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TRIPARTISM PLUS - RETHINKING SOCIAL DIALOGUE IN TIMES OF GLOBALIZATION AND INFORMALIZATION

Executive summary

Wednesday, 30 May 2018

Workshop

In conjunction with 107th Session of the International Labour Conference

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Background

The NGO workshop entitled “Tripartism plus - Rethinking Social Dialogue in times of globalisation and informalization” was jointly organized by the International Catholic Centre of Geneva (CCIG), Kolping International/the German Commission for Justice and Peace (GCJP), the International Coordination of Young Christians Workers (ICYCW), International Young Christian Workers (IYCW), and the World Movement of Christian Workers (WMCW), with the collaboration of Women in Informal Economy: Globalizing and Organizing (WIEGO). Furthermore, the event was made possible with the support of the World Council of Churches (WCC).



Since its inception, the ILO has recognized the importance of Social Dialogue as a key tool to address violations and effectively promote Decent Work. Accordingly, the Agenda of the 107th International Labour Conference, held in Geneva from 28th May to 8th June 2018, included a discussion on the strategic objective of social dialogue,

as one of the four pillars of the ILO’s decent work concept. The ILO stresses the vital role of dialogue between governments, and workers’ and employers’ organizations to promote and maintain peaceful and prosperous societies.

Social dialogue includes all types of negotiation, consultation and exchange of information between or among representatives of governments, employers and workers on issues of common interest relating to economic and social policy.

Social Dialogue can act as a mortar to keep society together. With it, an economy may survive crises with less damage. It is helpful to promote reconciliation after conflict and it is necessary to identify and implement effective and fair solutions after accidents (e.g. development of new fire and safety regulations in

Bangladesh/Pakistan). Social dialogue is crucial for the strengthening of equality e.g. by ensuring action at different levels to promote gender equality, non-discrimination, and Decent Work). Social dialogue gives people a voice and a stake in their societies and workplaces. It is, therefore, central to the functioning of the ILO itself.

Nevertheless we see critical and increasing deficits in the commitment to social dialogue at all levels. Government structures are often weak and lack resources. In many countries the private sector refuses to recognize its importance. Labour movements are often too fragmented and weak to participate effectively. Social dialogue is also often challenged by strong economic interests. How can we counteract these weaknesses, especially in the light of globalisation with its complex Global Value Chains, global markets and global competition that often

promote informal, precarious and cheap labour? What about outreach to the informal economy? How can we ensure the inclusion of “vulnerable groups”, such as migrants, women, care and domestic workers? How can we include casual and contracted workers, be it in agriculture and construction or “fake” self employment in IT and services?

Is the classical tripartism (Workers, Employers and Governments) enough? How can we also include other actors within the social dialogue process, e.g. NGOs, religious, humanitarian and consumer groups? Will this expansion of social dialogue contribute to better working conditions for all? Whose responsibility is it to call for reinforced social dialogue? Will tripartite-Plus approaches strengthen or weaken traditional tripartite structures? How should social dialogue be structured and reformed in order to give more actors a say on key questions of social policy in future? In the end, how must it be reformed in order to ensure dignified work and equality for all?

In conjunction with the 107th International Labour Conference, this event intended to raise awareness about opportunities and challenges associated with social dialogue, highlighting its potential and limits in our societies, as well as to



facilitate a creative discussion on the different positions and approaches to reinforcing Social Dialogue within and beyond the ILO, at the national and local level. The event also focused on cases where social dialogue is important to create new understandings of the need to protect informal workers and other vulnerable groups in precarious work situations.

The coalition of organizing NGOs believes social dialogue is a critical instrument for advancing the rights and protections of workers in the informal economy that should be at the forefront of advocacy efforts on the issue.

This workshop convened prominent members of civil society, the ILO, and actors in the field, to create a space for dialogue among concerned stakeholders and advocates.

Participants had the opportunity to hear testimonies from NGOs working at local level and from experts at the international level, as well as the chance to contribute their own experience to the discussion.

Speakers, **H.E. Mgr. Ivan Jurkovič** (Apostolic Nuncio, Permanent Observer of the Holy See at the UN), **Ms. Jane Hodges** (Former Director, Gender Equality, ILO), **Ms. Leizyl Salem** (Asia Pacific Coordinator, IYCW), **Ms. Floriane Rodier** (National Secretary, YCW France), **Ms. Lorraine Simbanda** (President of StreetNet, ZIMBABWE – partner of WIEGO), **Ms. Odile Frank** (Representative, Global Coalition for Social Protection Floors), **Ms. Anna Biondi** (Deputy Director, Bureau for Workers' Activities, ILO), **Ms. Sarah Prenger** (International President, IYCW) provided inputs and testimonies regarding the challenges of social dialogue based on their experience at the local and international level, eventually opening up the discussion to members of the audience.

