



## ► Policy Brief

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# Social Dialogue and the Sustainable Development Goals: An Essential Synergy for Human-Centred Development and Recovery

Konstantinos Papadakis and Romane Cauqui<sup>1</sup>

## ► 1. Background

The present Brief looks at the links between social dialogue and the Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development—the 2030 Agenda for short (UN 2015). Though not mentioned explicitly, social dialogue is an integral part of the 2030 Agenda (section 3 of this document), for several reasons. First, achieving several SDG targets would contribute to boosting social dialogue at national level, because they aim to promote respect for human rights, democratic participation and good governance—all essential

conditions for sound social dialogue (section 4). Second, the need for participatory governance and social dialogue as a means of implementing the SDGs, is a key—but implicit—prerequisite for attaining several SDGs in ways consistent with the realities on the ground (section 5). Still, assessing the status of social dialogue in SDG processes is challenging, not least because of the lack of systematic data collection (section 6). Some possible future approaches are outlined in the concluding remarks (section 7).

## ► 2. Key points

**Participatory governance, including in the form of social dialogue**, is a key means through which the concept of sustainable development takes concrete form. The 2030 Agenda is itself a product that was largely shaped through participatory governance. The 2021 United Nations Secretary-General's report "Our Common Agenda" further stresses the need for inclusion, participation and trust-building in the quest for a "new

social contract" at national level, in line with the needs of people and the planet.

**Several SDG targets directly lay down the foundations for sound social dialogue**, including mechanisms for peak-level social dialogue (such as national tripartite labour councils), for the prevention and resolution of individual and collective disputes, and for collective bargaining.

<sup>1</sup> Konstantinos Papadakis is Senior Specialist at the Governance and Tripartism Department of the ILO in Geneva. Romane Cauqui is ILO consultant.

The **importance of SDGs in promoting social dialogue**, particularly collective bargaining, is highly visible throughout **Goal 8** to “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”. Similar links are visible in targets dealing with sound socio-economic governance, particularly under **Goal 16** to “Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels”.

**Conversely, social dialogue for shaping social, economic and labour policies is vital for attaining Goal 8**, while contributing to achieving several targets under other Goals. Beyond protecting labour rights, it fills in labour protection gaps (especially for vulnerable groups); tackles inequalities (notably income inequality); facilitates wage determination (such as through minimum wage fixing machineries for determining and periodically reviewing and adjusting minimum wage rates); shapes national employment policies and policies on vocational education and training and on skills enhancement; and promotes an enabling environment for sustainable enterprises and job creation, including through safe and productive workplaces.

At country level, **SDG processes and mechanisms offer opportunities** for the social partners, including through tripartite social dialogue, to take part in determining the objectives of national development plans, to review the processes and to evaluate the results of their activities. The participation of strong and independent employers’ and workers’ organizations in SDG processes reinforces the chances of forging consensus, ensuring ownership and implementing policies aimed at attaining the SDGs. However, even in countries with strong social dialogue traditions, gaps in effective participation by the social partners have been observed.

Within SDG processes, **employers** tend to prioritize the role of employer and business member organizations in attaining those SDGs identified as most relevant to creating enabling environments for expanding businesses and jobs, improving productivity, formalizing the informal economy, and ensuring smooth labour market transitions. **Workers** tend to prioritize SDGs 8 and 16 as they constitute crucial complements to other goals and targets on environmental protection, universal social protection, tackling inequalities, financing development, and enhancing transparency and democracy.

**Social partners’ participation in SDG processes is difficult to measure.** The types of stakeholders involved in such processes are rarely specified and tend to frame all actors under the same broad banner: “civil society”. Prioritizing “participatory governance” for promoting the attainment of SDGs through engagement with civil society organizations may at times constitute a challenge for social dialogue actors and institutions. On the one hand, rarely do civil society organizations satisfy representativeness criteria that the traditional social partners enjoy. On the other, participatory governance is less structured than social dialogue processes, and their outcomes are less tangible (let alone binding) than social dialogue’s.

Even though SDG indicator 8.8.2 measures freedom of association and collective bargaining, the 2030 Agenda has **no indicator measuring the presence and quality of social dialogue** in SDG processes. Conducting “self-assessments” for national social dialogue institutions or creating a global indicator for measuring the effectiveness and inclusiveness of social dialogue (for instance, in connection with **Goal 8** or **Goal 16**), could be a possible response to this knowledge gap.

## ▶ 3. The 2030 Agenda, the SDGs and participatory governance: A grounding

The 17 SDGs of the 2030 Agenda, underpinned by 169 targets,<sup>2</sup> emphasize the need to end poverty and other deprivation as a necessary condition for improving health and education, reducing inequality and spurring economic growth, while tackling climate change and working towards preserving the environment. Taken together, the SDGs are expected to “balance the three dimensions of sustainable development: the economic, social and environmental” (UN 2015, pp. 1–2).

For such balance to be achieved, the SDGs need to rely on the notion of “public participation” and policymaking that involves “civil society”—often referred to as “participatory governance” or “multi-stakeholder processes”. Indeed, the objective of sustainable development relies on considerations of equity and fairness, but cannot therefore provide a “one-size-fits-all” model for reconciling conflicting goals of economic accumulation and environmental sustainability. Thus, participatory governance is a key means through which the concept of sustainable development takes concrete form—as reflected in the Brundtland Commission report,<sup>3</sup> which in the late 1980s laid down the conceptual pillars of sustainable development.

The 2030 Agenda is itself a product that was largely shaped through participatory governance. Moreover, the United Nations (UN) Secretary-General’s report “Our Common Agenda” further stresses the need for inclusion, participation and trust-building in the quest of a “new social contract” at national level, in line with the needs of people and the planet (UN 2021a). This approach also relies on an inclusive multilateralism that provides space for multi-stakeholders’ voice beyond States, including employers and workers and their organizations—the “social partners”.

To follow up on the implementation of activities aimed at achieving the SDGs at national and subnational levels, a high-level political forum (HLPF) is organized annually as a platform for sharing among all UN member States experiences, lessons learned and challenges, as well as a means for exploring progress achieved and efforts needed in implementing the SDGs. This country-driven process is based on Voluntary National Reviews (VNRs), in a process involving multiple stakeholders, including the social partners, and social dialogue, which is one form of participatory governance (see section 6).

