

OPENING REMARKS
ILO HEAD OF MISSION TIMOR-LESTE
(Mr. Albert Uriyo, Officer-in-Charge)
Tripartite Dialogue & Capacity Building for Strengthening Mediation
as Dispute Resolution Mechanism
Hotel The Ramelau, Dili, Timor-Leste, 8-9 July 2019

- Greetings to all ILO Constituents participating in this workshop:
 - SEFOPE: Sr. Julião da Silva, Secretary of State for Vocational Training and Employment (SEFOPE)
 - Director General and Director of SEFOPE
 - CCI-TL
 - KSTL
 - Facilitator: Mr. Arun Kumar & Maiko Amano
- Promoting good labour market governance institutions is one of the 3 major priorities identified in the Decent Work Country Programme for Timor-Leste 2016-2020, which was jointly developed by Secretary of State for Vocational Training and Employment (SEFOPE) on behalf of the Government, the Chamber of Commerce and Industry of Timor-Leste (CCI-TL) and the Timor-Leste Trade Union Confederation (KSTL). The ILO is committed to supporting the constituents in addressing these DWCP priorities.
- Timor-Leste is a young developing country and it faces a number of development challenges. To progress on its development agenda, country needs not only more investments but also decent work led development process. It is important to mainstream the objective of decent employment in government policies and programmes. In this context, bi-partite and tripartite dialogue and cooperation among ILO constituents in the country can contribute a lot for promotion of Decent Work;
- Social dialogue and collective bargaining are important means of regulating employment relations. History shows that through social dialogue and CB, parties learn overtime to deal with their differences, negotiate, compromise and move industrial relations from conflict to dialogue; To lay the basis for democratic and stable labour relations, Timor-Leste has also embraced the fundamental principles and rights at work with the ratification in June 2009 of ILO Convention No. 87 concerning freedom of association and their right to organize; and ILO Convention No. 98 concerning right to organise and collective bargaining.
- Conflicts often happen in employment relationships and effective dispute resolution system is an important part of a country's larger industrial relations system. Costs of labour disputes can be and are often high – for companies, workers & economy; many countries have therefore tried to find ways to prevent and/or resolve labour disputes speedily. In this context, use of mediation for settling labour disputes – both individual and collective - is growing fast;

- Mediation in many countries is seen as fast, flexible & cheaper option compared to legal adjudication; Parties also often prefer Mediation since solution of the dispute remains in the hands of the parties to a much greater extent than in arbitration; In Timor-Leste too mediation can be a very effective means for settling disputes but this process needs strengthening from the point of view of - infrastructure for mediation, quality of mediation and capacity of mediators;
- There is no perfect system of industrial relations. IR systems evolve in the country context and when circumstances change, laws & IR systems need adjustments too; ILO does not prescribe any specific model of IRs but one of the key principles suggested in ILO standards is: bodies and procedures for the settlement of labour disputes should be so conceived as to contribute to the promotion of collective bargaining;
- Stable industrial relations require constructive bi-partite relations based on social dialogue, workplace cooperation & collective bargaining as voluntary dispute resolution process; Role of State in this process should be to set basic labour standards, promote compliance, provide services for dispute resolution & facilitate negotiations between the parties to find reach mutually agreeable solutions;
- This workshop is aimed at capacity building of tripartite constituents on 'Labour disputes Mediation'. Through interactive and participatory process, the workshop will seek to contribute to the participants' knowledge and understanding of the mediation process, role of mediators and communication skills in a mediation. This we hope will help to improve process quality of mediation and mediation standards in Timor Leste. The workshop we hope will assist the constituents to develop a follow up plan for improving dispute resolution systems.