Ms. Hildegard Hagemann (Kolping International/GCJP) moderated the event.

This brief report provides a summary of the discussions that took place during the workshop and aims to keep all interested organizations, NGOs and individuals up to date on the organizers' activities, working areas and achievements.

For more information on the topic, please consult ILO Reports "[Social Dialogue and Tripartism](#)" and "[Ending violence and harassment in the world of work](#)".

AGENDA

Moderation: **Ms. Hildegard Hagemann**, Kolping International/GCJP

10:00 – Welcome

Prof. Dr. Isabel Apawo Phiri, Deputy General Secretary for Public Witness and Diakonia, World Council of Churches

Ms. Maria D’Onofrio, Secretary General, CCIG

10:10 – Opening Remarks

H.E. Mgr. Ivan Jurkovič, Apostolic Nuncio, Permanent Observer of the Holy See at the UN

10:20 – Keynote speech: *Social Dialogue as a means to promote decent work for ensuring non-violent places of work?*

Ms. Jane Hodges, Former Director, Gender Equality, ILO

10:40 – Sharing of experiences of especially vulnerable groups challenging Social Dialogue:

Addressing Gender based violence at the workplace - Ms. Leizyl Salem, Asia Pacific Coordinator, IYCW

Empowering migrant workers - Ms. Floriane Rodier, National Secretary, YCW France

Collective bargaining and self-employed informal workers - the example of street vendors - Ms. Lorraine Simbanda, President of StreetNet, ZIMBABWE – partner of WIEGO

11:00 – Questions and Discussion

11:30 – Panel Discussion followed by Plenary Debate

Ms. Jane Hodges, Former Director, Gender Equality, ILO

Ms. Odile Frank, Representative, Global Coalition for Social Protection Floors

Ms. Anna Biondi, Deputy Director, Bureau for Workers’ Activities, ILO

Ms. Sarah Prenger, International President, IYCW

12h55 – Concluding Remarks

Ms. Marilea Damasio, General Secretary, WMCW

EXECUTIVE SUMMARY

The morning workshop began with a warm welcome from **Prof. Dr. Isabel Apawo Phiri** (Deputy General Secretary for Public Witness and Diakonia, World Council of Churches, WCC) on behalf of WCC General Secretary, Rev. Dr Olav Fykse Tveit. While thanking CCIG for inviting the WCC to jointly sponsor this event, she explained how this year's workshop on "Rethinking social dialogue in times of globalization and formalization" was in many ways a continuation of the good cooperation experienced last year with the event on "Labour Inspection as an Instrument to Protect Workers in Informal Economy". She also welcomed the collaboration with WIEGO since "Women, and especially women as informal workers, are truly at the peripheries of the world of labour and often disempowered by economic actors who are exploiting their vulnerability."



Ms. Phiri spoke of the forthcoming visit of Pope Francis to the WCC on June 21 on the occasion of the WCC 70th anniversary. The organization was founded 1948 after World War II and since then has continued to work for the unity of churches and humankind in justice and peace.

"We hope and pray that we can continue this journey [with Pope Francis] to the peripheries of this world where people are yearning for justice and peace, and call us to be in solidarity with them. Walking together in solidarity with those in need in the world and suffering creation, we are to proclaim the Gospel message in word and deed" – she stated.

Furthermore, Ms. Phiri recalled how Churches have a lot of experience with dialogue, the doctrinal dialogue among themselves and also in conflict-mediation: "We have learned how important it is, especially in our search for reconciliation and peace, not to ignore the existing imbalances of power and resources available to the different parties. Those who have been made weak need to be lifted up in negotiating for power. The tripartite dialogue in the ILO was and is still based on the relationships in the formal economy between

labour and capital and the state as regulator. We know that this model is severely challenged in the context of economic conditions of poverty with informal labour having little or almost no negotiating power. They need initiatives and actors supporting them to secure their livelihoods and the future of their families.” – she concluded.

Ms. Maria D’Onofrio (CCIG Secretary General) followed by offering her own opening remarks. She explained how the International Catholic Center of Geneva, together with its members and partners, has convened consultations linked to the activities of the ILO over the past 8 years in order to help promote Decent Work for different vulnerable groups.

