

# **The Development of Social Dialogue**



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# Introduction

- Social dialogue is a peaceful way of resolving conflicts and balancing the interests of different parties
- Social dialogue is considered one of the most important employment and social policy instruments at international level
- Social dialogue comes in the form of a Tripartite dialogue
- Social dialogue stands for consultation between trade unions, employers and government on socio-economic issues

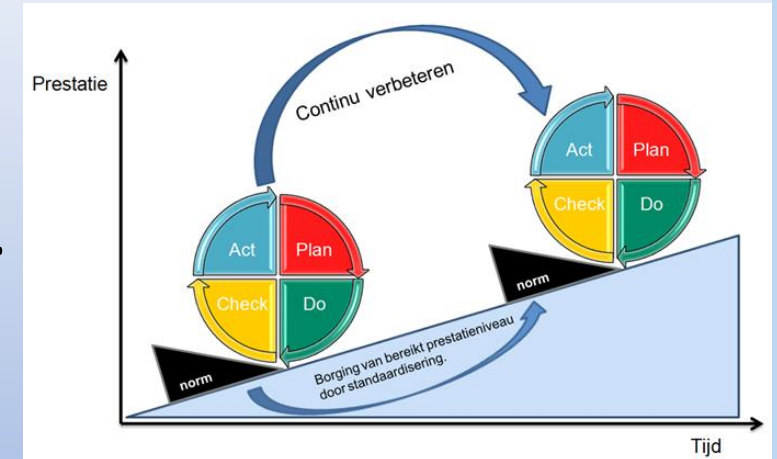
# Targets of Social Dialogue

A constructive social dialogue leads to better working conditions for workers worldwide, including to fair wages, respect for rights and much more labor improvements

