ASSOCIATION INTERNATIONALE DES CONSEILS ÉCONOMIQUES ET SOCIAUX ET INSTITUTIONS SIMILAIRES (AICESIS)

PROGRAM

BOARD OF DIRECTORS OF AICESIS

****

INTERNATIONAL WORKSHOP FOLLOW-UP TO THE ILO-AICESIS JOINT CONFERENCE

THEME :

« The Role of Social Dialogue and its Institutions in Combating Inequalities in the World of Work »

Abidjan, May 30 - 31 2024

OPENING CEREMONY
OF THE AICESIS BOARD OF DIRECTORS

Abidjan, May 30 2024
09H00 – 10H00, Plenary Hall

07H30 : **Welcoming and seating of the Economic, Social, Environmental, and Cultural Advisors in the Plenary Hall (Main Entrance).**

- L The Economic, Social, Environmental, and Cultural Advisors are welcomed upon their arrival by the Protocol Service and seated directly in the Plenary Hall.

08H00 : **Welcoming and seating of Participants (Main Entrance)**

- The Participants are welcomed upon their arrival by the Protocol Service and seated directly in the Plenary Hall.

08H15 : **Arrival of the procession of the President of the Economic, Social, Environmental, and Cultural Council.**

- Welcoming the President of CESEC within the Institution.

08H20 : **Working session with the Secretary General, the Director of Cabinet, and the Chief of Cabinet in the President's Office.**

- The Secretary General, the Director of Cabinet, and the Chief of Cabinet join the President of CESEC for a brief working session ;

08H30 : **Arrival and welcoming of officials (Presidents of Foreign Institutions, Ministers, and Ambassadors) (Entrance of the President of CESEC):**

The officials are welcomed upon their arrival by:

- The Secretary General of CESEC;
- The Director of Cabinet of the President of CESEC;
- The Chief of Cabinet of the President of CESEC

08H45 : **Arrival and welcoming of the Representative of the Head of State (Entrance of the President of CESEC):**

The Representative of the Head of State is welcomed upon their arrival by:

- The President of CESEC

And greeted by:

- The Secretary General of CESEC;
- The Director of Cabinet of the President of CESEC;
- The Chief of Cabinet of the President of CESEC.

08H50 : **Meeting with the Representative of the Head of State in the office of the President of CESEC.**

- Brief meeting between the Representative of the Head of State, the President of CESEC, the Secretary General of AICESIS, and the Presidents of foreign institutions present.

09H00 : **Arrival in the Plenary Hall of the Representative of the Head of State, Dr. Eugène AKA AOUELE, President of the Economic, Social, Environmental, and Cultural Council, and the Presidents of Foreign Institutions.**

- The Representative of the Head of State, the President of CESEC, and the Presidents of Foreign Institutions enter the Plenary Hall. They are announced by the usher;
- The Advisors stand to welcome the President of CESEC and his distinguished guests.

09H05 : **Announcements of the main components of the ceremony program:**

- Speech by the President of CESEC
- Address by the President-in-Office of AICESIS via video conference
- Message from the Representative of the Head of State

09H10 : **Speech by the President of the Economic, Social, Environmental, and Cultural Council.**

- After the speech by the President of CESEC, the master of ceremonies invites the President-in-Office of AICESIS for his address.

09H15 : **Address by the President-in-Office of the International Association of Economic and Social Councils and Similar Institutions (AICESIS).**
President John JACOBS of Curaçao delivers his speech via video conference.

- *After his address, the master of ceremonies invites the Representative of the Head of State for his message.*

09H25 : **Message from the Government Representative**

- A Following the message from the Government Representative, the master of ceremonies announces the family photo session.

09H35 : **Photo Session.**

- The family photo includes only the Representative of the Head of State, the President of CESEC, the Secretary General of AICESIS, the Presidents of Foreign Institutions, the foreign delegations, and the Economic, Social, Environmental, and Cultural Advisors (Red Square).

09H40 : **Interview (Red Square):**

- The President of CESEC
- The Secretary General of AICESIS
- The Representative of the Head of State
- After the interview, the President of CESEC and his distinguished guests move to the Salle des Pas Perdus for the cocktail reception.

09H45 : **Cocktail reception hosted by the President of the Economic, Social, Environmental, and Cultural Council in honor of his peers.**
(Location: Salle des Pas Perdus)

- Participants:
  - The Representative of the Head of State;
  - The Secretary General of AICESIS;
  - The Presidents of Foreign Institutions;
  - The Economic, Social, Environmental, and Cultural Advisors;
  - The guests of the President of CESEC;
  - The participants;
  - The foreign delegations;
  - The Administration of CESEC (Secretary General, Director of Cabinet, Chief of Cabinet, Technical Advisors, and Directors).