Among them, she recalled the CCIG contribution to the recognition and promotion of Domestic Workers’ rights, not only by advocating for the adoption of the ILO Convention 189, but by engagement for the ratification and implementation of the Convention through the mobilization of local actors both in Geneva and internationally. This experience underlined the importance of the topic chosen for the 2018 Workshop by reaffirming the role of Social Dialogue and possible tripartite plus opportunities. Within this framework, CCIG is convinced that NGOs, Movements and Churches can play an essential role in promoting decent work by influencing the international and national agenda, and then following up at the local level by finding ways to enhance the implementation of worker’s rights.



Accordingly, the goal of these annual events on Decent Work is to generate new information and opportunities for CCIG members and partners so that they can be directly involved in the work of the ILO and UNHCR and the wider Geneva International Community. However, this participation should not be restricted to just the International Labour Conference and other major meetings in Geneva. More importantly, it has to help facilitate the work of CCIG members and partners at the regional and national level.

In fact, each and every CCIG member and partner is an active stakeholder at international, regional, national and local levels, where they can play an active role in social dialogue in order to achieve their priorities and goals. Without the

right and the opportunity to participate in social dialogue at all these levels, they would be unable to implement their programs and activities nor able to fully mobilize the necessary resources, both human and financial, to carry out their mandates.

She concluded by stressing how CCIG thought it would be helpful to have this discussion on social dialogue in order to share the ILO's experience in promoting social dialogue at the international and national level and to have other partners to also share their experience and interest in being a part of social dialogue at all levels.



H.E. Monsignor Ivan Jurkovič

(Permanent Observer of the Holy See at the UN) was next to take the floor, delivering an introduction focused on the particular challenges faced by the world of work over the past decade. These include the impact of the 2008 financial and economic crises on employment and income inequality, the growing impact of climate change and an upswing in violent conflict and humanitarian crises that have led to the highest levels of forced

displacement and migration seen since the Second World War. In its turn, the crisis was the result of an imbalance in the global economy, which has provided significant technical and material progress, but has left too many people behind. In the present situation, he stressed how those hardest hit were ordinary working men and women, families and local communities, and small and medium-sized businesses that create most of the jobs.

According to Mgr Jurkovič, the crisis demanded a rethinking of old patterns of growth, and the search for new approaches that could, more effectively, respond to the worldwide aspirations of men and women to a life of dignity even in different contexts. Returning to the old system as if nothing had happened will only exacerbate existing problems.

Consequently, work itself, together with its dignity, is increasingly at risk of losing its value as a “good” for the human person¹ and becoming merely a means of exchange within asymmetrical social relations.

¹ Cf. John Paul II, Encyclical Letter [*Laborem exercens*](#) (14 September 1981), 9: AAS 73 (1981), 598.

Precisely in this inversion of the order between means and ends, where work as a good becomes an “instrument,” and money an “end”, the reckless and amoral “culture of waste” finds a fertile ground. It has marginalized great masses of the world’s population, deprived them of decent labour, and left them “without possibilities, without any means of escape”: “It is no longer simply the phenomenon of exploitation and oppression, but something new. Exclusion ultimately has to do with what it means to be a part of the society in which we live; those excluded are no longer society’s underside, or on the fringes or its disenfranchised, but rather they are no longer even a part of it. The excluded are not the “exploited” but the outcast, the “leftovers”².

He highlighted the limits of an approach that considers the work and its economic implications without regard for the person carrying out the work itself. Work is in fact a person’s ability to transform into reality their talents and realize their vocation. Under this subjective component, work acquires dignity, because it reflects the ultimate meaning of the human condition.

The Social Doctrine of the Catholic Church emphasizes that one of the characteristics of work is its social dimension. The work is in fact accomplished not as an end in itself, but with the other and for the other: it is an activity that starts from an individual but is addressed to another, acquiring a transitive nature. The social dimension of work has important implications: it dictates the terms of the inclusion of persons who are excluded in a more or less partial way from the labour market.

Mgr Jurkovič pointed out that the first task should be aimed at fostering greater inclusion of youth in the labour market. The second category which the initiative should address, concerns women, who are too often at the margins of the labour market. Violence and harassment of women, both at home and in the workplace, is a major and continuous human rights violation and impediment to women’s

“Violence against women cannot be treated as “normal”, maintaining a culture of machismo blind to the leading role that women play in our communities. It is not right for us, brothers and sisters, to look the other way and let the dignity of so many women, especially young women, be trampled upon”

(Pope Francis, Meeting with population at Jorge Basadre Institute, 19 January 2018)

² Francis, Apostolic Exhortation [*Evangelii gaudium*](#), 53; AAS 105 (2013), 1042.

access to decent work and economic empowerment.

