



Social dialogue and tripartism

**Labour and social policies for
decent work**

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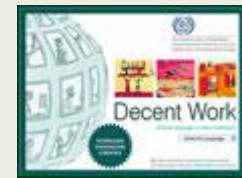


The ILO's Golden Keys

"When these three keys turn together, when governments, employers and workers are able to come together, doors open and social justice advances." Guy Ryder, 28 September 2012



Decent Work Agenda



ILO's four strategic objectives:

- **Employment opportunities for all women and men**
- **Fundamental rights at work**
- **Social protection for all**
- **Social dialogue**

**For 2016 – 2019, social dialogue is one of four
“cross-cutting policy drivers”**

(others are international labour standards, non-discrimination and environmental sustainability)

A small graphic in the top left corner consists of three overlapping squares. The top square shows two hands shaking, the middle square shows a modern building, and the bottom square shows a group of people in a meeting.

What is social dialogue?

All types of negotiation, consultation and information sharing between the representatives of *governments, employers and workers*, or between representatives of *employers and workers*, on issues of common interest relating to economic and social issues.

What is tripartism?

The participation of representatives of *employers and workers*, on an equal footing, with those of the *government* in decision-making processes on economic and social issues.

=>There is no universal model or “blueprint” for social dialogue

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Why is social dialogue good for labour market governance?

- Promotes ownership of policy reform
- Improves information and sharing
- Facilitates partnership and positive attitude to problem solving
- Increases legitimacy and facilitates policy implementation
- Eases social tension in times of hardship or crisis
- Contributes to democratization, empowerment and development

=> leads to **better social and economic outcomes**

=> **is also an end in itself?**



Basic preconditions

- Respect for freedom of association and the right to collective bargaining
- Representative, independent workers' and employers' organizations
- Supportive institutional and legal frameworks
- Political will and commitment on the part of *all* partners
- Good information and data availability
- Technical knowledge and negotiating skills

=> Creates enabling environment

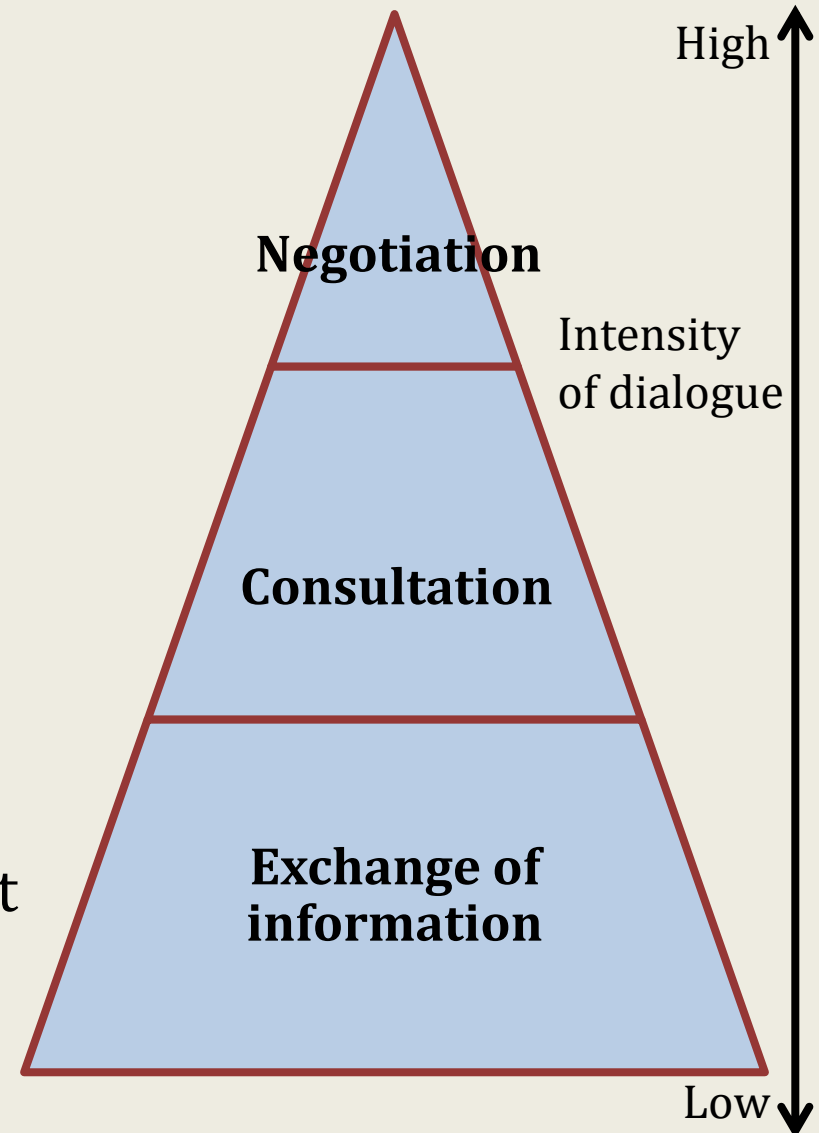


Intensity of social dialogue

➤ **Information-sharing**
No discussion or dialogue

➤ **Consultation**
Exchange of views

➤ **Negotiation**
Most formal and legally binding
form of social dialogue: Agreement
by consensus





Forms of social dialogue



➤ **Bipartite**

- Workers and employers, with or without government intervention
eg Collective Bargaining on wages, working conditions, etc.
- State and workers in public service
ie government as employer

➤ **Tripartite**

- Employers, workers and government
eg national social dialogue committees or councils

➤ **Tripartite 'plus'**

- Open to other civil society groups
e.g. participation of NGOs, academics, experts, special interest groups



Institutional arrangements



Vary from country to country /depend on national context and traditions of industrial relations : bipartite, tripartite or 't +'

- **Economic and Social Councils** : Exist in almost 85% of ILO MS; often used for consultation purposes
- **Tripartite Labour Advisory Councils** : Attached to the Ministry of Labour → advise on draft laws and regulations on labour, social and economic issues
- **Specialized Committees**: ad-hoc for specific purposes

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Levels of social dialogue

➤ **Centralised vs. decentralised**

- Social dialogue and collective bargaining can be: centralised at national level or
- decentralised at sectoral, regional or enterprise level

➤ **Between countries, along supply chains**

- Cross-border, between MNEs and global unions (International Framework Agreements)

➤ **Global**

- ILO – GB and ILC
- Other international/global forums



ILO standards supporting social dialogue



- Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)
- Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976 (No. 152)
- Consultation (Industrial and National Levels) Recommendation, 1960 (No. 113)



How can the ILO help?

ADVISORY SERVICES

- Build strong and functional **institutions and processes** for social dialogue
- Support labour law reform and dispute resolution mechanisms
- Promote the **ratification and implementation** of international labour standards

CAPACITY-BUILDING

Reinforce the capacities of workers' and employers' organizations
Support capacity of labour administration

KNOWLEDGE GENERATION AND SHARING

- * Research
- * Sharing of good practice
- * Comparative legal analysis

TRAINING (ITC-ILO)

- * National Tripartite Social Dialogue
 - * Negotiation skills
 - * Conciliation & mediation skills
- Social dialogue and industrial relations Academy



Thank-you

<http://www.ilo.org/global/topics/workers-and-employers-organizations-tripartism-and-social-dialogue/lang--en/index.htm>