10H00 : **Departure of the Representative of the Head of State and end of the opening ceremony.**

BOARD OF DIRECTORS

May 30, 2024
10H00 – 13H00, Plenary Hall

PROGRAM

10H15 :	**Seating of Participants.** ▪ Participants are welcomed upon their arrival by the Protocol Service and seated directly in the Delafosse Hall.
10H25 :	**Seating of the Presidents of Institutions.** ▪ Seating of the Presidents in the Delafosse Hall.
10H30 :	**Announcements of the main components of the meeting program:** ▪ Opening of the meeting • Welcome speech by the President of AICESIS • Roll call and confirmation of quorum • Approval of the agenda ▪ Financial report ▪ Activity report ▪ Report on the main theme of the presidency ▪ ILO-AICESIS cooperation agreement ▪ ILO and ECOSOC working groups ▪ Website ▪ New applications ▪ General Assembly in Shanghai, China; ▪ Miscellaneous issues; ▪ Closing speech by the President of AICESIS.
10H35 :	**Opening of the meeting.** ▪ The master of ceremonies, after a brief introduction, invites the President-in-Office of AICESIS for his welcome speech; ▪ Then the roll call and confirmation of quorum; ▪ Finally, the approval of the agenda.
10H40 :	**Financial report (AICESIS).** ▪ December 2023 – May 2024
11H00:	**Activity report.** ▪ December 2023 – May 2024
11H20 :	**Report on the main theme of the presidency.**
11H30 :	**ILO – AICESIS cooperation agreement.**
11H45 :	**ILO and ECOSOC working groups.**
11H55:	**The website.**
12H05 :	**New applications.** ▪ Zimbabwe
12H15 :	**General Assembly in Shanghai, China.** ▪ Details of the upcoming General Assembly.
12H25 :	**Miscellaneous issues.**
12H30 :	**Closing speech by the President of AICESIS.**
12H40 :	**End of the meeting (adjournment).**
13H00 :	**Lunch in the Salle des Pas Perdus.**

INTERNATIONAL WORKSHOP

Abidjan, May 30, 2024

14H00 – 17H00, Plenary Hall

14H00 : **Welcoming and seating of the Economic, Social, Environmental, and Cultural Advisors in the Plenary Hall (Main Entrance).**

- The Economic, Social, Environmental, and Cultural Advisors are welcomed upon their arrival by the Protocol Service and seated directly in the Plenary Hall.

14H15 : **Welcoming and seating of Participants (Main Entrance).**

- Participants are welcomed upon their arrival by the Protocol Service and seated directly in the Plenary Hall.

14H30 : **Welcoming of the Presidents of institutions and Heads of Delegation.**

- The Presidents and Heads of Delegation are welcomed upon their arrival by the Chief of Protocol and seated in the waiting room. Welcoming the President of CESEC within the Institution.

14H55 : **Seating of the Presidents and Heads of Delegation in the Plenary Hall.**

- The Presidents and Heads of Delegation are then escorted to the Plenary Hall for the opening session of the international workshop following the ILO-AICESIS joint conference.

15H00 : **Address by the President-in-Office of AICESIS or his representative:**

- Address by the President-in-Office of AICESIS or his representative.

15H10 : **Speech by the Secretary General of the Economic and Social Council of Curaçao, Presidential Council of AICESIS.**

- The Secretary General presents the actions undertaken as the Presidential Council to combat inequalities in the world of work.

15H30 : **Panel I : Africa.**

Moderator: Mr. René N'GONGO

- ***Sub-theme: Introductory remarks and reflections on trends and actions in Africa to combat inequalities in the world of work. Best practices of strategic actions undertaken to ensure that social dialogue in the DRC combats inequalities in the world of work, with a focus on recent efforts based on lessons learned and national, regional, and international partnerships.***

END OF ACTIVITIES FOR THE FIRST DAY

17H00 : **Departure of Presidents of Institutions and Heads of Delegation.**

19H30 : **Official dinner hosted by the President of CESEC.**

FRIDAY, MAY 31, 2024

Plenary Hall

10H45 : ILO Intervention

- **Youcef Ghelab,** (online) from the Social Dialogue and Tripartism Unit of the Governance and Tripartism Department of the ILO;
  - ***Presentation Title: Implementation of the Athens Declaration at the national level and possible support from the ILO.***

- **Alessandro Batazzi,** (online) ILO Specialist on Inequalities***;***
  - ***Presentation Title: ILO's strategy to combat inequalities and its links with the Athens Declaration.***

12H00 : Intervention Ms. Belghanem,

- **Ms. Belghanem**, (online) Head of the Social Cohesion and Protection Division of the National Economic, Social, and Environmental Council of Algeria.