## ▶ 4. How the promotion of SDGs may enable social dialogue

Multiple international labour standards are particularly important to social dialogue.<sup>4</sup> Successive resolutions by the International Labour Conference (ILO 2013a), as well as International Labour Organization (ILO) reports (for example, ILO 2013b and ILO 2018a) and guides (for example, ILO 2013c) have laid down the core elements and fundamental conditions of sound social dialogue. These include mainly the promotion of the fundamental rights to freedom of association and collective bargaining rights; the sound implementation and enforcement of

labour laws; efficiency of labour administrations;<sup>5</sup> access to justice; trust in institutions and among governments, employers and workers; and strong and capacitated social partners. Several SDG targets directly lay down the foundations for social dialogue, including mechanisms for peak-level social dialogue, such as national tripartite labour councils and Economic and Social Councils, for the prevention and resolution of individual and collective disputes and for collective bargaining (Box 1).

2 In line with these 169 targets, 232 indicators have been established, selected on the basis of their relevance, methodological soundness and measurability.

3 <https://sustainabledevelopment.un.org/content/documents/5987our-common-future.pdf>.

4 Notably, the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Labour Relations (Public Service) Convention, 1978 (No. 151), and the Collective Bargaining Convention, 1981 (No. 154), as well as the Workers’ Representatives Convention, 1971 (No. 135).

5 Labour administration is defined by the ILO’s Labour Administration Convention, 1978 (No. 150) as “public administration activities in the field of national labour policy”. This includes institutions, activities and outcomes across the entire field of labour policy, including employment policy, labour law, social protection and industrial relations.

**Box 1. Selected SDG targets that encourage social dialogue**



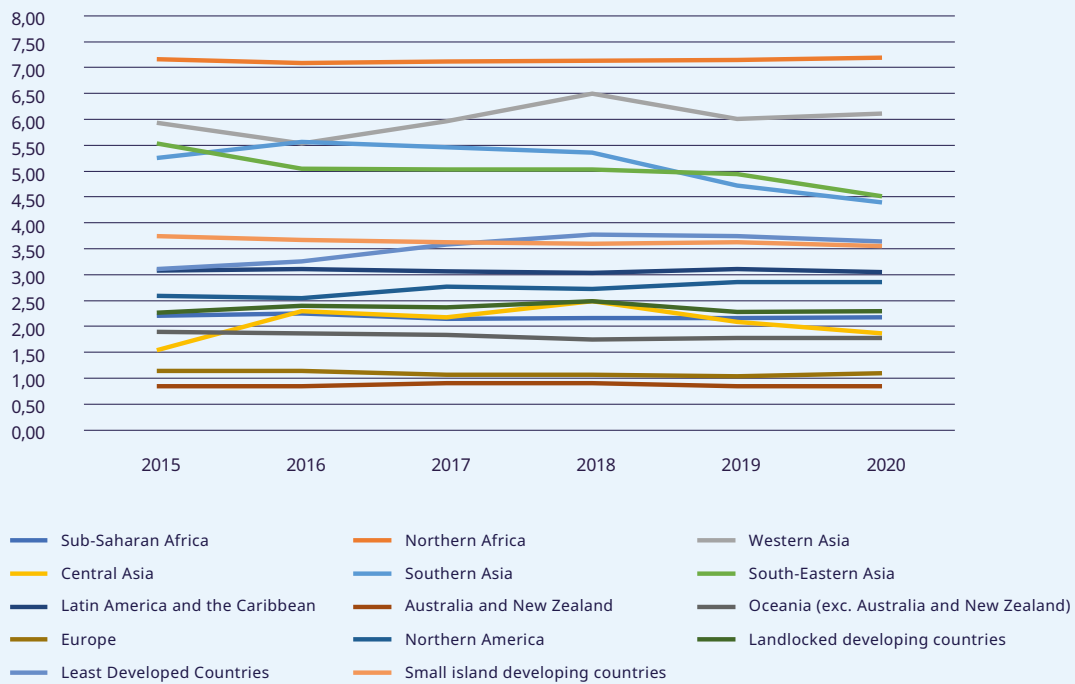
Source: ILO DIALOGUE.

The importance of SDGs in promoting social dialogue, particularly collective bargaining, is visible throughout Goal 8 to “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”. In particular, indicator 8.8.2

measures the level of national compliance with freedom of association and collective bargaining rights—a key precondition of sound social dialogue at any level. The ILO measures progress on this indicator (Box 2).

**Box 2. Progress on SDG indicator 8.8.2**

Indicator 8.8.2 reads: “Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status”.



While there has been slight progress at global level, violations of workers’ and employers’ right to organize and bargain collectively remain significant. The global average in 2018 stood at 5.35, only a slight improvement from 5.37 in 2017 (0 is the best possible score, 10 the worst) (UN 2021b, p. 15, para 98).

Source: ILO STAT, in United Nations Economic and Social Council (2022). [E/2022/55](#).

Similar links—not systematically measured—between the SDGs and sound social dialogue are visible in targets dealing with sound socio-economic governance, particularly under Goal 16 to “Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels”.<sup>6</sup>

Social dialogue institutions rely on capacitated social partners that can participate in policymaking, including negotiations and consultations among themselves (bipartite social dialogue), and with public authorities (tripartite social dialogue). This approach requires access to data, notably digital (captured in target 17.8) and access to knowledge-sharing opportunities (target 17.16). Although not explicitly mentioned, such data and knowledge, and skills for negotiating and cooperating, may also constitute key enhancers of public trust in institutions.

<sup>6</sup> These include, for instance, target 16.3 “Promote the rule of law at the national and international levels and ensure equal access to justice for all”; target 16.a “Strengthen relevant national institutions, including through international cooperation, for building capacity at all levels, in particular in developing countries, to prevent violence and combat terrorism and crime”; target 16.b “Promote and enforce non-discriminatory laws and policies for sustainable development”; target 16.6 “Develop effective, accountable and transparent institutions at all levels”; and target 16.7 “Ensure responsive, inclusive, participatory and representative decision-making at all levels”.

## ► 5. How can social dialogue help in “leaving no one behind”

Social dialogue for shaping social, economic and labour policies is vital for attaining Goal 8, while contributing to achieving several targets under other Goals (Box 3; ILO 2019a). Beyond protecting labour rights, it fills in labour protection gaps (especially for vulnerable groups), tackles inequalities (notably income inequality), facilitates wage

determination (such as through minimum wage fixing machineries capable of determining and periodically reviewing and adjusting minimum wage rates) and promotes an enabling environment for sustainable enterprises and job creation through safe and productive workplaces (ILO 2018a, p. 4).

### Box 3. SDGs most supported by social dialogue



Source: Authors, based on <https://sdgs.un.org/goals>.

The following sections present, in very rough order of observed effects, examples of how social dialogue can make—and has made—key contributions to meeting the overarching objective of the 2030 Agenda—“leaving no one behind”—also by reference to specific SDG targets (see Annex 1).