The Decent Work Agenda today is part and parcel of the global development agenda and is universally applicable, regardless of a country's economic, social or political status. The continued relevance of social dialogue and its important contributions are increasingly evident in the context of global developments in employment and labour relations. Promoting social dialogue and tripartism has been an objective in itself and a means to achieve other objectives of the ILO. As the ILO heads towards its centenary in 2019, social dialogue and tripartism remain firmly at the centre of its Decent Work Agenda and are the cornerstone of its standards and actions.

Strong and efficient labour administrations are needed to support social dialogue. Decent work can be achieved only if the core functions of labour administrations, including dispute prevention and resolution, labour law enforcement and the promotion of workplace compliance, are carried out effectively and cover all workers and workplaces. Major violations of decent work often occur when labour administration is weak.

Promoting and creating an enabling environment for decent work is essential today to address the current challenges of inequality and growing social injustice, reinforce human dignity and contribute to the common good. When governments, employers and workers come together at the ILO to find common ground, they should always be guided by the requirements of social justice. Coherence requires that the future work of the centenary initiative should also relate to the future of social justice. In this sense the Religious Organizations could give a *unique contribution* as showed by the activities carried out over the last years.

“WE CAN NO LONGER TRUST IN THE UNSEEN FORCES AND THE
INVISIBLE HAND OF THE MARKET. GROWTH IN JUSTICE REQUIRES...
PROGRAMS, MECHANISMS AND PROCESSES SPECIFICALLY GEARED
TO A BETTER DISTRIBUTION OF INCOME, THE CREATION OF
SOURCES OF EMPLOYMENT AND AN INTEGRAL PROMOTION OF THE
POOR....”

(Pope Francis, Apostolic Exhortation *Evangelii Gaudium*, para. 20)

Sharing of experiences of especially vulnerable groups challenging Social Dialogue

The Keynote speaker, **Ms. Jane Hodges** (Former Director, Gender Equality, ILO) focused on social dialogue as a means to promote decent work and ensuring non-violent places of work. She began by recalling that Social dialogue was included in the agenda of the ongoing 107th ILC session and cited the relevant Report VI on the topic. More importantly, she stressed that social dialogue permeates every work item of the ILC.

Report VI mentions inclusiveness and is strong in defending the 1999 constitution of the ILO tripartite system. At the same time, the voices of so many could not be covered by the traditional tripartite actors. The Social dialogue is defined as “all types of negotiation, consultation and exchange of information between or among representatives of governments, employers and workers on issues of common interest relating to economic and social policy.”³

While at the national level social dialogue is easily recognized as bipartite, i.e. involving two parties –

employers and/or employers’ organizations, and workers’ organizations, – in several other cases, there is a growing recognition of the importance of the tripartite and tripartite plus social dialogue, including more voices.

Ms. Hodges highlighted how social dialogue has grown as an underpinning of decent work agenda since it is especially important for long-term solutions. In fact, several ILO Conventions, such as No. 87, 98, 144, 135, 151, 154, 150 and 94, and Recommendations (e.g. Consultation Recommendation No. 113) refer to social dialogue.

While providing an overview of the topic, Ms Hodges presented the “classic” players of social dialogue and the challenges they currently encounter in our globalized world. She also addressed the possible advantages of a tripartite



³ ILO, Report VI, *Social Dialogue and Tripartism*, p. 3, para 6.

PLUS approach through concrete examples of tripartite plus. With regard to the ILO, she recalled the key role played by Civil Society organizations in the process of recognition and protection of the rights of indigenous groups, children, domestic workers and women. She also referred to the practices of Member States to set regulatory frameworks, such as the Europe's Economic & Social Councils; the South Africa's NEDLAC; the Malawi's Industrial Court Act requiring gender balance as a criterion in appointments; the Algeria & Chile 2016 laws requiring one third of members of national social dialogue institutions; and the Vietnam's Sexual Harassment Code of Conduct.

The first testimonial from the field was provided by **Ms. Leizyl Salem** (Asia Pacific Coordinator, IYCW) which addressed gender-based violence in the workplace. Ms. Salem began by reporting different testimonies of young women workers from Philippines, Nicaragua, Gabon, and Germany respectively.



