



National Tripartite Seminar: Enhancing Labour Administration's Performance and Strengthening Tripartite Social Dialogue

13 October 2015, New Delhi, India

Tripartite Social Dialogue: India in the global perspective

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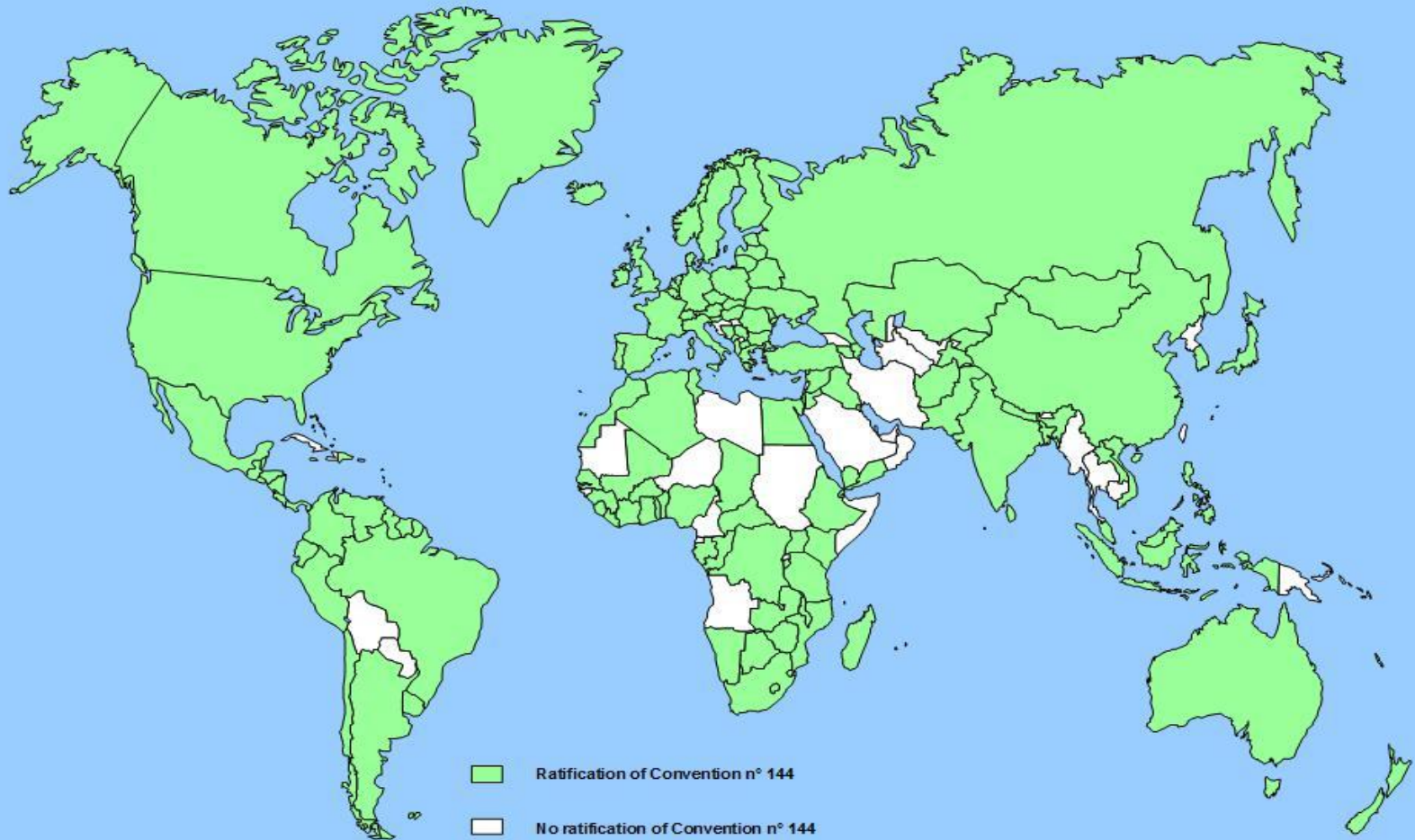


Tripartite Social Dialogue

- **ILO's key value and cross-cutting issue**
- **Pre-conditions for social dialogue**
 - **freedom of association**
 - **independence and representativity of social partners**
 - **political will**
 - **institutional framework**
 - **technical competence**

Ratification of ILO Convention No. 144 on Tripartite Consultations (International Labour Standards)

Ratification of Convention n° 144





Tripartite Social Dialogue: national and State levels

■ **Participants of social dialogue**

- **government (leadership, policy coherence, final responsibility)**
- **organisations of workers and employers**
- **other groups (rural and informal economy workers, NGOs)**