## Establishing social protection floors

Social dialogue can make a key contribution towards achieving target 1.3 to “Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable”. More generally, to “Adopt policies, especially fiscal, wage and social protection policies” (in target 10.4) for the important impacts on the levels of poverty and inequality that can be better adapted to national contexts through social dialogue.

Social dialogue helps to secure consensus in designing policies that reach out to and empower workers in all situations, including in vulnerable situations.<sup>7</sup> This function of social dialogue is particularly visible in the development of social protection strategies and systems, in line with relevant international labour standards (ILS), such as the Social Security (Minimum Standards) Convention, 1952 (No. 102) (ratified by 62 countries by July 2022) and the Social Protection Floors Recommendation, 2012 (No. 202). While Convention No. 102 prescribes that the representatives of the persons protected shall participate in the management of social protection schemes, or be associated therewith in a consultative capacity, Recommendation No. 202 requires the participation of the social partners in developing national social security extension strategies and, more broadly, social protection floors.<sup>8</sup>

The COVID-19 pandemic has exposed considerable gaps in social protection coverage of some categories of worker, with some countries attempting to plug to these gaps by introducing, scaling up or adapting their social protection schemes (including income protection and increased unemployment benefits) through social dialogue. In Argentina, for instance, a tripartite agreement reached in April 2020 protected private sector workers’ income during the pandemic.<sup>9</sup> In Belgium, unemployment benefits were increased or extended to short-time workers and temporary workers, where the tripartite National Labour Council released an advisory opinion in October 2020 featuring a decision to freeze the decrease of full unemployment benefits until 31 December of that year.<sup>10</sup> In the United Kingdom, after negotiations among national social partners, the government in March 2020 set up a Self-Employed Income Support Scheme, covering 80 per cent of their revenue up to £2,500 a month.<sup>11</sup>

Having said that, a major barrier to promoting universal social protection is rampant informality in the labour market, and the related lack of legal recognition of workers and business units especially in many developing countries.<sup>12</sup> In countries where only a small fraction of the workforce is “formal”, social dialogue too also remains limited. In this context, formalizing the informal economy is a necessary condition for extending the coverage of social protection, while in line with the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), a variety of strategies have been adopted by governments and by employers’ and workers’ organizations to effectively promote social dialogue for tackling informality (ILO 2017). Many of these strategies are focusing on the recognition of the right to collective bargaining in respect of workers in the informal economy (ILO 2022).

## Shaping national employment policies

Social dialogue is fundamental for developing and implementing active national employment policies to promote full, productive and freely chosen employment—thus contributing to some employment-related targets under Goal 8, such as target 8.3 “Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services”. In line with the Employment Policy Convention, 1964 (No. 122) (ratified by 115 ILO member States by July 2022), social partners in numerous countries participate in debates leading to the design of employment and labour market policies and are consulted on these policies’ implementation and monitoring. In some countries, they formally sit in the institutional framework bodies for policy coordination, as in Argentina, Brazil, China, Germany and the Republic of Korea, where the agencies implementing these policies are tripartite (ILO 2018a, p. 20). Some countries, such as Paraguay, Peru and Spain, have established specialized tripartite bodies for promoting youth employment (ILO 2020a, p. 133; Mexi, forthcoming)—thus contributing to target 8.6 “By 2020, substantially reduce the proportion of youth not in employment, education or training”.

Social dialogue also contributes to reaching target 8.b “By 2020, develop and operationalize a global strategy for

7 Notably migrant workers, workers with disabilities, ethnic minorities, tribal and indigenous peoples, rural and agricultural workers, domestic workers, workers in export processing zones, workers in the informal economy and workers in non-standard forms of employment.

8 Indicative country examples are provided in, for instance, ILO 2018a, p. 21.

9 <https://www.planetlabor.com/en/industrial-relations-en/national-industrial-relations/argentina-industry-agreement-guarantees-75-of-salary-during-business-suspension-period/>.

10 <http://www.cnt-nar.be/AVIS/avis-2179.pdf>.

11 [https://static.eurofound.europa.eu/covid19db/cases/GB-2020-13\\_214.html?utm\\_source=externalDashboard&utm\\_medium=powerbi&utm\\_campaign=covid-19](https://static.eurofound.europa.eu/covid19db/cases/GB-2020-13_214.html?utm_source=externalDashboard&utm_medium=powerbi&utm_campaign=covid-19).

12 As recalled in the ILO Social Dialogue Flagship Report, the ILO has estimated that some “61 per cent of total employment worldwide is informal, that is, without registration or adequate social protection, with the informality rate ranging from 86 per cent in Africa to 25 per cent in Europe and Central Asia” (ILO 2022, p. 129).

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youth employment and implement the Global Jobs Pact of the International Labour Organization”—for instance, a virtual meeting gathering the Kenyan State Department of Youth Affairs, the Central Organization of Trade Unions, the Federation of Kenyan Employers, the ILO and UNHCR ahead of the Youth at Heart virtual Forum of 2 November 2020. They discussed youth employment and young refugees’ issues in relation to the COVID-19 pandemic in order to find a common position to cope with those challenges.<sup>13</sup>

During the early stages of the COVID-19 pandemic, several countries used social dialogue to stimulate employment. In Uruguay, for instance, in July 2020, the tripartite partners agreed to introduce a government-led financial support scheme to incentivize companies to hire new employees or recipients of unemployment insurance.<sup>14</sup> In Portugal, after tripartite consultations, an initiative called Incentive *ATIVAR.PT* was launched in August 2020 to promote the hiring of unemployed people who had stayed out of the labour market for a long period.<sup>15</sup>

## Vocational education and training (VET) and skills enhancement

Social dialogue is important for making national education, training and re-skilling schemes more informed and inclusive—thus contributing to attaining Goal 4 “Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all” and to achieving, for instance, target 4.4 “By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship”, as well as target 8.6 “By 2020, substantially reduce the proportion of youth not in employment, education or training”.

