



Quo Vadis Social Dialogue?

A dynamic transformation of IR systems

- Labour law : from a prominently statutory to a to a negotiated one, having as main feature the central role of collective bargaining
- Tripartite social dialogue and collective bargaining frameworks have been laid down by labour law
- Predominance of tripartite consultation at policy level as compared to collective bargaining
- Infrastructure for tripartite SD in place in CEE countries
- Effectiveness of SD institutions and mechanisms questioned

But a challenging one...

- Political landscape: not “SD friendly”
- Shift from Social Dialogue to unilateralism in policy making
- Policy support to Collective bargaining diminished
- Labour Law : neither the major obstacle, nor the “magic bullet” for Labour Market performance

Main challenges

- Stalemate in social dialogue processes over restructuring measures and labour law reforms
- Collective bargaining is limited in practice and its coverage is lower than the average for the EU
- Low enforcement of collective agreements
- Limited resort to amicable settlement of collective labour disputes arising during collective bargaining

Advancing possible “why so”

- Weak organisation of workers at enterprise level in the expanding private sector and the lack of capacities of employers’ organisations at the sectorial/branch level
- Establishment and certification of representativity criteria of the social partners still a “hot potato” in the sub-region
- Non-existent or poor national recording systems of collective agreements and social partners’ membership
- Very limited recourse to extension procedures

ILO goals and priorities: The way forward

- **Strategic goal:** advance Decent Work Agenda
- **Overall priority:** make Social Dialogue produce results
- **National priorities :**
 - Increase effectiveness of SD institutions and mechanisms, including Collective Bargaining and LD resolution
 - Strengthen sub-regional cooperation of SD institutions