



Organización  
Internacional  
del Trabajo

# Contribution of social dialogue to gender equality and youth employability

Regional Meeting of the International Association of Economic and Social Councils and Related Institutions

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**Fernando García Granara**

Specialist in Labor Legislation and Social Dialogue  
ILO Office for Central America, Haiti,  
Panama and the Dominican Republic

- ▶ Social dialogue bodies are key to improving democratic governance and social and economic development.
- ▶ Participation, representativeness, commitment, national priorities, proposals, solutions.
- ▶ Tripartism. Consensus

## LEVELS AND IMPACT OF SOCIAL DIALOGUE

- 1. Social Dialogue: National, Regional or Sectorial. Public Policies.**
  - 2. Collective bargaining. Bipartite dialogue.**
  - 3. Collaboration or cooperation at the workplace.**
- ▶ Results: national or at the workplace
  - ▶ Communication / Information / Consultation / Consensus





# Social Dialogue

## ► Open Theme for Public Policy, Participation and Effective Action

- Labor relations and employment. Labor legislation, wages, conflict resolution, freedom of association and collective bargaining. Fundamental rights.
- **Economic policy. Economic growth and emergence, monetary policy, productivity, fiscal policy, poverty reduction, trade policy. Employment creation and measures. Employability.**
- **Gender equality. Elimination of discrimination, sexual harassment. Work and family life balance.**
- Labor migration.
- Social Security and Social Protection.
- Working Conditions. OHS, working hours, working time, wages.
- **Sustainable Developments Goals.**
- **COVID-19 Response.**



## SOCIAL DIALOGUE AND GENDER

- **The social dialogue agenda can include key areas for equality:**
  - Access to employment for women.
  - Equal pay
  - Leave of absence for caregiving
  - Measures for work and family-life balance,
  - Prevention and protection against violence and harassment, among others.

## **ILO Report**

### **Contribution of social dialogue to gender equality 2021**

- Increasing women's participation in decision making and social dialogue. Representation. Gaps.
- Improving the responsiveness of social dialogue. Dialogue bodies, Collective bargaining.
- Collaboration at the workplace: Job evaluation. Work-life balance. Care work burden. Violence and harassment protocol.
- Transition from informal to formal economy.

[https://www.ilo.org/global/publications/books/WCMS\\_679961/lang--es/index.htm](https://www.ilo.org/global/publications/books/WCMS_679961/lang--es/index.htm)

## **ILO Conventions for Gender Equality**

**Convention No. 100 concerning Equal Remuneration (1951)**  
Recommendation No.90

**Convention No. 111 concerning Discrimination (Employment and Occupation) (1958)**  
Recommendation No.111

**Convention No. 156 concerning Workers with Family Responsibilities (1981)**  
Recommendation No. 165

**Convention No. 183 concerning Maternity Protection (2000)**  
Recommendation No. 191

**Convention No. 189 concerning Domestic Workers (2011)**  
Recommendation No. 201

**Convention No. 190 concerning Violence and Harassment, 2019**  
Recommendation No. 206

## YOUTH EMPLOYABILITY

- ▶ Greater opportunities for young people when they enter the workforce.
- ▶ Vocational training. Improvement of labour competencies and education for work.
- ▶ What measures and actions can be taken in the countries or states?
- ▶ International Labor Convention 2023. R208. Adoption of the Recommendations concerning Quality Apprenticeships, 2023 (No. 208).

[https://www.ilo.org/dyn/normlex/es/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:R208](https://www.ilo.org/dyn/normlex/es/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R208)



## **R208. Recommendation on quality apprenticeships, 2023 (No. 208). Adopted at the International Labor Conference. 16 June 2023.**

### **1. Apprenticeship**

- ▶ Quality Apprenticeship. Apprenticeship Program. Recognition of qualifications and competencies.

### **2. Regulatory Framework for Quality Apprenticeship.**

- ▶ Incorporate and promote quality apprenticeships in education, vocational training, lifelong learning and employment policies. Qualifications framework or system that facilitates recognition of competencies acquired through apprenticeships. Workers' and employers' organizations should be involved in the design, implementation and monitoring of the frameworks.



## YOUTH EMPLOYABILITY

### R208. Recommendation on quality apprenticeships, 2023 (no. 208).

► Involvement of workers and employers in determining whether an occupation lends itself to quality apprenticeships: competencies, suitability, duration of apprenticeship, emerging occupational fields.

Participation and consultation in occupational or general standards for quality apprenticeships.

- 3. Protection of Apprentices.**
- 4. Apprenticeship contract**
- 5. Equality and Diversity in Quality Apprenticeships**



## YOUTH EMPLOYABILITY

### R208. Recommendation on quality apprenticeships, 2023 (no. 208).

#### 6. Promotion of Quality Apprenticeships

- ▶ Consultations to adopt measures to create a favourable environment for the promotion of quality apprenticeships. National strategies, objectives and resource allocation.
- ▶ Integrating apprenticeships into national development strategies.
- ▶ Facilitating the transition from the informal to the formal economy, consultations to take action.



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[garciaf@ilo.org](mailto:garciaf@ilo.org)

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