In line with the Human Resources Development Convention, 1975 (No. 142) (ratified by 68 ILO member States by July 2022)—which calls for consultations with social partners in developing vocational training programmes—Hungary, Malawi, the Netherlands, Sudan and the United Republic of Tanzania, for instance, include social partners in formulating guidelines, policies and frameworks. Social partners also take part in national tripartite technical and vocational education boards and in training bodies charged with developing and supervising policies and programmes in, for example, Bangladesh, Costa Rica, Singapore, Switzerland and the United Republic of Tanzania (ILO 2018a, p. 20 and ILO 2020b, pp. 6–7). These efforts increased during the pandemic. In Singapore,<sup>16</sup> for instance, a National Jobs Council was

created by the government and the social partners in June 2020 to support jobseekers through creating new vacancies, traineeships and skills-training venues. In Italy, a sectoral agreement between the social partners in the telecommunications sector, of November 2020, contains measures for training and upskilling, including a bilateral solidarity fund to support the structural transformation of the sector (notably owing to digitization).<sup>17</sup>

## Labour inspection and occupational safety and health (OSH)

Social dialogue helps in attaining Goal 3 to “Ensure healthy lives and promote well-being for all at all ages”. ILO Conventions on labour inspection and OSH create entry points allowing for this goal to be achieved through social dialogue. The Labour Inspection Convention, 1947 (No. 81) (ratified by 148 countries by July 2022) and the Labour Inspection (Agriculture) Convention, 1969 (No. 129) (ratified by 55 countries by July 2022), calls for social dialogue to promote labour inspection policies, enforce labour laws and minimize workplace risks. A safe and healthy working environment has been added to the ILO fundamental principles and rights at work. This means that all member States have an obligation to respect, promote and realize this principle, regardless of the ratification of the corresponding instruments. Conventions 155 and 187, which place social dialogue at their centre, thus became “fundamental conventions”.<sup>18</sup>

The ILO Occupational Safety and Health Convention, 1981 (No. 155), calls upon member States to consult with “the most representative organizations of employers and workers, [in order to] formulate, implement and periodically review a coherent national policy on occupational safety, occupational health and the working environment” (Article 4.1), therefore preventing “accidents and injury to health arising out of, linked with or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment” (Article 4.2). Further, the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), invites member States to “promote continuous improvement of occupational safety and health to prevent occupational injuries, diseases and deaths, by the development, in consultation with the most representative organizations of employers and workers, of a national policy, national system and national programme” (Article 2).

In many European countries, subcommittees of national tripartite labour councils, OSH councils and other bodies serve as platforms for sharing information on technical,

13 <https://www.youthatheart.nl/latest/news/2020/10/31/how-young-kenyans-cope-with-covid-19>

14 <https://www.gub.uy/ministerio-trabajo-seguridad-social/sites/ministerio-trabajo-seguridad-social/files/2020-11/ACTA%20CST%2007%20DE%20JULIO%202020.pdf>

15 <https://dre.pt/web/guest/pesquisa/-/search/141259625/details/maximize>

16 <https://www.mti.gov.sg/-/media/MTI/Newsroom/Press-Releases/2020/05/Press-Release---First-Meeting-of-National-Jobs-Council.pdf>; <https://www.mti.gov.sg/-/media/MTI/Newsroom/Press-Releases/2020/05/Press-Release---First-Meeting-of-National-Jobs-Council.pdf>

17 <https://www.planetlabor.com/wp-content/uploads/2020/11/871146-na201112-tlc-verbale-ipotesi-di-accordo-rinnovo-ccnl.pdf>

18 [https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS\\_848132/lang-en/index.htm](https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_848132/lang-en/index.htm)



policy and legal matters. Collaboration between labour inspectorates and social partners is also achieved through ad hoc tripartite agreements on OSH, as in Bangladesh, Portugal and Slovakia. During the pandemic, tripartite OSH mechanisms and strategies were enhanced, as in Honduras, in March 2021 (ILO 2021). In other countries, such as Aruba in July 2020, bipartite OSH protocols led to the establishment of workplace committees aiming to ensure implementation of OSH measures.<sup>19</sup>

## Tackling inequalities

Successive ILO Global Wage Reports have stressed that labour's declining share in gross domestic product (GDP) has potentially lasting negative effects on economic growth as it may hurt household consumption, weakens aggregate demand and ultimately contributes to inequalities. Social dialogue, particularly collective bargaining, contributes to reaching targets 10.1, 10.2 and 10.3 on reducing inequalities, and to attaining Goal 1 "End poverty in all its forms everywhere".

As emphasized in the ILO's inaugural flagship Social Dialogue Report 2022, collective agreements can advance equality by, among other things, reducing earnings inequality (ILO 2022). Research has shown an inverse correlation between collective bargaining coverage and inequality (Hayter and Weinberg 2011). By strengthening the bargaining power of low- and middle-wage workers, and by increasing wages beyond what the market might offer, collective bargaining can make a major contribution to aggregate demand, and provide the necessary economic basis for sustainable enterprises, including during crises. In particular, coordinated systems of collective bargaining<sup>20</sup> are associated with lower unemployment, better integration of vulnerable groups into the labour market and less wage inequality than fully decentralized systems (OECD 2019, p. 113).

Legally extending collective agreements to all workers and firms in a sector (not only to the members of signatory parties) can be an important booster of fairness as it ensures equal treatment to all workers, but also "levels the playing field" for firms, which stimulates fair competition (Hayter and Visser 2018; OECD 2019, p. 50; ILO 2022, p. 17). Promoting collective bargaining during the pandemic has been an explicit priority in some countries, including Denmark, Germany and Uruguay, and a key tool for tackling the pandemic's impacts on businesses and jobs (Box 4 below).

## Setting adequate wages

Adequate wages, fixed through national social dialogue, can act as a direct "accelerator" for achieving nine SDG targets (under Goals 1, 5, 8 and 10), but also an indirect accelerator of more than 10 other targets. These multiple connections reflect the fact that "wages can shape household choices and the ability of parents to invest in the education of their children. They can be an element of discrimination against women; they influence the sustainability of enterprises and economic growth; and they are also a factor in social, economic and political inclusion. Better wage policies may also contribute to the end of hunger, to the eradication of child labour and to the employment objectives of the 2030 Agenda" (ILO 2020c, p. 170). Throughout 2020 and 2021, multiple collective agreements around the world included bonuses and wage increases notably to reward "front-line" workers in healthcare, transport, food retail and care for the elderly (ILO 2022, p. 156). For instance, in response to the pandemic, a tripartite agreement in May 2020 in Sri Lanka fixed a national minimum wage for the first time,<sup>21</sup> while in France, the tripartite partners agreed on wage increases in the health sector in July 2020, to be further specified through collective agreements.