  - ***Sub-theme: Best practices of strategic actions undertaken to ensure social dialogue in Algeria, combat inequalities in the workplace with an emphasis on integrating inequality issues, and how to reduce and prevent them while considering the impact of climate change or conflicts.***

12H30 : Lunch in the Hall of Lost Steps

14H00 : Panel II : Latin America and the Caribbean

- **Moderator: Mrs. Mme Miloushka Sboui-Racamy,** senior Advisor, coordinator of international and regional affairs of the Economic and Social Council of Curaçao (SER)

  - ***Sub-theme: Introductory remarks and reflections on trends and actions in Latin America and the Caribbean to combat inequalities in the workplace.***

- **Ms. Monica Veloso**, (online) council member, and **Ms. Marcela Marris**, (online) General Coordinator of International Affairs and Cooperation, Executive Secretary of the Council for Sustainable Economic and Social Development of Brazil.

  - ***Sub-theme: Best practices of strategic actions undertaken to ensure that social dialogue in Brazil combats inequalities in the workplace, with an emphasis on their potential actions to establish ad hoc or permanent working groups on specific aspects of workplace inequalities and/or contributions to the development and implementation of national policies to reduce and prevent inequalities.***

- **Mr. Renzo Cárdenas Morales**, (online) Coordinator of Coordination and Activities, Secretary General, National Council for Labor and Employment Promotion (CNTPE) of Peru.

  - ***Sub-theme: Best practices of strategic actions undertaken to ensure that social dialogue in Peru combats inequalities in the workplace, with an emphasis on possible recent actions following the Athens conference.***

14H50 : **Panel III : Asia, Eurasia and the Middle East.**

- **Moderator: Ms. Oakyi Son**, Head of the International Relations Department of the Economic and Social Council of South Korea, Economic and Social Development Commission of South Korea.

  - ***Sub-theme: Introductory remarks and reflections on trends and actions in Asia and the Middle East to address inequalities in the world of work***

- **Ms. Olga Golyshenkova**, Deputy Chairperson of the Committee of the Civic Chamber of the Russian Federation on Economy and Labour Relations, Chairman of the Coordination Council of the Civic Chamber of the Russian Federation for the Development of Communities of Young Professionals

  - ***Sub-theme: Best practices of strategic actions undertaken to ensure that social dialogue in the Russian Federation combats inequalities in the world of work with a focus on the latest efforts based on lessons learned and national, regional and international partnerships.***

- **Mr. Li Mingxing**, Member of the Economic and Social Council of China, Vice-President of the China Federation of Enterprises, Honorary President of the China Association for the Promotion of Procurement of the United Nations, Consultant for the Asia-Pacific region of the Association of World Trade Centers

  - ***Sub-theme: Best practices of strategic actions undertaken to ensure that social dialogue in the Peoples Republic of China combats inequalities in the world of work, with a focus on the latest efforts to identify opportunities to raise awareness of the challenges and consequences of inequalities in the world of work.***

16h10 : **PANEL IV : Europe**

- **Moderator: Mr. Daniel Becker,** Secretary, Economic and Social Council of Luxembourg

  • ***Sub-theme: Introductory remarks and reflections on trends and actions in Europe to combat inequalities in the world of work***

- **Mr. Larry O'Connel,** Director, National Economic and Social Council Ireland

  - ***Sub-theme: Best practices for strategic actions taken to ensure that social dialogue in the Netherlands combats inequalities in the world of work.***

- **Ms. Alexandra Van Selm,** Director of Policy, Economic and Social Council of the Netherlands (SER);

  - ***Sub-theme: Best practices for strategic actions taken to ensure that social dialogue in Ireland tackles inequalities in the world of work***

- **Mr. Apostolos Xyrafis**, Secretary General (SG), AICESIS.

The SG will provide as conclusions of the workshop some of the most common and effective best practices mentioned during the workshop, but also some of the most often mentioned supporting actions needed by the ILO to address inequalities in the world of work.

17h00	**Completion of the work**
17h10	**Closing Session**

- Word of thanks from the President of CESEC
- Closing speech by the current President of AICESIS
- Closing message from the representative of the Head of State.

[ENGLISH VERSION]

Honorable delegates, esteemed colleagues, and distinguished guests,

It is a profound honor to welcome you all to this crucial workshop on "The Role of Social Dialogue and its Institutions in Combatting Inequalities in the World of Work." We gather here in the vibrant city of Abidjan, a hub of economic dynamism and cultural richness in the Ivory Coast, to address one of the most pressing challenges of our time: reducing inequalities within the workplace through robust social dialogue.