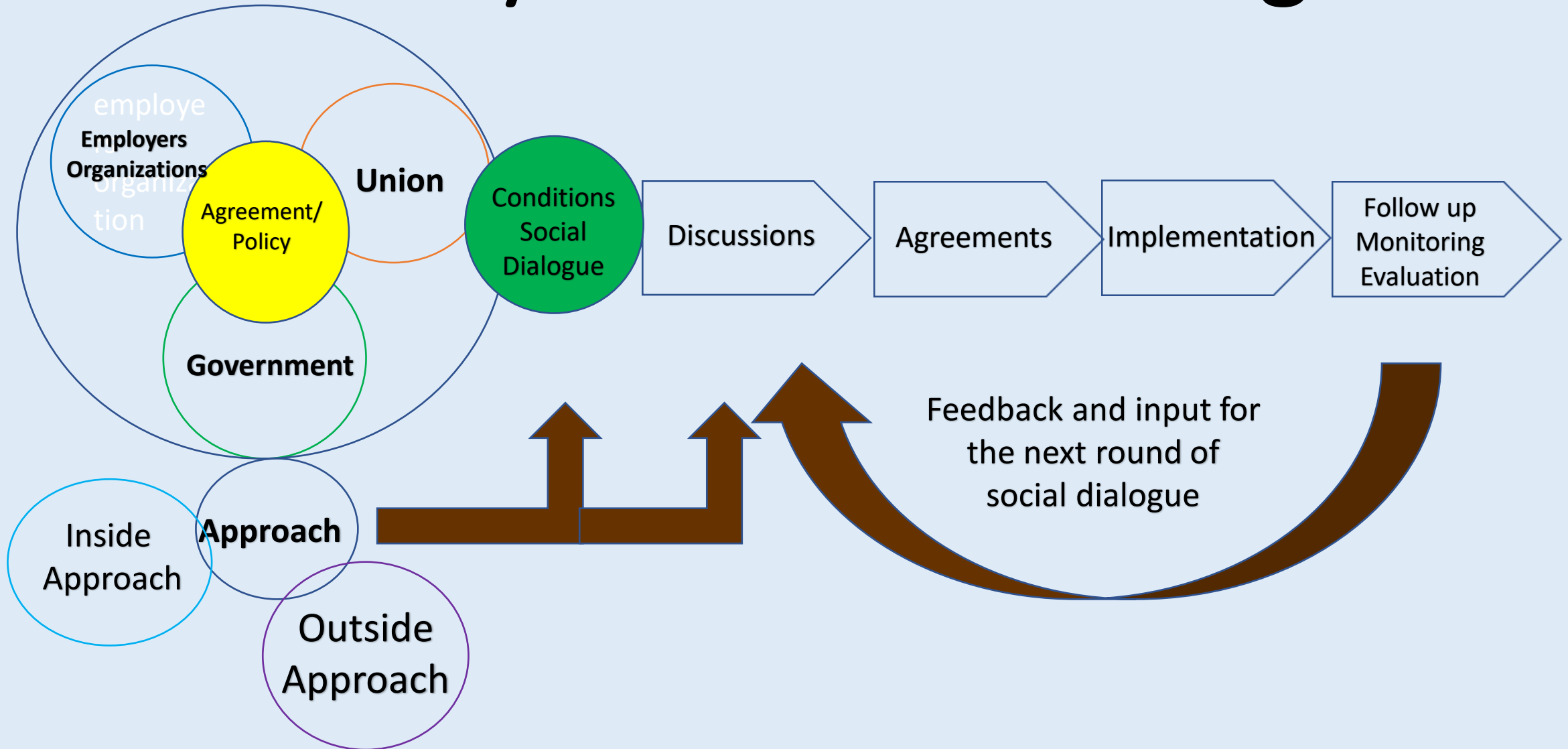


# How does Social Dialogue work

- The Social Agreements come established at the consultation table
- Discussions/negotiations ensue here
- Then reached with agreement/plan of action.
- The decisions are being implemented
- Subsequently, the results are followed up, monitored and evaluated



# The cycle of social dialogue



# Social Dialogue at National Level

Adequate structures for **social dialogue** at **national level**, **sector level** and **organizational level**, e.g. social partner organizations, employee representation, trade union contribution to public policy Standard Scenarios for **Social Collaboration** partners at **national level**.

Building a relationship between the social partners based on mutual **trust** and **respect**.

On the future of social dialogue at national level, **opinions differ**.

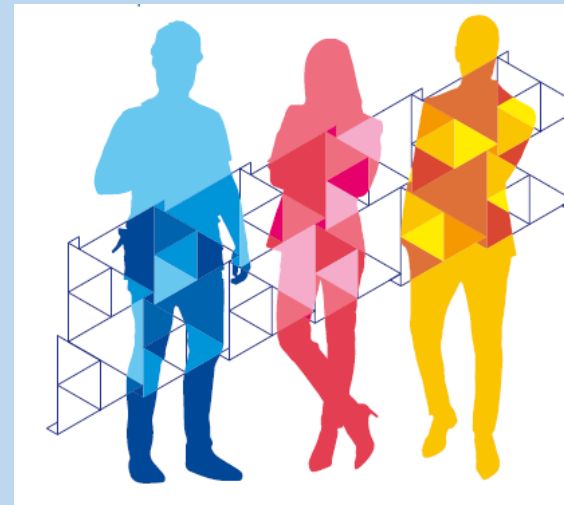
# Social Dialogue at International Level

The international social dialogue is the furthest away of the normal workplace.

How does the international social dialogue?

Who are the players in this field and how big is the impact?

The ILO has that is why it is also nicknamed '**The World Parliament of Labor**'. The path of the international treaties and real improvements in the workplace is sometimes long.



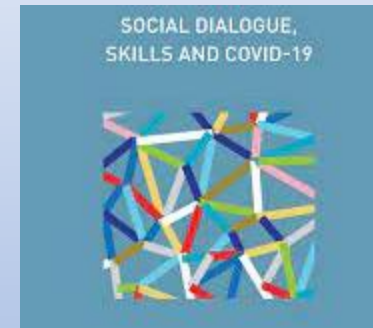


# Obstacles to Social Dialogue

- There is still no long tradition of social dialogue and structures are still relatively weak.
- The difference in perception and perspectives between the social partners.
- Today's globalized markets place high demands on the competitiveness of organizations.
- The involvement of SMEs remains a critical issue.

# Closing

Social dialogue is also a great tool to get out of the COVID-19 crisis and safe work, social justice and sustainable development and to achieve more resilient, sustainable, just and inclusive societies after the lessons learned of the pandemic.



The importance of social dialogue and, among other things, the establishment of the Tripartite Consultation, which has contribute to formulating solutions related to the crisis.

# Do you have any questions?