She recalled how young workers are often unorganized due to contractualization and labour flexibilization. Their situation does not permit them to organize or leaves them with poor access to labour rights such as freedom of association, collective bargaining, non-discrimination and access to justice, often resulting in harassment, arbitrary arrests, physical assault and false accusations of criminal charges. There can be no social dialogue without freedom of association. She stressed that gender-based violence at work is a challenge which is not

adequately discussed in social dialogue procedures. This phenomenon cannot be separated from gender-based discrimination at the work-place in general, nor from the unequal representation of genders in the social dialogue processes. These realities which especially negatively impact on young women, undermine the principle of Just Work for all, reject the values of equality and equity and of genuine social justice and dignity at life and at work.

From the perspective of the Catholic faith, she quoted the Scriptures according to which “God has made humankind into his image and likeness”(Genesis 1:26), “woman and man...and all living creatures he created them and...having called

them into being and having endowed them with his image, he entrusted to them the world he has made and all that is in it...”(Genesis 1:28). Hence, Ms. Salem concluded by recalling the IYCW International Plan of Action emphasizing that “Through gender equality and equity campaign, we want to end discrimination, violence and harassment in any form, including in workplaces. We want to promote justice, equal participation and opportunities for men and women.”

Next to shed light on a particular country was **Ms. Floriane Rodier** (National Secretary, YCW France) who shared information about actions undertaken to empower migrant workers in France. She began by quoting migrant youth testimonies concerning the obstacles and discrimination they encountered in trying to find a job and in their daily life in France. She also provided examples of concrete local initiatives undertaken by YCW France to address the immediate needs of migrant youth, such as housing, food, etc. Among others, one specific activity described consisted in offering vocational training in order to provide the needed skills to find a job and gain a minimum income to survive. Other initiatives, aimed at offering places for meeting and sharing, encouraging migrants to value their culture and to participate in the social life of the neighborhoods where they lived.

In addition, Ms. Rodier described the efforts of YCW France to engage in social dialogue in order to improve the living conditions of migrant workers in the country, in particular through the advocacy work of a young representative in the “Conseil économique social et environnemental” of the Parliament; and through coordination and networking with other civil society organizations. In addition, active participation in the National Campaigns for Action raised awareness and called for concrete steps to be taken to address the situation of unemployed young people, especially young migrants.

She concluded her presentation by referring to the serious crisis created by the current reception policies in France which systematically result in violations of the human rights of migrants. In comparison with migration rates



in other regions of the world, the statistical data on migration in Europe is not as alarming as is perceived by the general public. She called for a migration policy that was more focused on the human dignity of the people concerned. Several gaps still exist regarding the participation of migrants themselves in social dialogue as well as inequalities in the treatment of migrants based on their nationality, sex, age etc. The present very difficult situation of migrants in Europe cannot be effectively addressed without removing existing barriers to accessing the labour market. Only work can ensure they are able to live in dignity.

The final input from the field was provided by **Ms. Lorraine Simbanda** (President of StreetNet, ZIMBABWE – partner of WIEGO) who addressed the topic of collective bargaining and self-employed, informal workers, while giving special attention to the example of street vendors. She highlighted the importance of Tripartite plus and reported that 60% of workers are presently active in the informal economy. The situation is even more alarming in specific countries. In Zimbabwe for example, around 90% of workers are informal workers.

Ms Simbanda shared her experience with collective bargaining, and suggested 9 steps in preparing for collective negotiations (i) identify and prioritise the issues to be negotiated; (ii) turn the issues into demands; (iii) identify the negotiating counterpart(s); (iv) identify the negotiating level and forum; (v) approach the negotiating counterpart; (vi) plan the details & do the necessary research; (vii) conduct negotiations around the table. (viii) reach agreement; (ix) if there is no agreement, take a break to re-strategize and then return to seek a new agreement. There are different levels for negotiations (market level; city/municipality level; national level; regional level) and different international instruments for informal economy workers (ILO Recommendations 202



and 204; the New Urban Agenda, etc.) which constitute useful tools to train local organizations of street vendors and which can be used in their negotiations.



Panel Discussion and Plenary Debate

Ms. Anna Biondi (Deputy Director, Bureau for Workers' Activities, ILO) was the first member of the panel to remark on the importance of the freedom of



association: a stakeholder needs to be strong to enter a dialogue. A worker alone is a weak actor in the social dialogue. Therefore, the key question is how to make sure that trade unions are inclusive of other stakeholders. There is a need to create stronger alliances. Precarious work is already a common and widespread reality, it is not an exclusive prerogative of countries where the informal economy is linked to poverty, as proved by the lowering of social security protection in Europe.