Firstly, allow me to extend my heartfelt gratitude to the Economic, Social, Environmental, and Cultural Council of the Ivory Coast, especially its President, the Honorable Mr.

Eugene Aka Aouele, and his dedicated staff, for graciously hosting this event. Your commitment and hospitality have set the stage for what promises to be an enlightening and productive workshop. Due to unforeseen circumstances, I regret that I cannot be physically present with you today, but I am with you in spirit and eager to follow the various interventions and hear the outcomes of your discussions.

When the Social Economic Council, the SER, of Curaçao, assumed the presidency of the International Association of Economic and Social Councils and Similar Institutions (AICESIS) on November 1, 2023, we committed to a roadmap centered on the theme of "Broad and Inclusive Growth." This roadmap is not merely a strategic plan; it embodies our vision for a future where economic prosperity is shared equitably across all sectors of society and all regions of our globe, ensuring that no one is left behind.

Our presidency's roadmap, meticulously developed in consultation with AICESIS members, focuses on several key pillars: fostering inclusive economic policies, promoting social cohesion, and enhancing the capacities of social dialogue institutions to address emerging global challenges. The roadmap emphasizes the importance of inclusive growth, which transcends traditional economic metrics to incorporate social well-being and equity.

The alignment of our roadmap with today's workshop theme is clear and compelling. Social dialogue, as defined by the International Labour Organization (ILO), encompasses all types of negotiation, consultation, or exchange of information between representatives of governments, employers, and workers on issues of common interest. As the ILO aptly states, "Effective social dialogue between governments, employers' and workers' organizations, and sound industrial relations are

means to promote social justice, inclusive economic growth, improved wages and working conditions, and sustainable enterprises." This process is not limited to these primary actors but also involves civil society organizations, academia, and other representative groups, thereby enriching the dialogue and making it more inclusive and comprehensive.

Civil society institutions, including non-governmental organizations (NGOs) and faith-based organizations, play a crucial role in this dialogue. They support policy setting, legislation adoption, and development cooperation, which are essential for promoting fundamental principles and rights at work, employment, sustainable enterprises, and social protection. The involvement of these groups ensures that the dialogue is not only tripartite but also multi-faceted, incorporating diverse perspectives and expertise. Academia contributes significantly by providing research and evidence-

based insights that inform policymaking and implementation. Universities and research institutions often collaborate with other social partners to develop innovative solutions to labor market challenges and to evaluate the effectiveness of social dialogue processes.

This inclusive approach to social dialogue is crucial for the formulation and implementation of policies that promote fair labor practices and reduce inequalities. By engaging a wide array of stakeholders, we ensure that the voices of all segments of society are heard, and their interests are considered. This leads to more balanced and equitable policies that address the needs of marginalized and vulnerable groups, thereby helping to combat systemic barriers to equal opportunities and fair treatment. As the Athens Declaration from the ILO-AICESIS Joint International

Conference highlights, *“Social dialogue is key to achieving the balance between economic growth and social justice.”*

In the context of our roadmap, we view social dialogue, especially institutionalized social dialogue, as a cornerstone for achieving broad and inclusive growth. Through effective social dialogue, we can ensure that diverse voices are heard, fostering policies that are not only economically sound but also socially just. This is particularly important in addressing inequalities in the world of work, where marginalized groups often face systemic barriers to equal opportunities and fair treatment.

The SER of Curaçao, in its role as AICESIS president, has already taken significant steps to reinforce this approach. We have launched the "Curaçao Presidency Roadmap Questionnaire," a comprehensive survey aimed at gathering

insights from AICESIS members on their strategies and objectives related to inclusive growth. As per the deadline set for filling out the questionnaire, a total of 30 member councils provided their input, and we are very grateful for their contributions. A part of the outcomes was presented yesterday to the Members of the Board and will be shared during this workshop with the other participants. This initiative seeks to foster a collaborative environment where best practices and innovative solutions can be shared and implemented across our global network.

Esteemed colleagues, distinguished guests,

As we move forward, national Economic and Social Councils and institutions leading social dialogue must continue to play a decisive role. Their involvement is essential in promoting

participatory democracy, ensuring that labor policies are inclusive, and addressing the multifaceted nature of inequalities in the workplace. The ongoing partnership between AICESIS and the ILO exemplifies our collective commitment to these goals, and today's workshop serves as a vital platform to advance our shared mission.

