



## **Role of social partners in promoting sustainable development , inclusive growth an development**

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# Decent Work Agenda

- Decent Work Agenda consists of 4 interrelated and mutually reinforcing strategic objectives:
  - Employment including sustainable enterprises
  - Social protection (social security, health and safety at work, wages and working conditions)
  - Social dialogue and tri-partism
  - Fundamental principles and rights at work

# Decent work agenda

- Gender equality and non discrimination as cross-cutting issues
- Up-to-date International Labour Standards underpin the ILO Decent Work Agenda (80 conventions and 80 recommendations)
- ILC Fundamental Declarations (adopted by consensus of tripartite constituents of 183 countries)
  - Declaration on Fundamental Rights and Principles at Work
  - Declaration on Social Justice for a Fair Globalisation (2008)
- ILC Frameworks
  - social dialogue (2002),
  - sustainable enterprises (2007),
  - Global Jobs Pact (2009)
  - Tripartite declaration on multinational enterprises and social policy (CSR instrument, regular updates)

# What is social dialogue ?

- Social dialogue refers to all forms of negotiation, consultation and exchange of information between or among representatives of employers, workers and government on issues of common interest in social or economic policy
- ILO standards: not only tolerating social dialogue but it should be actively promoted (convention 98, 144,154 and Recommendations)

# Social dialogue

- ILC 2002 Resolution on social dialogue: Role of Social dialogue in economic and social development

Recalling the essential role of the social partners in stable economic and social development, democratization and participative development and in examining and reinforcing the role of international cooperation for poverty eradication, promotion of full employment and decent work, which ensure social cohesion of countries,

Stressing that social dialogue and tripartism are modern and dynamic processes that have unique capacity and great potential to contribute to progress in many difficult and challenging situations and issues, including those related to globalization, regional integration and transition,

# Social dialogue

- ILC 2002 Resolution: preconditions and supportive structures by the government

Invites the governments to ensure that the necessary preconditions exist for social dialogue, including respect for the fundamental principles and the right to freedom of association and collective bargaining, a sound industrial relations environment, and respect for the role of the social partners, and invites governments as well as workers' and employers' organizations to promote and enhance tripartism and social dialogue, especially in sectors where tripartism and social dialogue are absent or hardly exist

# Social dialogue

## ILC 2002 Resolution: action by social partners

- invites workers' organizations to continue to empower workers in sectors where representation is low in order to enable them to exercise their rights and defend their interests;
- invites employers' organizations to reach out to sectors where representation levels are low in order to support the development of a business environment in which tripartism and social dialogue can flourish.



# Social dialogue and sustainable enterprises

ILC 2007 Resolution on sustainable enterprises:

- Government can act as regulator, facilitator and promoter of sustainable enterprises through a range of policies and practices, such as:

(1) *Facilitating and participating in social dialogue.* Social dialogue, freedom of association and the right to collective bargaining are relevant tools in the promotion of sustainable enterprises and should be expanded to cover all sectors of the economy.

(2) *Labour law enforcement through efficient labour administration, including labour inspection systems.*

# Social dialogue and sustainable enterprises

ILC 2007 Resolution on sustainable enterprises:

- actions by social partners

Employers, workers and their organizations have a vital role to play in supporting governments in the development and implementation of policies to promote sustainable enterprises, as outlined above. Tripartism, bipartism and effective social dialogue are fundamental to sustainable enterprise development.

Social partners can play an effective role through:

- Advocacy
- Representation:
- Services
- Implementation of policies and standards

# Role of social partners

ILC 2007 resolution:

➤ on representation:

Social partners have a vital role to play in reaching out to workers and owners of enterprises and in particular those of SMEs and the informal economy, and in general, increasing the representation of their membership to ensure deeper and broader benefits of association, representation and leadership, including in the field of public policy advocacy, its formulation and implementation.

# Social dialogue challenges related to development cooperation

- EU development cooperation used a limited approach to social development (not labour market) - new approach announced by Agenda for Change
- Unfortunate distinction between economic and social sectors- more integration required such as in EU2020
- Confusion about role of private sector: enabling environment? big companies or foundations as donors and implementing agents? role of employers and workers? PPP?
- Social partners mixed up with NGO's in programming and funding (non state actors): workers and in particular employers were marginally present or absent in EU development fora

# Social dialogue challenges related to development cooperation

- Social dialogue is different from civil dialogue
- Social dialogue cannot be limited to CSR
- Informing EU delegations and EU development services on functioning of social dialogue and the enabling environment
- Development donors should not select at random themselves representative social partners
- ITUC and regional TUC should strongly liaise with EU delegations and services and vice versa
- Social partners should develop material on capacity building and functioning of social dialogue - ILO can be of help
- Need for a reference framework and not twinnings based on national experiences in donor countries (good practices: eg. Prodiap programme on social dialogue in Africa, Belgian-Maghreb countries- ILO partnership on social dialogue in Maghreb countries)
- Decent work country programme signed by tripartite constituents provide a key framework as they define priorities and needs

# conclusions

- The ITUC development cooperation network activities are timely and important as EU, EU MS and others such as G20, OECD DAC and UN are in the process of reviewing development cooperation;
- Both employers and workers organisations should be present in the international, regional and national debates on development in order to ensure that social dialogue is included;
- Supporting social dialogue and social partners should get specific attention in development cooperation programming and wider external policies and actions;
- ILO and ILO ITC technical assistance and training are available for employers and workers, for bipartite and tripartite social dialogue, for implementing international labour standards and for promotion of wider decent work.