartite institutional arrangements including the recognition of most representative workers and employers organisations
- Lack of “enabling environment” for social dialogue (in law and practice): labour courts, arbitration/mediation mechanisms, labour inspection, legal and administrative support.

Lack of capacity of trade unions/social partners

- Trade unionists in developing countries often lack the capacity in terms of know-how/expertise and financial resources in order to effectively engage in social dialogue process
- In many developing countries unions are confronted with the rapid growth of the informal sector which is difficult to organize and “represent”.
- Limited awareness/knowledge/information on national policies
- Low rate of workforce is unionized

Trade Union pluralism is a controversial element in this since it may be seen on the one hand as a weakness when it comes to negotiations and political division especially when division becomes endemic and atomization. On the other hand, it may as well be the best systems to represent a pluralist labour force and to respect the right to join an organization of one's choice (ILO C87).

6. Has your organisation in the last 5 years supported development cooperation projects/ programmes within social dialogue?

If yes, please list (max 6) projects or programmes (country, period, title, main focus)

Below some examples (not at all an exhaustive list) of development projects focused on social dialogue and implemented by some of our affiliated Trade Union Organizations; much more has been done by these organisations and by many others, including our regional organisations; unfortunately we do not have (yet) an accessible database that would allow us to go beyond the indicative list below and we did not referred to the experiences in taken through south-south/peer to peer and/or regional organisations in the south :

ISCOS-UGT, Spain

- COUNTRY: BOSNIA Y HERZEGOVINA, SERBIA
Years: 2008/10
Title: Teacher Training in Social Dialogue, Collective Bargaining and International Law
- COUNTRY: MARRUECOS
Years: 2009–10
Title: Research and training on international standards and codes of business conduct and their application in transnational union training. Formation Syndical
- COUNTRY: PERU Y COLOMBIA
Years: 2010–11
Title: Improved trading conditions among informal workers for the occupation of public spaces.
- COUNTRY: HONDURAS, NICARAGUA, COSTA RICA AND PANAMA
Years: 2010
Title: Creating space for social dialogue and collective bargaining
- COUNTRY: COLOMBIA 2008–11
Title: Construction of a political union for action with the media Development Association
- COUNTRY: NICARAGUA 2008
Title: Attorneys popular legal rights of workers

USO SOTERMUN (Spain)

- COUNTRY: PARAGUAY..
Years: 2007–8
Title: CNT Training on social dialog to union leaders
- COUNTRY: COLOMBIA
Years: 2011-
Title: CGT Training on social dialog to union leaders
- COUNTRY: PALESTINA, OCCUPIED TERRITORIES..
Years: 2009
Title: DWRC Training on social dialog to union leaders

CFDT, France

- Brazil (CUT)/France (CFDT) – Acting together for corporate social responsibility, 2009–2010.
http://www.cfdt.fr/content/medias/media32770_PZPDDRuAmxHhEdm.pdf
- Guinea, 2009- 2012. Supporting union unity in Guinea
<http://info-projeg.over-blog.net/>
- Benin, Mali, Senegal, Togo, Guinea, Ivory Coast, Niger. 2003–2009. Social partners and Vocational training.
<http://www.agropolis.fr/formation/pdf/2007-MAEE-partenaires-sociaux.pdf>
- EU/ Turkey- Bringing together workers from Turkey and the European Union through a shared culture of work (ETUC). 2008- 2009.
<http://www.etuc.org/a/7293>
- DRC. Strengthening capacities of UNTC for a sustainable representativeness (2008–2010)
- Tunisia. Supporting vocational training. 2012–2013

CGSLB, Belgium

- South Africa, 2012–2014, Implementing a Centralized Collective Bargaining Forum for the Whole and Retail sector
- Burundi, 2006–2011 organizing workers within the transport sector from the informal economy and improving their rights through social dialogue (collective bargaining)
- Burkina Faso: 2009–2011 organizing female workers from the informal economy and improving their rights through social dialogue and 2012–2014 the participation of workers from the informal economy in a decentralized social dialogue
- Mauritania, 2006–2011 organizing female workers from the informal economy and improving their rights through social dialogue (collective bargaining)