In conclusion, let us approach today's discussions with a spirit of collaboration and optimism. By working together, we can harness the power of social dialogue to not only combat inequalities but also to create a brighter, more inclusive, and prosperous future for all. Our collective efforts today will lay the foundation for sustainable progress and equitable growth, ensuring that every individual can thrive in a fair and just society. As Helen Keller, the author, political activist, and lecturer who became a symbol of courage, resilience, and the

potential of the human spirit to triumph over adversity, once said, *"Alone we can do so little; together we can do so much."*

Thank you.

[VERSION FRANÇAISE]

Honorables délégués, chers collègues et distingués invités,

C'est un honneur profond de vous accueillir tous à cet atelier crucial sur « Le rôle du dialogue social et de ses institutions dans la lutte contre les inégalités dans le monde du travail ». Nous nous rassemblons ici dans la ville dynamique d'Abidjan, un centre de dynamisme économique et de richesse culturelle en Côte d'Ivoire, pour aborder l'un des défis les plus pressants de notre époque : réduire les inégalités sur le lieu de travail grâce à un dialogue social robuste.

Tout d'abord, permettez-moi d'exprimer ma profonde gratitude au Conseil Économique, Social, Environnemental et Culturel de la Côte d'Ivoire, en particulier à son Président, l'Honorable Monsieur Eugene Aka Aouele, ainsi qu'à son

personnel dévoué, pour avoir accueilli cet événement avec tant de grâce. Votre engagement et votre hospitalité ont préparé le terrain pour un atelier qui s'annonce éclairant et productif. En raison de circonstances imprévues, je regrette de ne pas pouvoir être physiquement présent avec vous aujourd'hui, mais je suis avec vous en esprit et impatient de suivre les diverses interventions et d'entendre les résultats de vos discussions.

Lorsque le Conseil Économique et Social (SER) de Curaçao a assumé la présidence de l'Association Internationale des Conseils Économiques et Sociaux et Institutions Similaires (AICESIS) le 1er novembre 2023, nous nous sommes engagés dans une feuille de route centrée sur le thème de « Croissance Large et Inclusive ». Cette feuille de route n'est pas seulement un plan stratégique ; elle incarne notre vision d'un avenir où la prospérité économique est partagée équitablement dans

tous les secteurs de la société et toutes les régions de notre globe, assurant que personne ne soit laissé pour compte.

La feuille de route de notre présidence, méticuleusement élaborée en consultation avec les membres de l'AICESIS, se concentre sur plusieurs piliers clés : favoriser des politiques économiques inclusives, promouvoir la cohésion sociale et renforcer les capacités des institutions de dialogue social pour faire face aux défis mondiaux émergents. La feuille de route met en avant l'importance de la croissance inclusive, qui va au-delà des mesures économiques traditionnelles pour inclure le bien-être social et l'équité.

L'alignement de notre feuille de route avec le thème de l'atelier d'aujourd'hui est clair et convaincant. Le dialogue social, tel que défini par l'Organisation Internationale du Travail (OIT), englobe tous les types de négociation, de

consultation ou d'échange d'informations entre les représentants des gouvernements, des employeurs et des travailleurs sur des questions d'intérêt commun. Comme l'OIT le déclare à juste titre, « Un dialogue social efficace entre les gouvernements, les organisations d'employeurs et de travailleurs, et des relations industrielles saines sont des moyens de promouvoir la justice sociale, la croissance économique inclusive, l'amélioration des salaires et des conditions de travail, et des entreprises durables ». Ce processus ne se limite pas à ces acteurs principaux mais implique également les organisations de la société civile, le monde académique et d'autres groupes représentatifs, enrichissant ainsi le dialogue et le rendant plus inclusif et complet.

Les institutions de la société civile, y compris les organisations non gouvernementales (ONG) et les

organisations confessionnelles, jouent un rôle crucial dans ce dialogue. Elles soutiennent la définition des politiques, l'adoption de législations et la coopération au développement, essentielles pour promouvoir les principes et droits fondamentaux au travail, l'emploi, les entreprises durables et la protection sociale. L'implication de ces groupes garantit que le dialogue n'est pas seulement tripartite mais également multifacette, incorporant des perspectives et des expertises diverses. Le monde académique contribue de manière significative en fournissant des recherches et des analyses fondées sur des preuves qui informent l'élaboration et la mise en œuvre des politiques. Les universités et les institutions de recherche collaborent souvent avec d'autres partenaires sociaux pour développer des solutions innovantes aux défis du marché du travail et évaluer l'efficacité des processus de dialogue social.