## Promoting gender equality, promoting non-discrimination, and tackling violence and harassment

Social dialogue can promote gender equality and non-discrimination—thus making a key contribution to promoting all targets under Goal 5 "Achieve gender equality and empower all women and girls". Collective bargaining, complemented by statutory minimum wage legislation, is key to closing gender pay gaps (ILO 2018b). In Sweden for instance, a combination of regulatory interventions (notably on social security and taxation) and collective agreements has led to a decrease of the gender pay gap (to 10 per cent in 2019), and of the proportion of women in part-time employment, over the last decade.<sup>22</sup>

The adoption of the Violence and Harassment Convention, 2019 (No. 190), which promotes the right to a world of work free from violence and harassment, contributes to creating an enabling environment for achieving target 5.2 "Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation" and

19 <https://www.ser.aw/pages/wp-content/uploads/2020/08/Advies-Invoering-van-een-tijdelijke-loonsubsidieregeling-Juli-2020.pdf>.

20 This term refers to those industrial relations systems in which negotiators in district bargaining units coordinate their activities so as to synchronize bargaining outcomes, notably for wage setting. The notion is widely used as an indicator to assess wage bargaining behaviour, and to explain wage developments. See Visser (2019).

21 [https://www.ilo.org/global/docs/WCMS\\_751871/lang-en/index.htm](https://www.ilo.org/global/docs/WCMS_751871/lang-en/index.htm).

22 Sweden, VNR (2021).

target 16.1 “Significantly reduce all forms of violence and related death rates everywhere”.<sup>23</sup>

To enhance the representation of women in national social dialogue institutions (which is usually less than 20 per cent), some countries have adopted measures, such as Algeria, Chile and Samoa, while in other countries, such as Senegal, national peak-level social dialogue bodies have set up permanent subcommittees on gender equality (ILO 2018a, p. 20).

## Greening the economy

In a minority of countries (for now), development strategies and projects on the transition to low-carbon economies are partly shaped and monitored through social dialogue and the involvement of social partners in multi-stakeholder initiatives. This contributes to attaining target 13.2 “Integrate climate change measures into national policies, strategies and planning”. In line with the ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all,<sup>24</sup> a few countries, such as Mauritius, Mexico and Uruguay, feature “green jobs assessments”, which review the scope and investment needs for green sector development, potential for the expansion of sustainable enterprises and value chains, and the skills needed for green jobs.

Owing to the pandemic, national strategies for overcoming the crisis designed through social dialogue include considerations of the green economy, carbon neutrality and climate change, as in Barbados, France and Portugal (ILO 2021, p. 22). The [Just Transition Declaration](#), agreed at the 2021 UN Climate Change Conference (COP26) in the United Kingdom, commits countries to promote further social dialogue and engagement between governments, employers’ and workers’ representatives, and other groups affected by the transition to green economies.<sup>25</sup>

At enterprise level, collective agreements, as in Argentina, Italy, the Philippines and the Republic of Korea, “address the environmental impact of the economic activities carried out by the parties and lay down joint commitments to assess risk and reduce or offset carbon footprints” (ILO 2022). Similarly, tripartite sectoral and interprofessional agreements, as in Spain and Sweden, provide incentives to workers and enterprises aimed at facilitating the transition to a low-carbon economy.

## ► 6. Social partners and social dialogue institutions in SDG processes: A fragmentary evidence base

### Assessing the role of social dialogue in SDG processes

SDG processes and mechanisms offer opportunities for the social partners, including through social dialogue, to take part in determining the objectives of national plans, to review the processes and to evaluate the results of their activities.

For instance, the United Nations Sustainable Development Cooperation Frameworks (UNSDCFs), endorsed by the UN member States usually for a five-year period, are the

main instruments guiding the entire cycle of development cooperation, from planning, then implementation, to monitoring and reporting (UN 2018). UNSDCFs contain the highest priorities of each country on the SDGs and commitments, particularly for the most vulnerable (UN 2019b). According to the internal guidance for UN country teams (UN 2019b), a UNSDCF “is a commitment to a broad range of stakeholders” including employers’ and workers’ organizations (ILO 2020d). Hence, stakeholder participation and inclusive dialogue are valued throughout the entire cycle.<sup>26</sup>

<sup>23</sup> Countries that ratify the Convention (by August 2021, Argentina, Ecuador, Fiji, Namibia, Somalia and Uruguay) are due to take steps towards adopting, “in consultation with representative employers’ and workers’ organizations, an inclusive, integrated and gender-responsive approach for the prevention and elimination of violence and harassment in the world of work” (Article 4).

<sup>24</sup> [https://www.ilo.org/global/topics/green-jobs/news/WCMS\\_422575/lang-en/index.htm](https://www.ilo.org/global/topics/green-jobs/news/WCMS_422575/lang-en/index.htm).

<sup>25</sup> <https://ukcop26.org/supporting-the-conditions-for-a-just-transition-internationally/>.

<sup>26</sup> For instance, the ILO organized a regional meeting in Jakarta, Indonesia with over 50 employers’ and workers’ representatives to discuss priorities in and views of the 2023–2028 Cooperation Framework. [https://www.ilo.org/suva/public-information/WCMS\\_848561/lang-en/index.htm](https://www.ilo.org/suva/public-information/WCMS_848561/lang-en/index.htm).

Additionally, the UN Common Country Analysis (CCA) is used to assess the evolution of a country's commitment to reach the objectives set in the UNSDCF and in relation to the 2030 Agenda and other UN norms. The CCA is independent, impartial and collective, with the participation of multiple stakeholders to continually review progress, gaps, risks and opportunities (UN 2019a).

UNSDCFs and CCAs are therefore multi-stakeholder processes, and indeed important entry points for social partners' participation in national processes relevant to SDGs. However, such participation is hard to measure, mainly because the stakeholders are rarely specified and processes tend to frame all actors under the same banner

(see also Box 6). Similarly, while efforts by social partners are underway to develop interactions with national UN Resident Coordinator<sup>27</sup> offices, there is lack of systematic information on such relationships.

In recent years the ILO has reviewed the developments in the reform of the United Nations development system, namely how UN provides assistance to countries, including in the context of the 2030 Agenda and how new approaches change the way national development policies are designed and implemented. A 2022 ILO review has, among other things, depicted some trends in the participation social partners in preparation processes, particularly UNSDCFs and CCAs (Box 4).

#### Box 4. Social partners' participation in UNSDCFs and CCAs: An ILO review

According to a 2022 ILO review of the reform of the United Nations development system, social partners globally participated in around half of all active UNSDCFs (as of May 2022), though with some differences in regions' participation levels.

The frequency and quality of social partners' engagement in CCA and UNSDCF processes vary by country. Challenges for social partners persist in effectively engaging in such processes, notably when Resident Coordinators and UN Country Teams have weak awareness and understanding of the special role of social partners; when social partners perceive UN

planning processes as long and complex; and when social partners lack the capacity to engage in such processes.