She, therefore, called for greater inclusiveness but also urged prudence

when addressing the topic of tripartite Plus in the ILO as this could lead to the inclusion of actors that are not truly non-governmental. It is important to think strategically on how to push demands more effectively.

“A worker alone is a weak actor in the social dialogue. Therefore, the key question is how to make sure that trade unions are inclusive of other stakeholders. There is a need to create stronger alliances.”

Next to take the floor was **Ms. Odile Frank** (Representative, Global Coalition for Social Protection Floors) who began by acknowledging the unequal situation between capital on the one hand and workers on the other. In this context, unions arose to defend collectively the rights of workers: tremendous achievements have been made, not only in employment conditions but also in working conditions. From an historical perspective, social dialogue arose to enable a more less unequal dialogue between employers and employees. In



tripartite dialogue, the government takes responsibility as a party to the mediation and as a representative of the population. With democratization, the role of the government's benevolence towards workers, and as an advocate for the population who elected it should be greatly increased. In an ideal situation, the need for social dialogue should have been overtaken by the capacity and competence of governments to protect workers. Social dialogue should have become outdated and perhaps even disappeared. But the balance of power between governments and enterprises has greatly shifted with globalization and the financialization of economies. Capital is becoming more productive in tandem with technology and automation, whereas labour is losing ground. At the same time, governments are also losing ground as they have been pushed to

“Workers’ rights are integral to human rights. There are not separate rights for workers and rights for members of civil society. Civil society should work to strengthen workers’ rights and unions should fight for human rights, for the benefit of all.”

deregulate in order to service international trade and have a reduced margin to manoeuvre with respect to expenditure.

Relative labour abundance due to globalization and delocalization of jobs under globalization have undermined unions. At the same time, precarious and informal work characterizes the livelihood of the vast majority of many large

populations (e.g. India, Pakistan, Nigeria) and at present, half of all workers in China (ILO, 2018). In addition, the lines between non-union and unionized

workers have been blurred and, whether workers are in unions or not, there is more homogeneity in the situation of workers globally.

At the same time, civil society movements are on the rise globally, voicing national, regional and global issues of concern, such as the environment, the enjoyment of universal human rights, the eradication of poverty, and social protection for all. There was a time when trade unions did not work with civil society. The proliferation and growth of civil society organizations has been remarkable, however, in response to the shared problems of globalization, of financialization and of the real economy. This is also due to a heightened awareness and concern for the human condition in the search for empowerment and accountability.

Today there is a more perfect alignment between trade unions and civil society. There is now a fusion of identity between workers and members of civil society. Workers should seek an alliance with civil society in their struggle for workers' rights. But they must also support civil society in its struggle for the living conditions of all people, including both before and beyond working age. Workers know and understand this; they raise families and (hopefully) age into retirement. They must, as members of society, also be spared the economic, social and work-related consequences of accidents, disability and chronic disease. Civil society groups can be incorporated into the social dialogue process as advocates, friends, and interested parties.

Workers' rights are integral to human rights. There are not separate rights for workers and rights for members of civil society. Civil society should work to strengthen workers' rights and unions should fight for human rights, for the benefit of all.

Ms. Sarah Prenger (International President, IYCW) was the final panelist to offer her input before the discussion was opened to audience participation. She highlighted several key messages stemming from the inputs provided by other speakers, noting that gender based violence is happening world-wide in different forms. This serious violation of human rights is discussed at the current ILC, but in general it is not discussed enough in social dialogue procedures. She



called for a discussion of all relevant aspects of work place quality. She also stressed that informal workers remain a vulnerable group, as well as migrant workers in general. Despite the great commitment and mobilization of NGOs to protect workers' rights, the current ILO report and other data shows that these groups are under-represented in many unions. This vast experience of civil society movements and organizations should be taken into account in all social dialogue processes. Moreover, since working relations largely have a multinational dimension, there is a need to establish an equivalent cross boarding social dialogue system.

Ms. Prenger focused on two issues. Firstly, the present understanding of the concept of bipartite negotiation at the workplace is based on the concept of the worker and employer negotiating, having some long-term relationship and depending on each other. However, today, there is a huge number of jobs which do not fit this definition. For example, the case of day contracts for temporary work, where people work one day at one place and another day at another place. How can the workers participate in shaping their workplaces, if they change them daily? Or, in the case of subcontracted work, the employer is the temporary agency, while the work is carried out for another actor, who is the employer? Who is the discussion partner? Secondly, social dialogue, including bipartite discussion, relies on, and demands the respect of both partners towards each other. It is how humans should treat each other and, of course, this fits well with Christian values. In many cases social dialogue works very well. However, there are also cases where this mutual respect does not exist, where workers are hindered in organizing and/or other fundamental rights are not respected. Workers from different continents, including Europe, have reported situations where salaries are not paid and where workers who decide to organize are forced to leave their jobs. This constitutes a serious challenge to social dialogue.