Cette approche inclusive du dialogue social est cruciale pour la formulation et la mise en œuvre de politiques qui favorisent des pratiques de travail équitables et réduisent les inégalités. En engageant un large éventail de parties prenantes, nous veillons à ce que les voix de tous les segments de la société soient entendues et que leurs intérêts soient pris en compte. Cela conduit à des politiques plus équilibrées et équitables qui répondent aux besoins des groupes marginalisés et vulnérables, contribuant ainsi à combattre les barrières systémiques à l'égalité des chances et au traitement équitable. Comme le souligne la Déclaration d'Athènes de la Conférence conjointe OIT-AICESIS, « Le dialogue social est essentiel pour atteindre l'équilibre entre croissance économique et justice sociale ».

Dans le cadre de notre feuille de route, nous considérons le dialogue social, en particulier le dialogue social

institutionnalisé, comme une pierre angulaire pour atteindre une croissance large et inclusive. Grâce à un dialogue social efficace, nous pouvons nous assurer que des voix diverses soient entendues, favorisant des politiques qui sont non seulement économiquement solides mais aussi socialement justes. Cela est particulièrement important pour aborder les inégalités dans le monde du travail, où les groupes marginalisés font souvent face à des barrières systémiques à l'égalité des chances et au traitement équitable.

Le SER de Curaçao, dans son rôle de président de l'AICESIS, a déjà pris des mesures significatives pour renforcer cette approche. Nous avons lancé le « Questionnaire de la Feuille de Route de la Présidence de Curaçao », une enquête complète visant à recueillir les idées des membres de l'AICESIS sur leurs stratégies et objectifs en matière de croissance inclusive. À la date limite fixée pour remplir le

questionnaire, un total de 30 conseils membres ont fourni leurs contributions, et nous leur en sommes très reconnaissants. Une partie des résultats a été présentée hier aux membres du conseil et sera partagée avec les autres participants au cours de cet atelier. Cette initiative vise à favoriser un environnement collaboratif où les meilleures pratiques et les solutions innovantes peuvent être partagées et mises en œuvre à travers notre réseau mondial.

Chers collègues, distingués invités,

Alors que nous avançons, les Conseils Économiques et Sociaux nationaux et les institutions dirigeant le dialogue social doivent continuer à jouer un rôle décisif. Leur implication est essentielle pour promouvoir la démocratie

participative, garantir que les politiques du travail soient inclusives et aborder la nature multifacette des inégalités sur le lieu de travail. Le partenariat continu entre l'AICESIS et l'OIT illustre notre engagement collectif envers ces objectifs, et l'atelier d'aujourd'hui sert de plateforme vitale pour faire avancer notre mission commune.

En conclusion, abordons les discussions d'aujourd'hui avec un esprit de collaboration et d'optimisme. En travaillant ensemble, nous pouvons exploiter le pouvoir du dialogue social non seulement pour combattre les inégalités mais aussi pour créer un avenir plus lumineux, plus inclusif et plus prospère pour tous. Nos efforts collectifs aujourd'hui poseront les bases d'un progrès durable et d'une croissance équitable, garantissant que chaque individu puisse s'épanouir dans une société juste et équitable. Comme l'a dit Helen Keller, l'auteure, militante politique et conférencière qui est

devenue un symbole de courage, de résilience et du potentiel de l'esprit humain à triompher de l'adversité, « Seuls, nous pouvons si peu ; ensemble, nous pouvons faire tellement ».

Merci.

[VERSION EN ESPAÑOL]

Honorables delegados, estimados colegas y distinguidos invitados,

Es un profundo honor darles la más cordial bienvenida a todos a este taller crucial sobre "El papel del diálogo social y sus instituciones en la lucha contra las desigualdades en el mundo laboral". Nos reunimos aquí en la vibrante ciudad de Abijan, un centro de dinamismo económico y riqueza cultural en Costa de Marfil, para abordar uno de los desafíos más urgentes de nuestro tiempo: reducir las desigualdades en el lugar de trabajo a través de un diálogo social sólido.

En primer lugar, permítanme expresar mi más sincera gratitud al Consejo Económico, Social, Ambiental y Cultural de Costa de Marfil, especialmente a su presidente, el Honorable Sr. Aka Aouele, y a su dedicado equipo, por acoger este evento con

tanta generosidad. Su compromiso y hospitalidad han preparado el escenario para lo que promete ser un taller esclarecedor y productivo. Debido a circunstancias imprevistas, lamento no poder estar físicamente presente con ustedes hoy, pero estoy con ustedes en espíritu y ansioso por seguir las diversas intervenciones y escuchar los resultados de sus discusiones.

Cuando el Consejo Económico y Social (SER) de Curazao asumió la presidencia de la Asociación Internacional de Consejos Económicos y Sociales e Instituciones Similares (AICESIS) el 1 de noviembre de 2023, nos comprometimos a una hoja de ruta centrada en el tema de "Crecimiento Amplio e Inclusivo". Esta hoja de ruta no es simplemente un plan estratégico; encarna nuestra visión de un futuro donde la prosperidad económica se comparta equitativamente en

todos los sectores de la sociedad y en todas las regiones de nuestro planeta, asegurando que nadie se quede atrás.