In countries where Decent Work Country Programmes—the main vehicle for delivery of ILO support to countries—are aligned with the UNSDCFs, and where ILO action is aimed at capacitating social partners in SDG-related policymaking, social partners have proved more actively engaged—as, for instance, in Argentina, Azerbaijan, Jordan, Nigeria, the Occupied Palestinian Territory, Peru, Ukraine, and Uzbekistan.

Source: ILO, 2022. Update of the United National reform, ILO Governing Body, INST, 8th item on the agenda, Geneva: ILO, November.

Importantly, as part of its follow-up and review mechanisms, the 2030 Agenda encourages member States to “conduct regular and inclusive reviews of progress at the national and subnational levels, which are country-led and country-driven” (para. 79), or Voluntary National Reviews (VNRs). VNRs aim to help share experiences so as to accelerate implementation of the 2030 Agenda. They also seek to strengthen policies and institutions of governments and to mobilize multi-stakeholder support and partnerships for implementing the SDGs. Finally, VNRs are expected to serve as a basis for annual reviews by the HLPF, meeting under the auspices

of UN Economic and Social Council, a process in which global social partners represented by the International Trade Union Confederation (ITUC) and the International Organisation of Employers (IOE), are also invited to participate alongside other civil society organizations.

An ILO review of the 2019, 2020 and 2021 VNRs conducted for the ILO's inaugural flagship *Social Dialogue Report 2022* shows that several countries reserve a role for social dialogue actors and institutions in shaping SDG-relevant policies, most of them with a bias towards Goal 8 (Box 5).

<sup>27</sup> The UN Resident Coordinator is the highest-ranking representative of the UN development system at country level. She or he leads UN Country Teams and coordinates UN support to countries in implementing the 2030 Agenda.

### Box 5. VNRs pointing to the actual or potential role of social dialogue in promoting SDG 8-related areas, 2019–2021

A number of VNRs presented at the 2019, 2020 and 2021 HLPFs explicitly point to the use of social dialogue in policy areas related to Goal 8, including tackling child labour (Algeria, 2019; Kyrgyzstan, 2020); managing labour disputes (Algeria, 2019); integrating international labour standards into national labour legislation (Palau, 2019); improving working conditions and productivity in specific sectors (Indonesia, 2019); promoting sectoral agreements (Burkina Faso, 2019); promoting job creation (United Republic of Tanzania, 2019); improving skills and employability (United Kingdom, 2019; Austria, 2020; Cabo Verde, 2021); formalizing the informal sector (Tonga, 2019); enhancing OSH (Bangladesh, 2020; Morocco, 2020); adopting Decent Work Country Programmes (Armenia, 2020; Seychelles, 2020; Trinidad and Tobago, 2020; Madagascar, 2021); reforming regulatory frameworks on parental leave and benefits (Georgia, 2020); ensuring the sustainability of social security (Panama, 2020). Further, several VNRs strongly emphasize action for strengthening or establishing new social dialogue processes and mechanisms (Burkina Faso, Chile, Tunisia, 2019; Bulgaria, Samoa, Trinidad and

Tobago, Zambia, 2020), including for anticipating and managing “future of work” challenges (South Africa, 2019; New Zealand, 2019).

In the 2021 HLPF, numerous VNRs stressed the pandemic crisis, with most pointing to a risk of regression on Goal 8. Several VNRs underscored the role that social partners play in attaining sustainable development in a crisis, including for devising emergency and recovery solutions (Cabo Verde; Colombia; Cyprus; Czech Republic). Some contained recommendations on social dialogue and collective bargaining, including strengthening bipartite social dialogue (Norway, Sweden); protecting atypical workers through collective agreements (Denmark); increasing the number of enterprises covered by collective agreements (Germany); and improving the negotiating capacities of social partners (Uruguay). They also highlighted actions by social dialogue institutions on key themes, such as enhancing training opportunities (Marshall Islands); preserving and creating jobs (Malaysia); and enhancing the protection of precarious workers and the self-employed (Spain).

Source: ILO based on VNRs, 2019–2021, <https://sustainabledevelopment.un.org/vnrs/>.

Still, assessing the role of social dialogue institutions in SDG processes, and its impacts, is problematic for three reasons. First, only a minority of countries have presented VNRs (roughly 40 a year on average) since their inception in 2016, while even fewer have reported specifically on social dialogue. Second, no indicator exists in the 2030 Agenda framework to expressly assess the status of

social dialogue in shaping and implementing national plans on SDGs. Finally, there is a paucity of evidence-based research on the role of social dialogue actors and institutions in shaping national SDG plans. A 2017 ILO survey on this question provided a partial response, however (Box 6).

**Box 6. ILO survey on peak-level social dialogue shaping SDGs**

A 2017 ILO survey of 83 Economic and Social Councils and similar institutions on their role in shaping national SDG plans collected 43 responses. Twenty-four respondents said that they had discussed the SDGs; of the 19 that did not, 6 did not have a mandate, 6 did not have sufficient information to do so, and 6 planned to do so.

The survey also showed that of the 24, 13 had prepared a strategy to implement the SDGs, 12 had formulated opinions and recommendations, 9 had developed a programme of activities (for example, training or awareness raising) and 7 had defined a methodology to monitor progress and achievements (for example, by designing a national statistical information system).

Source: Guardiancich and Molina (2020).

Additional evidence on the role of social partners' involvement in shaping national SDG plans draws on advocacy materials from the ITUC, and on a survey conducted by the IOE (Vincensini 2019).

Successive ITUC country profiles (all entitled "A trade union focus on SDGs") presented at the 2018, 2019, 2020 and 2021 HLPFs highlighted trade unions' perspectives on the status of stakeholder consultation and social dialogue during the planning and implementation of national SDG plans. Most ITUC country profiles pointed to wide gaps in involving workers' organizations in participatory

governance. In 2021, only three of the 13 profiles pointed to the presence of structured stakeholder consultations with the participation of workers' organizations; similar patterns were reported in previous years (Table 1, top panel). Similarly in 2021, only five out of 13 profiles highlighted the existence of full-fledged tripartite social dialogue aimed at shaping national SDGs plans, although the incidence of social dialogue seems to have slightly increased from previous years (Table 1, bottom panel).