- Senegal: 2009–2011 organizing female workers from the informal economy and improving their rights through social dialogue
- Georgia: 2007 organizing a study visit in Brussels focusing the reinforcement of collective bargaining through the EU social acquis and discussion on the Georgian labour code

ISCOS, Cisl, Italy

- Burundi 2004–2006 “Social Dialogue” Training of trade unionists and Government officials on social dialogue
- Mozambique 2008–2011 “to set up decentralised level of social dialogue in the provinces”

TCO, Sweden

- Labour Market Dialogue Program, 2003 – 2010: Algeria, Kenya, Nigeria and Ukraine

LO-FTF, Denmark

- Social dialogue in East Africa, in partnership with the East African Trade Union Confederation (EATUC).

7. Please indicate up to three projects/ programmes from the last 5 years in your portfolio that you consider most successful in promoting social dialogue – provide details of why they were successful (please list project title, period, location, source of financing)

Below some examples (not exhaustive list) of development projects on social dialogue implemented by Trade Union Organizations:

ISCOS-UGT, Spain

Promotion of social dialogue among labor actors for strengthening Governance in Peru. Period: 2010 – 2011, Location: Peru, Funding: Regional Government of Castilla La Mancha. Local partners: Peru CUT (United Workers of Peru)-CGTP (General Confederation of Workers of Peru):- institutionalization of social dialogue in the public agenda.- Developed skills and abilities of social dialogue for workers' organizations.- Issued policy proposal by the workers' organizations to promote freedom of association and collective bargaining, information, consultation, conflict prevention- Created a social network for citizen monitoring state social policies and the promotion and dissemination of social dialogue and consultation as effective ways to prevent and resolve social conflicts and labor.

The trade unions involved in the management of migration flows, through social dialogue. Cooperation Agreement. Online co-development intervention. Period: 2008–2011. Location: Morocco, Mauritania, Senegal and Spain. Funding: Spanish Agency for International Development (AECI)Local partners: FDT, CGTM, CNTS, UGT Migration Department- The trade union organizations providing assistance and guidance to migrant workers- Created a transnational space for communication and exchange of experiences between the unions of Morocco, Mauritania, Senegal and Spain- Developed and improved participation of unions in the country's migration policies and activities of civil movements

USO-SOTERMUN, Spain

Promotion of the civil participation for the strengthening of the civil society and defense of the human rights. The project 2011–12 was realized and demanded by the CGT of Colombia. Sotermun obtained the financing. It was providing with training of leaders. Total intervention was of 30.000 euros, co-financed by the Community of Madrid

Integral formation of union leaders of the CSI Africa : The project was realized by CSI-Africa, the regional trade union organization in Africa, in 2010–2011 for a total contribution of 20.666 Euros, co-financed by SOTERMUN and the City of Seville

Training and formation of the union leaders of Palestine on human, social and political rights. The project was implemented in 2008–2009 by the DWRC (Democracy and Workers' Rights

Center) for a total contribution of 22.550,-€ co-financed by Sotermun and the Government of Cantabria (Spain).

CFDT, France

Guinea, 2009- 2012. Supporting union unity in Guinea. Unions were actively involved in the consultation to write a new mining code and their inputs were taken into account (Multi-Partner Concerted Programme involving institutional actors (Ministry of Foreign Affairs and public authorities) and civil society actors. 75% funded by French development Agency.

CGSLB, Belgium

By ***organizing workers from the informal economy*** to join a trade union, the local trade unions could negotiate concrete collective labour rights or social benefits for them.

For example within our program in Burundi, the trade union FNTT management to obtain a law by government (Minister of Labour) to better protect the right of the people working in bicycle-taxi's sector by as a first step registering all those who operate within the sector.

ISCOS, Cisl, Italy

In Burundi it has been the first approach to the ***institution of a social dialogue structure*** and in Mozambique the provincial level structure of social dialogue has been able to solve severe conflicts in salaries determination, in a period where the private and foreign investments are grooving in the country.