La hoja de ruta de nuestra presidencia, meticulosamente desarrollada en consulta con los miembros de AICESIS, se centra en varios pilares clave: fomentar políticas económicas inclusivas, promover la cohesión social y mejorar las capacidades de las instituciones de diálogo social para abordar los desafíos globales emergentes. La hoja de ruta enfatiza la importancia del crecimiento inclusivo, que trasciende las métricas económicas tradicionales para incorporar el bienestar social y la equidad.

La alineación de nuestra hoja de ruta con el tema del taller de hoy es clara y convincente. El diálogo social, tal como lo define la Organización Internacional del Trabajo (OIT), abarca todo tipo de negociaciones, consultas o intercambios de

información entre representantes de gobiernos, empleadores y trabajadores sobre temas de interés común. Como afirma acertadamente la OIT, "El diálogo social efectivo entre los gobiernos, las organizaciones de empleadores y de trabajadores, y las relaciones laborales sólidas son medios para promover la justicia social, el crecimiento económico inclusivo, la mejora de los salarios y las condiciones de trabajo, y las empresas sostenibles". Este proceso no se limita a estos actores principales, sino que también involucra a organizaciones de la sociedad civil, el mundo académico y otros grupos representativos, enriqueciendo así el diálogo y haciéndolo más inclusivo y completo.

Las instituciones de la sociedad civil, incluidas las organizaciones no gubernamentales (ONG) y las organizaciones basadas en la fe, desempeñan un papel crucial en este diálogo. Apoyan la formulación de políticas, la

adopción de legislación y la cooperación para el desarrollo, lo cual es esencial para promover los principios y derechos fundamentales en el trabajo, el empleo, las empresas sostenibles y la protección social. La implicación de estos grupos garantiza que el diálogo no sea solo tripartito, sino también multifacético, incorporando perspectivas y conocimientos diversos. El mundo académico contribuye significativamente proporcionando investigaciones y conocimientos basados en evidencias que informan la formulación y aplicación de políticas. Las universidades y las instituciones de investigación a menudo colaboran con otros socios sociales para desarrollar soluciones innovadoras a los desafíos del mercado laboral y evaluar la efectividad de los procesos de diálogo social.

Este enfoque inclusivo del diálogo social es crucial para la formulación y aplicación de políticas que promuevan prácticas

laborales justas y reduzcan las desigualdades. Al involucrar a una amplia gama de partes interesadas, garantizamos que las voces de todos los segmentos de la sociedad sean escuchadas y que se tengan en cuenta sus intereses. Esto conduce a políticas más equilibradas y equitativas que abordan las necesidades de los grupos marginados y vulnerables, ayudando así a combatir las barreras sistémicas a la igualdad de oportunidades y al trato justo. Como destaca la Declaración de Atenas de la Conferencia Conjunta OIT-AICESIS, "El diálogo social es clave para lograr el equilibrio entre el crecimiento económico y la justicia social".

En el contexto de nuestra hoja de ruta, consideramos el diálogo social, especialmente el diálogo social institucionalizado, como una piedra angular para lograr un crecimiento amplio e inclusivo. A través de un diálogo social efectivo, podemos asegurarnos de que se escuchen diversas

voces, promoviendo políticas que no solo sean económicamente sólidas, sino también socialmente justas. Esto es particularmente importante para abordar las desigualdades en el mundo laboral, donde los grupos marginados a menudo enfrentan barreras sistémicas a la igualdad de oportunidades y al trato justo.

El SER de Curazao, en su papel de presidente de AICESIS, ya ha dado pasos significativos para reforzar este enfoque. Hemos lanzado el "Cuestionario de la Hoja de Ruta de la Presidencia de Curazao", una encuesta integral destinada a recopilar opiniones de los miembros de AICESIS sobre sus estrategias y objetivos relacionados con el crecimiento inclusivo. Según el plazo establecido para completar el cuestionario, un total de 30 consejos miembros proporcionaron sus aportaciones, y estamos muy agradecidos por sus contribuciones. Una parte de los resultados se

presentó ayer a los miembros del consejo y se compartirá durante este taller con los demás participantes. Esta iniciativa busca fomentar un entorno colaborativo donde se puedan compartir e implementar las mejores prácticas y soluciones innovadoras a lo largo de nuestra red global.

