**LOKOJA MARCH, 2022**

**INTRODUCTION**

The model of social dialogue within organization between management and employees is facing unprecedented challenges, and changing rapidly. In this new context of Labour relations, experiences and expectations of each other are key drivers for primary parties to this social dialogue.

The weakening ofLabour market institution is one key cause of increasing inequality. The “structural reforms paradigm“employed since the 1980’s had the undesirable effect of reducing the ability of Labour market institutions to moderate market inequality. The proportion of workers covered by collective agreements has declined in many private sectors of the economy.

The integration of national economics into global markets and the expansion of supply chains have intensified competition and caused leading firms to cut Labour cost through restructuring, outsourcing, and off-shoring. This in turn, has increased downward pressure on wages and working conditions. This policies, together with the increase mobility of capital, have tipped collective bargaining power away from workers and their representatives.

**WHAT IS SOCIAL DIALOQUE?**

Social dialogue is any type of negotiations, consultation or exchange of information between representatives of employers, workers, and governments on issues relating to economic and social policy. It can take place at different levels, from sectional or inter-professional, to National and plant. It can produce different outcomes from collective agreements at enterprise level, international framework agreements, to National tripartite compacts.

Social dialogue requires an enabling environment and an effective institutional framework. This begin with respect for fundamental freedoms of right to associations and right to collective bargaining. Representativesand Independence employers and workers organizations, sound industrial relations practices, functioning Labour administrations, including Labour inspection, and respect for the “social partners” are the other building blocks of social dialogue

**IMPORTANCE OF SOCIAL DIALOGUE**

* Improvements in social and income inequality
* Social dialogue ensure business respect working conditions
* Ensures accountability of business and private sectoractors in their operations
* Social dialogue is a vehicle for improving system effectiveness and equity, and enhancing the quality of service provisions and delivery
* Workers represent an invaluable source of knowledge not only in terms of working conditions and professional needs and system level improvements
* Social dialogue is a powerful tools to stabilizesocial relationship and pave a way forward in post-conflict situations by bringing to tables the social actors.

**The Relevance of Social Dialogue to Sustainable Growth**

Bringing workers and employers representatives together in a formalized exchange when making decisions that concerns them in a successful governance approach. It delivers policies that are the product of consensus and work for the social actors. The broader benefits of social dialogue are well documented and it has been integrated into decision making process in many countries. Social dialogue implements three principles that are at the heart of the Development of effectiveness agenda: INCLUSIVENESS, DEMOCRATIC, OWNERSHIP AND ACCOUNTABILITY.

**What Is Needed For Social Dialogue to Make a Contribution?**

In order for social dialogue to deliver these benefits, certain conditions must be met. Social dialogue requires upholding of freedom of association and collective bargaining rights, the presence of strong and representative of workers and employers organization, trust among the tripartite actors, clear mandate and continuity.

**What Is Known About the Contribution of Social Dialogue to Sustainable Growth and Development?**

Social dialogue is a model for problem solving that builds consensus which in turn eases policy implementation that provides an avenue for justification and feedback on action undertaken.

Social dialogue establishes five (5) thematic clusters through which it present key contributions to sustainable growth.

* Working conditions, workers’ rights and equality at work
* Access to public goods and redistribution
* Growth and innovations
* Environment and climate
* Governance and participation

**THE MAIN ACTORS OF SOCIAL DIALOGUE**

1. **Employers and their Organisations:** employers have a crucial functions in social dialogue, participating either directly or indirectly, via their organisations in social dialogue process. Significant changes has taken place regarding the role of individual employers and their organisation as a result of technological changes and greater economic integration including revisiting traditional service mix and expanding their mandate to include trade and economic issues.
2. **Workers Organization:** trade unions play an important role in negotiations with employers and/or their association leading to widely acceptable collective agreements. They also play a role both in tripartite dialogue with the state and other forms of concerted actions. Similar to the employers’organisation, workers organisations have embarked on trade union renewal strategies and/or mergers to maintain and strengthen their legitimacy.
3. **Labour Administration:** promoting social dialogue is a core responsibility of Labour ministry. The conventions and recommendations e.g.Labour Administration conventions (1978 No. 150) provides detailed rules and guidelines on how government should proceed in regulating areas often associated with Labour relations e.g.freedom of associations and how to develop social dialogue in key policy areas such as employment. TheLabour ministry is an important stakeholder in tripartite social dialogue and also responsible for the legal frame work, institutional structures and Labour market policies.

**Can Social Dialogue Support Business Growth?**

There are many ways in which social dialogue improve business performance while also supporting decent job and more equitable work places. social dialogue play a key role in absorbing shocks and preserving jobs, managing industrial disputes, creating the stability needed for the smooth functioning of the production process, improving investment in human capital and productivity while offsetting the risks in global supply chains.

Historically, the business case for social dialogue in economic research goes back to “exit-voice” model (freeman and medoff 1984). Social dialogue allows workers to collectively raise issues with management and negotiate solutions by organizing workers voice. As a result, workers are less inclined to search for other jobs and leave the company on lower staff turnover. In turn, allows enterprise to save cost on costly investment in re-hiring new workers. Likewise, a more stable workforce means that the enterprise has more experienced workers to fall back on, and provides management with the incentive to invest in human capital with the latter contributing a key factor for increased productivity.

Citing recent empirical evidence that points to several advantages for business, it discusses how work place representative together with collective bargaining promotes co-operations in the process of the structural change that comes with technological progress, facilitating flexibility in working time; improves the quality of management and strengthens performance on responsible business conduct.

**GROUP WORK**

Team “ALPHA”

“The challenge ahead is how to bring together non-standard workers whose union representation and collective bargaining coverage is low” which way forward.

Team “OMEGA”

How has social media dialogue contributed to sustainable growth and development at both enterprise and societal level?

**Practical Demonstration of Social Dialogue**

By splitting the class into 3 main actors of social dialogue and engage on problems of increase downward pressure on wages and working conditions.

***Random Exercise­­­­­ –*** the general participant will answer each one of the following questions.

1. What is Social Dialogue
2. Explain the term off-shoring
3. What is outsourcing of labour
4. Explain labour cost reduction through restructuring
5. How can you use collective bargaining in conflict resolution
6. What do you understand by the phrase: International frame work agreements
7. What is collective agreements
8. What do you understand by social policy
9. Organization has life and it can die; do you believe?

10. Explain the slogan “if you don’t train them don’t blame them”

**CONCLUSION**

Promoting more inclusive social dialogue and collective bargaining is a key means of ensuring an equal voice for all workers regardless of their status, and advancing a fairer and more equitable society. The challenge ahead is how to bring together non-standard worker whose union representation and collective bargaining coverage tend to be low and move to more democratic and inclusive society in a collective and integrated manner.

This requires raising the overall Labour market status of non-standard workers by enabling industrial institution and practice to be more responsive to the need to bridge the existing gap between them and the standard workers.

**LEKE SUCCESS**

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