



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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- ▶ 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

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

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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