



International Labour Organization

# **Social dialogue: Current situation and the way forward**

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# Current state of social dialog in Western Balkans

- Adequate legal infrastructure
- Ratified ILO conventions, creating an enabling environment for social dialogue and collective bargaining
- Broad legal mandate to address a wide range of economic and social issues
- Institutions and mechanisms for tripartite social dialogue
- Collective bargaining institutions
- Tripartite social dialogue more prominent than collective bargaining

# Current state of social dialog in Western Balkans

- Government
  - Somewhat poor understanding of its role
  - Weak commitment among policy- and law-makers to tri-partite dialogue
- Social Dialogue Institutions have limited:
  - Institutional resources (human, financial or skills)
  - Technical capacity of their staff
  - Organizational and technical capacity of social partners

# Current state of social dialog in Western Balkans

- Frequent impasse between trade unions and employers' organizations
- Low level of trust among tripartite actors
  - Poor utilization of social dialogue
  - Insufficient capacities of SDIs and members
  - Infrequent experiences of compromising

# Strengthening social dialogue: Approaches

- Attitudinal change among tripartite actors
  - Political will or understanding and acceptance of the role of social dialogue among policy- and law-makers
  - A compromising mindset among tripartite actors
- An approach of self-improvement of Social Dialogue Institutions
  - Increased effectiveness
  - Increased efficiency

# Strengthening social dialogue: Actions

- Empower SDI standing committees
  - Capacity building activities
  - Facilitate external expertise from academia and think tanks
- Dedicated budget
- Improve efficiency
  - Improve management
  - Institute a performance monitoring system:
    - Clear, focused and feasible objectives
    - Identify and address bottlenecks
  - Electronic web-based tools
  - Generate, collect, manage and utilize knowledge