Afterwards, the moderator **Ms. Hildegard Hagemann** (German Commission for Justice and Peace) asked a few questions which allowed a final round of replies and comments by the panelists on the different ways to open social dialogue at national, international, and local levels, highlighting existing limitations and current expectations.



Ms. Anna Biondi reminded the audience that the ILC represents one of the few available spaces for negotiation. She also pointed out that there is always a partner to discuss with, a counterpart to negotiate with, which is identified with the capital. It is possible to create wonderful synergies.

Ms. Jane Hodges stressed that one of the main challenges for NGOs occurs when charismatic leaders leave the organization or the main topic at the core of the NGO is no longer attractive. Nevertheless, she concluded by encouraging all those present to “use their social dialogue voice!”

Ms. Odile Frank encouraged NGOs to seek more access through the political process. She encouraged a going beyond “tripartism plus” toward a new reality of “post-tripartism.”

Ms. Sarah Prenger, commented on the topic of gender based violence, expressing the hope that a vote for a convention would take place at the ILC. With regard to the social dialogue committee, she hoped that all the issues addressed would be discussed further.



Concluding remarks

Ms. Mariléa Damasio (WMCW General Secretary) concluded the morning workshop with an impassioned speech which called for continued collaboration between all concerned stakeholders to find the correct balance between international, national and regional labour governance. Ms. Damasio thanked all who participated in the event and while recognizing the persistence of serious challenges, she concluded that “each of us being here today -as representatives of different stakeholders- is making social dialogue a reality.”



“Each of us being here today -as representatives of different stakeholders- is making social dialogue a reality.”

ANNEXES

1. List of participants

Participant	Organization
Abboud, Oxsana	StreetNet International
Alonso, Maria Amparo	Caritas Internationalis
Apawo Phiri, Isabel	World Council of Churches
Balberan, Idy	International Coordination of Young Christian Workers
Barter, Ursula	International Network for the Prevention of Elder Abuse
Boindi, Anna	International Labour Organization
Boulnois, Bruno	International Secretariat for Catholic Engineers, Agronomists and Industry Officials
Boulnois, Jaclyne	International Secretariat for Catholic Engineers, Agronomists and Industry Officials
Chammartin, Bibiane	Caritas Internationalis
Chan, Brian	Independent Researcher
Damasio, Mariléa	Mouvement Mondial des Travailleurs Chrétiens
David, Martin	Kolping International
De La Rochefoucauld, Alice	Caritas in Veritate
Dohmen, Caspar	Journalist
Doran Edmunds, Harriet	Public Health Consultant
Frank, Odile	International Council on Social Welfare
Hagemann, Hildegard	German Commission for Justice and Peace, Kolping International
Hodges, Jane	Consultant and Senior Research Associate, UNRISD
Hughes, Kendra	Women in Informal Economy: Globalizing and Organizing
Kummari, Krishnakar	Mouvement International de la Jeunesse Agricole et Rurale Catholique
Ledouble, Philippe	Pax Romana
Malanga, Wisbonn	StreetNet International
Mardiyono, Ludovicus	Futur of Work - Labour After Laudato Si

Tripartism Plus
Rethinking Social Dialogue in times of Globalization and Informalization
30 May 2018 – Geneva, Switzerland

Marengi, Carlo Maria	Permanent Mission of the Holy See
Martinot-Lagarde, Pierre	International Labour Organization
Pape, Karin	Women in Informal Economy: Globalizing and Organizing
Pereira, Solange	International Coordination of Young Christian Workers
Peyrard, Amélie	International Catholic Migration Commission
Prenger, Sarah	International Young Christian Workers
Robra, Martin	World Council of Churches
Rodier, Floriane	Young Christian Workers - France
Salem, Leizyl D.	International Young Christian Workers
Sinamo, Berhanu	International Coordination of Young Christian Workers
Wallimann, Thomas	Mouvement Mondial des Travailleurs Chrétiens / Justice et Paix
Whitelaw, Rodrigo	International Christian Union of Business Executives