■ **National institutions**

- **in 75% of countries**

■ **Women in tripartite national social dialogue bodies**

- **G20: from 0% (Turkey) to 44% (France)**
- **10% at the Indian Labour Conference**

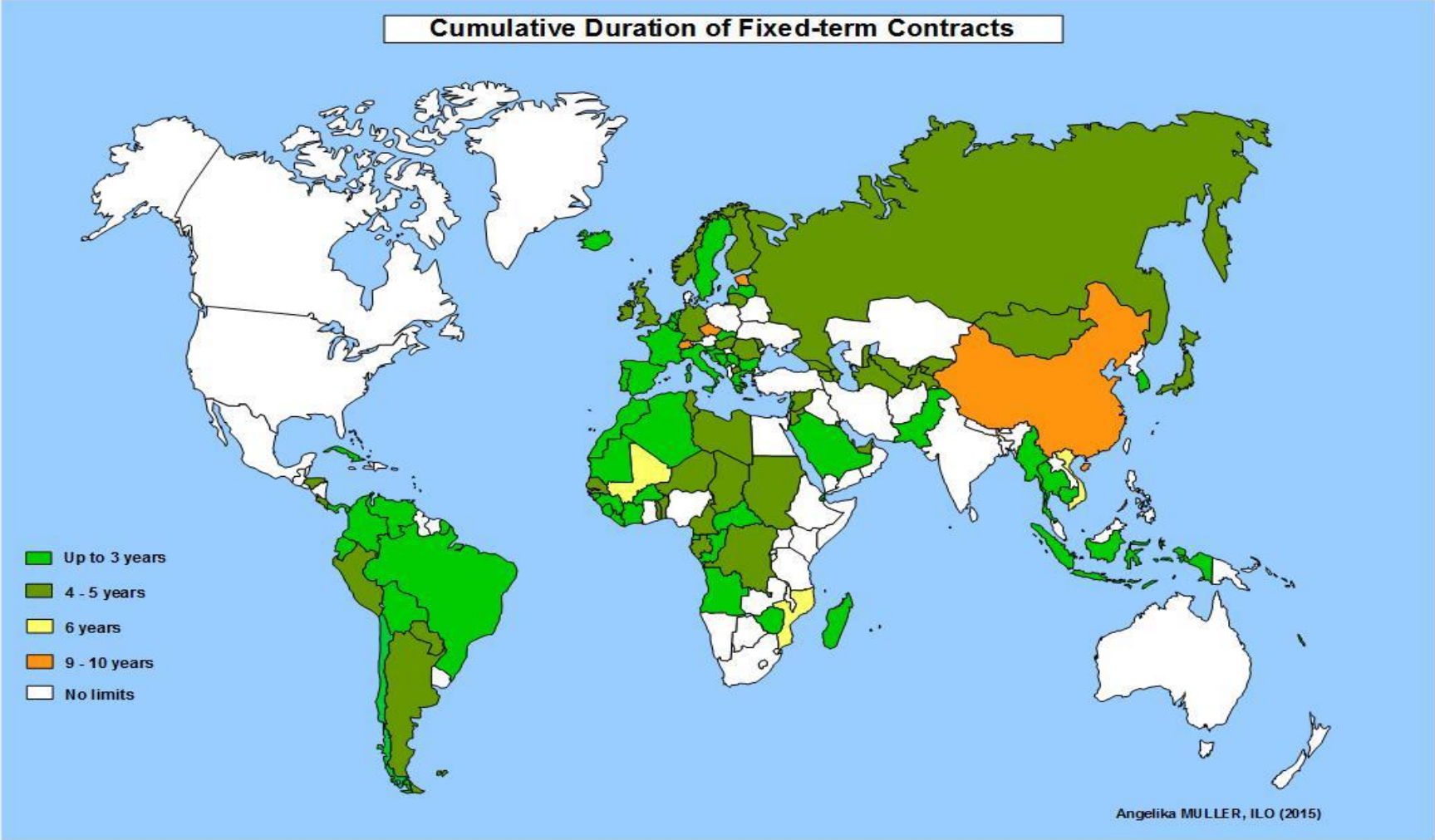


Topic for Social Dialogue: Labour Law Reforms

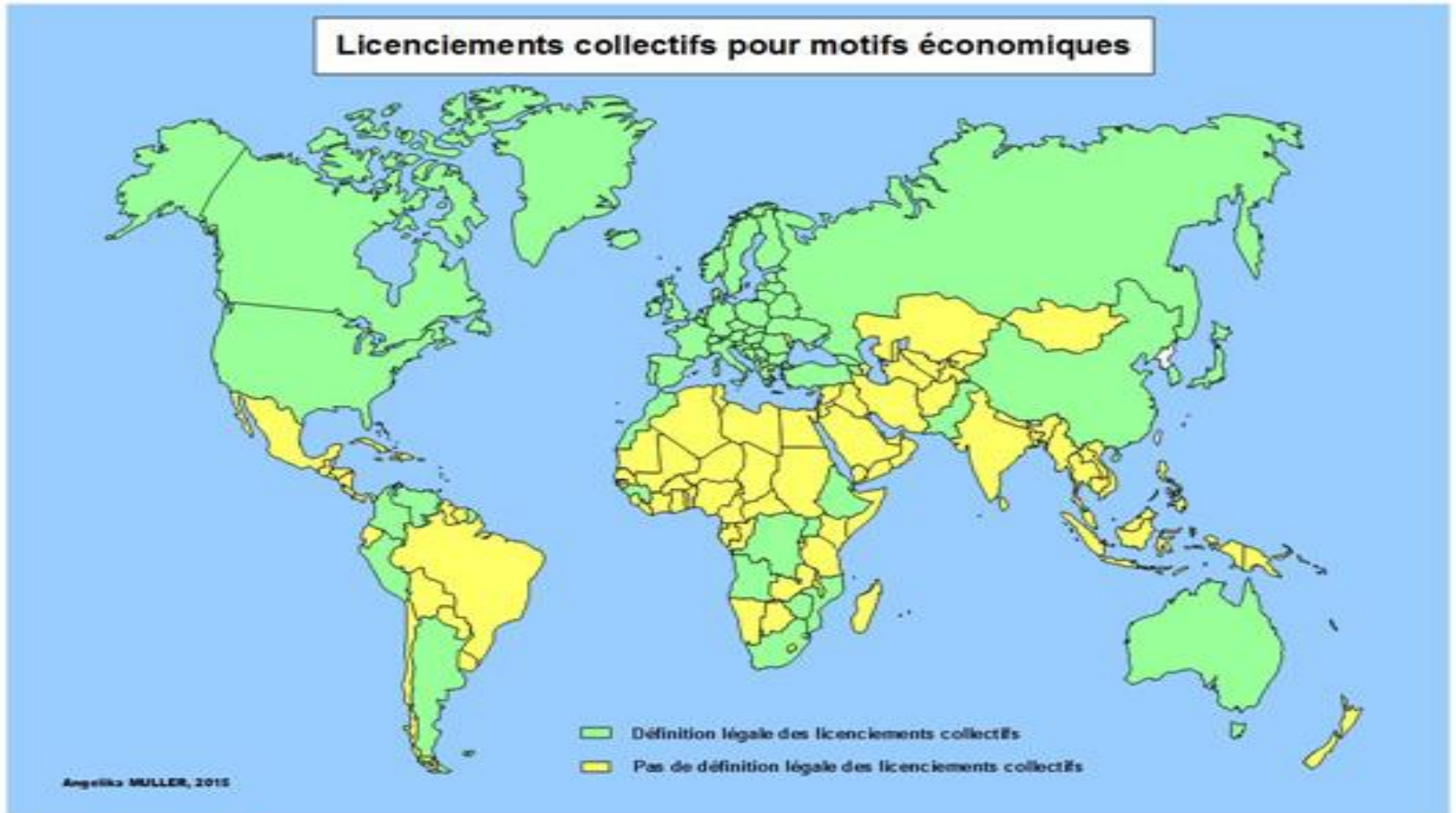
- **Flexibility for Employers + Security for Workers**
 - contract labour and temporary contracts (e.g. BRICs)
- **World Bank**
 - Labour law is not in the ranking on *Doing Business*
 - Labour law is the 6th concern (out of 10) for investors
- **ILO approach for labour law reforms**
 - harmonisation instead of deregulation
 - through tripartite social dialogue



Cumulative duration of FTCs (186 countries)



Legal definition of collective redundancies (157 countries)



Authorization of Redundancies by Third Parties





Challenges and Perspectives for Tripartite Social Dialogue in India

- **Topics for discussion and future collaboration**
 - institutional framework
 - political will and trust among social partners
 - active and well-ressourced labour administration
 - strong, capable and pro-active social partners al all levels





Conclusions

- **Social dialogue is a complex process...**
 - share of power, mutual concessions
 - requires time and resources
- **... but no credible alternative to social dialogue for:**
 - democratic governance of labour markets
 - economic development and social justice for all