**Table 1. Shaping national SDG plans through multi-stakeholder consultations with participation of workers' organizations and through social dialogue**

**With participation of workers' organizations**

	Little or no stakeholder consultation	Information provision to stakeholders	Informal, unstructured consultations	Structured consultations with participation of workers' organizations
2021	Colombia, Thailand	Namibia	Argentina, Chad, Indonesia, Mexico, Norway, Pakistan, Spain	Germany, Sweden, Zimbabwe
2020	Brazil, Chile, Colombia, Venezuela	Burundi, Zambia	Argentina, Bangladesh, Kenya, Lithuania, Zimbabwe	Finland, France, Malawi
2019	Argentina, Brazil, Chile, Colombia, Venezuela	Central African Republic, Chad, Côte d'Ivoire, Indonesia, Mongolia, United Rep. of Tanzania	Burkina Faso	France, Ghana
2018	Colombia, Nepal	Australia, Republic of Korea, Senegal	Democratic Republic of Congo, Latvia, Mali, Norway, Spain	Benin, Brazil, Finland, Japan, Poland

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An Essential Synergy for Human-Centred Development and Recovery

**Through social dialogue**

	<b>Social partners not involved in the national SDG plan</b>	<b>Individual contributions by the social partners to the national SDG plan</b>	<b>Joint contributions by the social partners to the national SDG plan</b>
2021	Colombia, Namibia, Pakistan, Thailand	Chad, Mexico, Spain, Zimbabwe	Argentina, Germany, Indonesia, Norway, Sweden
2020	Brazil, Burundi, Chile, Colombia, Kenya, Venezuela, Zambia	Bangladesh, Finland, France, Lithuania	Argentina, Malawi, Zimbabwe
2019	Argentina, Brazil, Central African Republic, Chile, Colombia, United Rep. of Tanzania, Venezuela	Burkina Faso, Chad, Côte d'Ivoire, France, Ghana, Indonesia, Mongolia	data not available
2018	Australia, Colombia, Democratic Republic of Congo, Nepal, Republic of Korea, Spain	Benin, Brazil, Finland, Japan, Latvia, Mali, Norway, Poland, Senegal	data not available

Source: ILO DIALOGUE, based on ITUC, Country profiles 2018–2021; <https://www.ituc-csi.org/2030Agenda>.

Many workers' organizations point to the rarity of structured stakeholder consultation and social dialogue for SDGs, even in some countries with deep-rooted social dialogue traditions and capacitated social partners.<sup>28</sup> Social partners provide inputs to processes relevant to SDGs, which often take the form of unilateral information provision. Hence, even when trade unions perceive some governments' records on "transparency and civil society involvement" as fair, they argue that rarely, if at all, do SDG-related government plans incorporate trade union suggestions in a way satisfactory to them.<sup>29</sup> And in countries where consultations with social partners on SDGs do take place, some unions bemoan their limited scope, namely, a quasi-exclusive focus on Goal 8.<sup>30</sup>

On the employers' side, the survey conducted by the IOE in 2019 (Vincensini 2019), seems to indicate relatively high levels of participation of employers' organizations in SDG processes. Of the 30 members of the IOE who responded to the survey (out of 155 members), some 20 organizations confirmed having participated in national processes that shaped SDG strategies.<sup>31</sup> Many pointed to enhanced opportunities for shaping national SDG strategies, notably through dedicated technical advisory bodies and steering committees set up by the government, or through ILO programmes promoting the SDGs. Among those employers' organizations reporting "absence of participation", some specified not having

been invited at all while others indicated that they were aware of efforts by the government to involve them in the near future.<sup>32</sup>

## Participatory governance and social dialogue: Opportunities and risks

Social partners' criticism over SDG processes seems sharpest when the dominant role assumed by civil society organizations (CSOs) in participatory governance—the core governance model of the 2030 Agenda—runs a risk of crowding out social dialogue actors and institutions. CSOs, other than social partners organizations, were involved in such processes in over half the countries that presented a VNR in 2021,<sup>33</sup> in stark contrast to the share of participation by social partners' organizations (see Table 1).

Participatory governance entails both opportunities and risks for social dialogue (Box 7). On the one hand, only rarely do CSOs satisfy representativeness criteria that the traditional social partners enjoy. On the other, participatory governance is less structured than social dialogue processes, and their outcomes are less tangible (let alone binding) than social dialogue's.<sup>34</sup>

28 ITUC, [Germany country profile](#), 2021.

29 For example, ITUC, [Indonesia country profile](#), 2021; ITUC, [Burkina Faso country profile](#), 2019.

30 ITUC, [Sweden country profile](#), 2021.

31 Such as the Unión Costarricense de Cámaras y Asociaciones del Sector Empresarial Privado in Costa Rica, the Confederación Española de Organizaciones Empresariales (Spain), the Conseil National du Patronat (Senegal) and the Employers' Federation of Ceylon (Sri Lanka).

32 Such as the Employers Federation of Pakistan and the Hellenic Federation of Enterprises (Greece).

33 Partners for Review (P4R) and Action for Sustainable Development (A4SD), 2021. [Summary\\_A4SD-P4R-peer-exchange-on-CSO-Engagement\\_2Jun2021.pdf \(partners-for-review.de\)](#), 2 June.

34 A 2002 ILO resolution on social dialogue and tripartism addressed the possibility of alliances with CSOs, while flagging the need for representativeness of such organizations (ILO 2002).

**Box 7. Participatory governance vs. social dialogue**

CSOs can be valuable allies of labour administrations and of employers' and workers' organizations, especially where trade union density and the presence of employers' organizations are low and social partners are weak. CSOs can facilitate: access to groups targeted by the social partners for organizational purposes, including domestic and migrant workers or the unemployed; open policy space in areas going beyond the traditional scope of labour-management and socio-economic policy, including environmental protection; and development of activities informing the action of labour administrations, such as labour inspection.

Yet expanding CSO involvement in policymaking does not come without risks for social dialogue, for many reasons. First, stakeholders' consultations may hide unrepresentative mechanisms that can undermine the purpose of social dialogue and the interests of traditional social partners' members. Second, participatory governance does not follow the same rules of interaction between actors as social dialogue: it relies on the practice of deliberation, a concept in which actors are invited to deliberate rather than negotiate or consult so as to lead to concrete, often binding, outcomes (as in most social dialogue processes). Third, within formal processes, CSOs risk being co-opted by more powerful actors, especially when they lack clear mandates and constituencies.

Source: Guardiancich and Molina (2020).

## Evolving priorities of the social partners

Employers' and workers' organizations in many countries often attempt to promote their vision to attain the SDGs and promote accountability, in line with their constituencies' priorities. Employers prioritize improving the role of employer and business member organizations in attaining the SDGs, particularly those identified as most relevant to businesses (Goals 1, 4, 8, 9, 10, 12, 16 and 17) (ITC and ILO ACT/EMP 2019). They stress the need for enabling environments for expanding businesses and jobs, improving productivity, formalizing the informal economy and ensuring smooth labour market transitions. They emphasize the need for employer and business member organizations to engage with UN agencies, to join forces with non-state actors, such as nongovernmental organizations, and take a leadership role in helping companies to understand the impact of SDGs on the private sector through the prism of responsible business conduct (ILO 2020e).

