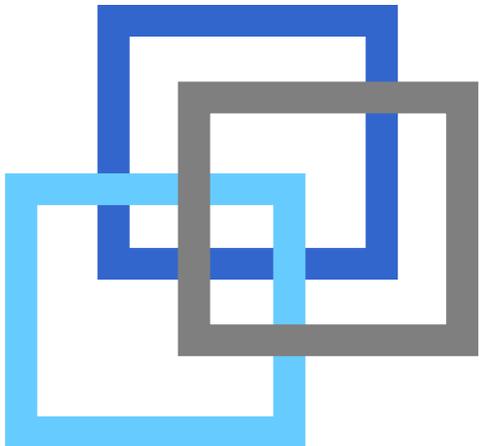




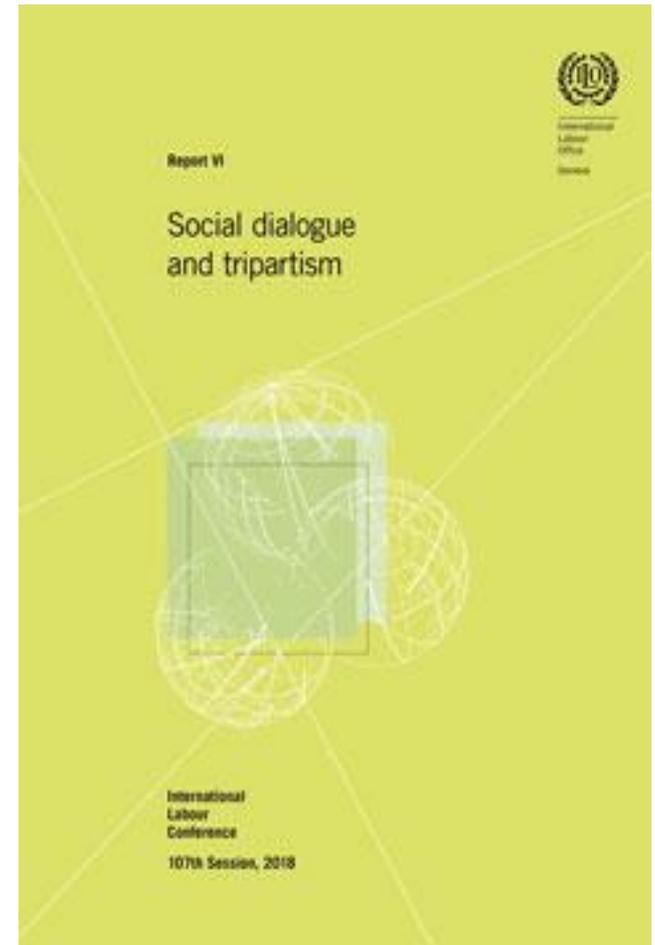
Recurrent report and discussion on
Social dialogue and Tripartism,
ILC 2018



Overview



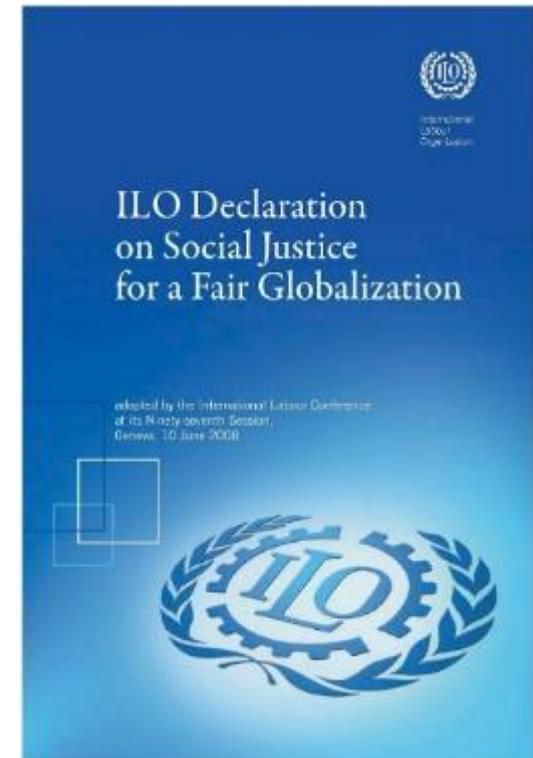
- I. The recurrent reports & discussions
- II. Preparation of the recurrent report
- III. Contents
- IV. Key observations at a glance
- V. Points for discussion