2. Links to speakers' presentations

To consult the speakers' full presentations, see the following links:

- Welcome by Prof. Dr. Isabel Apawo Phiri, Deputy General Secretary for Public Witness and Diakonia, WCC:
[http://www.ccig-iccg.org/wp-content/uploads/2018/07/Isabel_Phiri -
Greeting to rethinking social dialogue in timess of globalisation and informalization.docx](http://www.ccig-iccg.org/wp-content/uploads/2018/07/Isabel_Phiri_-_Greeting_to_rethinking_social_dialogue_in_timess_of_globalisation_and_informalization.docx)
- Introduction by Ms. Maria D'Onofrio, CCIG Secretary General: [http://www.ccig-iccg.org/wp-content/uploads/2018/07/Opening Remarks 2018 Maria D Onofrio-final.doc](http://www.ccig-iccg.org/wp-content/uploads/2018/07/Opening_Remarks_2018_Maria_D_Onofrio-final.doc)
- Opening remarks by H.E. Mgr. Ivan Jurkovič, Apostolic Nuncio, Permanent Observer of the Holy See at the UN: [http://www.ccig-iccg.org/wp-content/uploads/2018/07/Mgr. Jurkovic - Workshop at the 107th ILC 30 may 2018.docx](http://www.ccig-iccg.org/wp-content/uploads/2018/07/Mgr._Jurkovic_-_Workshop_at_the_107th_ILC_30_may_2018.docx)
- Keynote speech by Ms. Jane Hodges, Former Director, Gender Equality, ILO: [http://www.ccig-iccg.org/wp-content/uploads/2018/07/Jane Hodges - ILO-2018 Conference-side event WCC-29 May-Tripartism plus.docx](http://www.ccig-iccg.org/wp-content/uploads/2018/07/Jane_Hodges_-_ILO-2018_Conference-side_event_WCC-29_May-Tripartism_plus.docx)
- Presentation, *Addressing Gender based violence at the workplace*, by Ms. Leizyl Salem, Asia Pacific Coordinator, IYCW: [http://www.ccig-iccg.org/wp-content/uploads/2018/07/Leizyl D. Salem - IYCW addressing gender based violence.pptx](http://www.ccig-iccg.org/wp-content/uploads/2018/07/Leizyl_D._Salem_-_IYCW_addressing_gender_based_violence.pptx)
- Remarks by Ms. Leizyl Salem: [http://www.ccig-iccg.org/wp-content/uploads/2018/07/Leizyl D. Salem - IYCW Gender based violence at the workplace.docx](http://www.ccig-iccg.org/wp-content/uploads/2018/07/Leizyl_D._Salem_-_IYCW_Gender_based_violence_at_the_workplace.docx)
- Presentation, *Empowering migrant workers*, by Ms. Floriane Rodier, National Secretary, YCW France: [http://www.ccig-iccg.org/wp-content/uploads/2018/07/Floriane RODIER-Apport pour l OIT CIJOC mai 2018.pptx](http://www.ccig-iccg.org/wp-content/uploads/2018/07/Floriane_RODIER-Apport_pour_l_OIT_CIJOC_mai_2018.pptx)
- Remarks by Ms. Floriane Rodier: [http://www.ccig-iccg.org/wp-content/uploads/2018/07/Floriane RODIER-Apport pour l OIT CIJOC mai 2018.docx](http://www.ccig-iccg.org/wp-content/uploads/2018/07/Floriane_RODIER-Apport_pour_l_OIT_CIJOC_mai_2018.docx)
- Presentation, *Collective bargaining and self-employed informal workers - the example of street vendors*, by Ms. Lorraine Simbanda, President of StreetNet, ZIMBABWE – partner of WIEGO:
[http://www.ccig-iccg.org/wp-content/uploads/2018/07/StreetNet PP Presentation.pptx](http://www.ccig-iccg.org/wp-content/uploads/2018/07/StreetNet_PP_Presentation.pptx)

- Remarks by Ms. Odile Frank, Representative, Global Coalition for Social Protection Floors: http://www.ccig-iccg.org/wp-content/uploads/2018/07/Odile_FRANK-Tripartism_Plus_30.05.2018.docx
- Remarks by Ms. Sarah Prenger, International President, IYCW: http://www.ccig-iccg.org/wp-content/uploads/2018/07/Sarah_Pringer_-_initial_speech_Panel.docx

To consult the publication ILO Reports:

- “Social Dialogue and Tripartism”: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_624015.pdf
- “Ending violence and harassment in the world of work”: http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_619730.pdf

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