TCO, Sweden

By offering Swedish experiences from development of working life where ***cooperation between the social partners*** has proved successful, the Programme addressed core labour market issues in Algeria, Kenya, Nigeria and Ukraine. The key to success was transit of experiences by Swedish experts who themselves had worked with issues focused on in the projects and that the Swedish stakeholders and counterparts (i.e. unions and employers' organisations) could create confidence in the joint approach and credibility in the concept.

LO-FTF, Denmark

The regional programme design has proven essential to the success of trade unions in the region to ***influence the regional integration process*** in EAC. EATUC now enjoys an observer status within the EAC, and within the last two years, EATUC has effectively utilised this position to carry out highly competent and effective lobby on e.g. the attachment of a social charter to the EAC Common Market Protocol. It now includes paragraphs on ***decent work, labour markets, decent employment, job creation, and other socio-economic issues***, actively contributing to the inclusive, sustainable development of the region.

The programme has also provided support to more conventional training activities such as workshops on specific aspects of social dialogue (lobby, gender etc.) being conducted jointly with all national centers and EATUC. The support to each center has resulted in improved capacity to participate in social dialogue at both national and workplace levels by establishing trainer and organizer networks consolidating the information flow from national and local levels to the regional platform. In the coming years, country-level support will be intensified to national centers to conduct national workshops to discuss regional EAC topics in alliance with EATUC.

8. What are the main lessons that your organisation would highlights from your past 3 years of experience in this field?

- To ensure that social dialogue is effective and improves the scope and vigor of the policy and decision making processes, it must take place on a regular and reliable basis and be supported by a legal, regular and administrative framework ("enabling environment).

- Governments and employers must be aware of the importance and usefulness of social dialogue
- SD cannot function if perceived to be at disposal of one of the social partners
- Tripartite dialogue mechanisms (supported by the governments) facilitate also the promotion of bipartite dialogue between trade unions and employers at sector/enterprise level
- Coordination between actors involved in social dialogue development cooperation is necessary.
- Trade unions must have organising capacities, and financial resources to participate in social dialogue processes
- Involving regional organizations of ITUC helps in being more consistent and efficient
- Social dialogue projects need time and sometimes do not fit in a 2 years project cycle: processes must be sustained by adequate financial support and methodologies ; it should target both the capacity of the social partners as well as enabling appropriate legal, regulator, administrative and operational environment

9. What would be your three (3) key recommendations to the EC in improving basic conditions and modalities (ways of working) of social dialogue in the future?

- The EC should make the social dialogue a specific point in its development cooperation approach. (European history has shown social dialogue to be at the heart of inclusive, democratic and sustained development), both in terms of capacity development for the actors and in terms of supporting the social dialogue “enabling environment”
- Recognition of trade unions as agents in development and support through targeted procedures for national, regional or subregional initiatives for capacity building, training, technical assistance for socio-economic expertise, could be most costs-effective and addressing direct peer to peer learning based on the trade union characteristics as specific, member based and representative development actors and social partners
- Initiatives on social dialogue “infrastructure”(enabling environment) must be based on careful needs assessment processes, with direct participation of the (most) representative workers and employers organisations and the ministries of labour and make profit out of the already successful ILO programme experiences on social dialogue (PRODIAF and others), including the Decent Work Country Programmes

**10. Any additional comments or ideas you would like to share
(This is the last question in the survey. Thank you very much for your participation!)**

Social Dialogue contributes to inclusive economic growth and poverty reduction (redistribution of revenues and fighting inequalities).

Therefore social dialogue should be promoted and included as a strategic objective during the elaboration of the national development strategies/processes, as it would grant:

- Inclusion of decent work in the national development strategies
- Strengthening of ownership and participation
- Ensuring balanced approach to economic and social development
- Incorporation of the added value of the experience, expertise and involvement of the key economic and social actors

Last but not least, social dialogue contributes to and strengthens democracy, as it improves participation of various key groups in society in decision-making on basic elements of economic and social development.

INFORMATION

www.ituc-csi.org

www.ilo.org

A report on social dialogue in development has been presented by the Nordic Cooperation (NORAD) as a case study to the OECD/DAC POVNET, last year. See : <http://www.norad.no/en/Tools+and+publications/Publications/Publication+page?key=268452>