Workers' organizations prioritize SDGs 8 and 16 as they constitute crucial complements to other goals and targets on environmental protection, universal social protection, tackling inequalities, financing development, and enhancing transparency and democracy (ITC 2017). At the same time, trade unions maintain their autonomy on prioritizing many other SDGs that relate to the promotion of Decent Work.<sup>35</sup> Above all, they emphasize the need for promoting freedom of association and the effective recognition of the right to collective bargaining rights in law and in practice, for capacitated social dialogue mechanisms (as a constitutive element of sound socio-economy policy) and expanded collective agreement coverage (as a means for tackling inequalities and poverty) (ITC 2017).

<sup>35</sup> International Trade Union Confederation - Building Workers' Power (ituc-csi.org).

## ► 7. Concluding remarks

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Social dialogue, grounded in freedom of association and the effective recognition of the right to collective bargaining, is closely related to the 2030 Agenda commitments, aimed at sustainable economic growth, shared prosperity and decent work for all.<sup>36</sup> Social dialogue is one means for implementing SDG 8, and useful in attaining many other SDGs. Conversely, working towards the SDGs helps to revitalize social dialogue at national level when linked to suitable institutional arrangements.

Independent and strong employers' and workers' organizations in SDG processes reinforce the chances of forging consensus, ensuring ownership and implementing policies aimed at attaining the SDGs. Although participatory governance—the core governance model of the 2030 Agenda—offers a role for civil society, including social partners' organizations, the 2030 Agenda presents no safeguards for securing a formal role of social partners in working towards implementing SDG processes, possibly limiting the ability of social dialogue institutions to shape SDG-relevant policies, review progress and adjust national plans.

The 2030 Agenda has no indicator measuring the presence and quality of social dialogue in SDG processes (even though indicator 8.8.2<sup>37</sup> measures freedom of association and collective bargaining). Therefore, the value of social dialogue in SDGs is rarely assessed and to date has relied on fragmented evidence obtained through ad hoc surveys.

Conducting “self-assessments” for national social dialogue institutions<sup>38</sup> or creating a global indicator for measuring the effectiveness and inclusiveness of social dialogue (for instance in connection to Goal 8 or Goal 16), could be possible responses to this knowledge gap. Such an indicator could also better highlight and value existing links between SDG 8 and SDG 16, currently not captured through statistical models.<sup>39</sup> In that respect, recent experience on measuring UN action to mitigate the socio-economic impact of the COVID-19 pandemic, including through supporting social dialogue actors and institutions, may be very useful (Box 8).

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36 Along the same lines, the *ILO Centenary Declaration for the Future of Work (ILO 2019b)* underlines that the ILO must direct its effort to “promoting workers’ rights as a key element for the attainment of inclusive and sustainable growth, with a focus on freedom of association and the effective recognition of the right to collective bargaining as enabling rights”.

37 Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status.

38 The ILO has developed a self-assessment method for social dialogue institutions (SAM-SDI), to help member States analyse and take action to strengthen the inclusiveness and effectiveness of their social dialogue institutions. [https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/departments-and-offices/governance/dialogue/WCMS\\_826605/lang--en/index.htm](https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/departments-and-offices/governance/dialogue/WCMS_826605/lang--en/index.htm).

39 <https://www.ituc-csi.org/sdg8-as-a-new-social-contract-for-a-job-rich-recovery-and-resilience>.



**Box 8. The Monitoring Framework for the Immediate Socio-Economic Response to COVID-19**

In response to the COVID-19 outbreak, the UN developed a “Monitoring Framework for the Immediate Socio-Economic Response to COVID-19”<sup>40</sup> aimed at ensuring an efficient monitoring and progress measurement on crisis mitigation action supported by the UN. Developed in April–August 2020, the Framework is the fruit of interagency collaboration.

Using as guiding reference the 2030 Agenda, adjusted to the “build back better” narrative of the UN, the framework contains five pillars and several SMART “programmatically indicators”—Specific, Measurable, Achievable, Realistic and Time bound. Under the fifth pillar of the framework entitled “Social Cohesion and Community Resilience”, the Framework includes two social dialogue-related indicators—5.1 and 5.3.

Indicator 5.1 aims at measuring the “number of organizations benefiting from institutional capacity building so that governments, employers’ and workers’ organizations can work together to shape socio-economic policy responses”. This indicator focuses, on the one hand, on the number of employers’ organizations that analyse the changing business

environment and conduct advocacy activities to influence socio-economic policymaking; and on the other, on the number of workers’ organizations producing proposals to be considered in social dialogue mechanisms for socio-economic policymaking.

Indicator 5.3 aims to measure the “number of social dialogue, advocacy and political engagement spaces facilitated with participation of at-risk populations and groups”. The indicator considers national and subnational spaces contributing to the formulation and implementation of national responses and recovery measures, including spaces for collective bargaining (at cross-industry, sectoral and enterprise level), tripartite labour councils, national councils for social dialogue, economic and social councils, and similar institutions and processes.

A report submitted to ECOSOC in April 2022, measuring the UN contribution to advancing the SDGs, including through the response to the COVID-19 pandemic, incorporated 300 “results achieved” on the promotion of tripartism and social dialogue at national level, and over 3000 in support of social dialogue at subnational level.

Source: UN (2020); UN COVID-19 Data Portal: Measuring the UN contribution towards the SDGs: Overview of key results on the UN contribution to advance the SDGs, including through the socioeconomic response to COVID-19

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## ► Annex 1. Selected SDG targets relevant to social dialogue

SDG target number	SDG target title
1.3	Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable
4.4	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
5.2	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
8.3	Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services
8.6	By 2020, substantially reduce the proportion of youth not in employment, education or training
8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
8.b	By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization
10.1	By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average
10.2	By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
10.3	Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard
10.4	Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality
13.2	Integrate climate change measures into national policies, strategies and planning
16.1	Significantly reduce all forms of violence and related death rates everywhere
17.8	Fully operationalize the technology bank and science, technology and innovation capacity-building mechanism for least developed countries by 2017 and enhance the use of enabling technology, in particular information and communications technology
17.16	Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries

Source: Authors based on <https://sdgs.un.org/goals>.

### Contact details

International Labour Organization  
Governance & Tripartism Department  
Route des Morillons 4  
CH-1211 Geneva 22,  
Switzerland

T: +41 22 799 68 40  
E: [governance@ilo.org](mailto:governance@ilo.org)