I. The ILO's recurrent reports and discussions



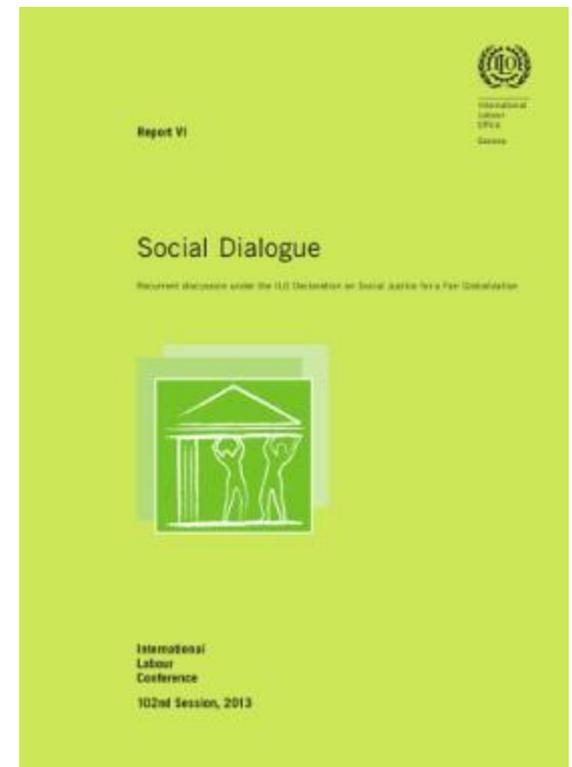
- In follow-up to the 2008 Declaration, the recurrent discussion by the ILC aims to ensure that the Organization can better understand the diverse realities and needs of member States





The ILO's recurrent reports and discussions (cont.)

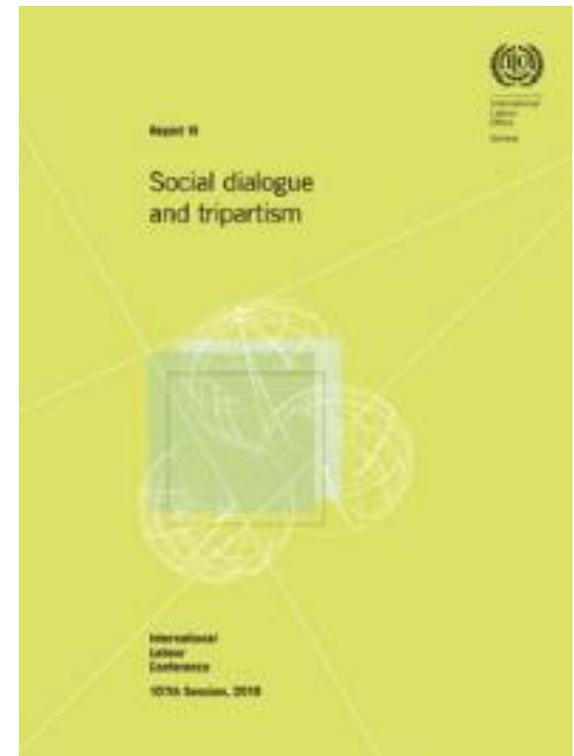
- The 1st recurrent discussion on Social Dialogue took place in 2013, following which the Governing Body adopted a plan of action for the period 2013-2017



The ILO's recurrent reports and discussions (cont.)



- 2nd recurrent discussion (first discussion of the 2nd cycle) on “Social Dialogue & Tripartism”: 28 May-7 June 2018





II. Preparation

- Informal consultations
- An Office-wide task team
- Inputs from HQ technical units and field offices
- Report on “*Social Dialogue and Tripartism*” completed in March 2018

Accompanying piece :

“*Social Dialogue interventions: What works and Why? Lessons learned from a synthesis review, 2013-2016*” (www.ilo.org/eval)



III. Contents of the 2018 recurrent report



- **Chapter 1. Social Dialogue: setting the scene**
- **Chapter 2. Social dialogue in a changing world**
 - Actors
 - Regulatory frameworks
 - Tripartite social dialogue
 - Bipartite social dialogue
 - Cross-border social dialogue
- **Chapter 3. ILO action on social dialogue: Responding to constituents' diverse realities and needs**
 - Support to actors, institutions, and legal frameworks
 - Social dialogue in the context of the SDGs
 - Links between social dialogue and the other ILO strategic objectives
- **Chapter 4. Key observations and points for discussion**

IV. Key observations at a glance: overall



□ **Social dialogue in a changing world of work**

- A key ingredient for good governance and for the implementation of the Agenda 2030 and the SDGs
- Yet, challenged by persisting
 - **inequalities**, vulnerabilities, changes in employment and labour relations
 - **coverage gaps** (e.g., rural sector and informal economy)
 - **changes in technology**, demographic shifts, climate change and globalization



Key observations at a glance: actors

Labour administrations:

- lack of funding, low efficiency, gaps in governance
- some areas still fall largely outside their scope (e.g., informal economy)
- the important role of technology

Employers' organizations:

- broadening their services in a competitive environment
- reaching out to SMEs
- favouring mostly enterprise level dialogue

Workers' organisations:

- violations of fundamental labour rights, fragmentation of workplaces, weakened employment relationships
- organizing hard-to-organize workers, among key priorities
- building alliances & expanding membership, are key for maintaining bargaining power



Key observations at a glance: legal frameworks

Labour law

- ❑ Regulations have enabled or restricted social dialogue
- ❑ Diverging trends between developing and industrialized countries
- ❑ The need for social partners' participation in reforms

Dispute prevention and resolution

- ❑ Individual or collective disputes over working conditions, wages and non-observance of labour laws
- ❑ A myriad of challenges in ensuring fair and effective dispute resolution
- ❑ Emphasis on conciliation and mediation procedures

Key observations at a glance: Tripartism



Peak-level national social dialogue

- ❑ Established institutions in over 80 per cent of ILO member States (Tripartite Consultations C. 144 ratified by 75 per cent of ILO member states - six new ratifications since 2013)
- ❑ Wide agendas (employment, social protection, FPRW)
- ❑ Gaps remain (reforms and policies adopted without consultation)



■ Ratification of
Convention 144



Collective bargaining

- 16 new ratifications of related Conventions since 2013
- Coverage varies greatly, but the global trend is one of decline
- In some countries its scope is expanding beyond wages and working time (e.g. non-standard forms of employment)



Workplace cooperation

- Complementarity between collective bargaining and workplace cooperation is important
- A positive relationship between information and consultation structures, and workers' well-being and enterprise performance
- Stronger in unionized contexts

Key observations at a glance: cross-border social dialogue



Social dialogue across borders

- Against a backdrop of new forms of international production, trade and regional integration, migration flows
- Facilitated by the ILO
- Increasing relevance of social dialogue in regional integration
- International Framework Agreements negotiated between multinational enterprises and Global Union Federations

Key observations at a glance: ILO action



- ❑ **Promoting** international labour standards
- ❑ **Mainstreaming** social dialogue in all ILO work
- ❑ **Capitalizing** on a shared **consensus** on the need to tackle poverty and inequality through participatory governance (Agenda 2030)
- ❑ **Creating more space** for social dialogue as an outcome and a modality within DWCPs, UNDAFs, and the UN reform
- ❑ **Mobilizing resources** to strengthen actors and institutions capacities
- ❑ **Expanding** the ILO's **knowledge base** on social dialogue in the evolving world of work

V. Points for discussion



- **Overall purpose:** facilitate decision-making on future priorities by
 - understanding the diverse realities and needs of its Members
 - assessing the results of the ILO's activities
- **Expected output:**
 - adoption of concise and focused tripartite conclusions
 - followed by a new plan of action on social dialogue to be adopted by the Governing Body

3 points for discussion



- 1. What are the challenges and opportunities related to strengthening social dialogue?
- 2. How can social dialogue become more inclusive and address current and future challenges?
- 3. How can ILO action on social dialogue be improved?