Estimados colegas, distinguidos invitados, A medida que avanzamos, los Consejos Económicos y Sociales nacionales y las instituciones que lideran el diálogo social deben seguir desempeñando un papel decisivo. Su participación es esencial para promover la democracia participativa, garantizar que las políticas laborales sean inclusivas y abordar la naturaleza multifacética de las desigualdades en el lugar de trabajo. La colaboración continua entre AICESIS y la OIT ejemplifica nuestro compromiso colectivo con estos objetivos, y el taller de hoy sirve como una plataforma vital para avanzar en nuestra misión compartida.

En conclusión, abordemos las discusiones de hoy con un espíritu de colaboración y optimismo. Trabajando juntos, podemos aprovechar el poder del diálogo social no solo para combatir las desigualdades, sino también para crear un futuro más brillante, más inclusivo y próspero para todos. Nuestros esfuerzos colectivos hoy sentarán las bases para un progreso sostenible y un crecimiento equitativo, asegurando que cada individuo pueda prosperar en una sociedad justa y equitativa. Como dijo Helen Keller, la autora, activista política y conferenciante que se convirtió en un símbolo de coraje, resiliencia y del potencial del espíritu humano para triunfar sobre la adversidad, "Solos podemos hacer tan poco; juntos podemos hacer mucho".

Gracias.

Opening Remarks for Mr. Raul Henriquez at the International Workshop on Combatting Inequalities in the World of Work

Date: 31 May 2024

Location: Abidjan, Ivory Coast

With protocol duly served, I humbly request the Chair of this esteemed gathering to allow me briefly, as outlined in the program of this international workshop, to address the audience in my capacity as Director/Secretary General of the Social Economic Council of Curaçao (SER), which also holds the presidency of AICESIS.

Bonjour à tous!

It is a profound honor for me to participate in this crucial workshop on the role of social dialogue and its institutions in combating inequalities in the world of work. As a representative of the Presiding Council of AICESIS and its Board, I am privileged to address such a distinguished assembly.

Firstly, I extend my deepest gratitude to our gracious hosts, the President of the Council of Ivory Coast, the Honorable Mr. Aka Aouele, and his dedicated and professional technical staff, especially my esteemed colleagues, Mr. Claude Kouadio, Secretary General of the Ivorian CESEC, and my respected colleague and dear friend, Mr. Alain Mennan. Since our extraordinary virtual Board Meeting on March 1st, where we decided that the forthcoming Hybrid Board Meeting would be held in Abidjan, combined with an

international workshop with the active participation of the International Labour Organization (ILO), we have been in continuous contact, meticulously preparing for this event. The Board of AICESIS expressed its profound gratitude for this gesture of solidarity and hospitality. Our hosts' exceptional hospitality and organizational efforts have made this event possible. We are fortunate to convene in a country rich in cultural heritage and natural beauty. As an Ivorian saying goes, "He who has no hospitality is not worth a handshake." This reflects the warmth and generosity of the Ivorian people, which we are privileged to experience.

Our journey, since the SER of Curaçao assumed the presidency of AICESIS during the hybrid meeting of the General Assembly of AICESIS on November 1st, 2023, in Moscow, hosted by the Civic Chamber of the Russian

Federation, has been marked by significant challenges and milestones aimed at addressing inequalities in the world of work. Our comprehensive Presidency's roadmap on broad and inclusive growth, adopted by the General Assembly, includes several key initiatives.

Last November, the joint ILO-AICESIS conference in Athens laid the foundation for our current efforts. The Athens Declaration has provided us with a strategic framework to combat inequalities, emphasizing partnerships at national, regional, and multilateral levels.

Inequalities persist significantly among various groups, including gender disparities and wage gaps. Globally, women earn only 77 cents for every dollar earned by men, with the gap widening for women of color, immigrant

women, and mothers, who face additional barriers in the labor market. This gender pay gap remains substantial even after accounting for factors like education and experience, indicating the deep-rooted nature of occupational segregation and discrimination.

Moreover, migrants and refugees face numerous challenges that exacerbate inequalities. They often experience barriers to accessing healthcare, employment, and social services, which are further complicated by language differences, cultural barriers, and discrimination. For instance, migrant children, particularly those in urban areas, face significant health disparities compared to their non-migrant peers, influenced by socioeconomic factors and parental education levels.

In the labor market, migrants and minority ethnic groups are more likely to accept unfavorable working conditions and are disproportionately represented in lower-paying jobs, amplifying economic disparities. The COVID-19 pandemic has further highlighted these inequities, with minority workers facing greater employment instability and health risks.

Addressing these issues requires comprehensive strategies that include improving access to healthcare, ensuring fair labor practices, and fostering inclusive policies that consider the unique challenges faced by underprivileged and migrant populations. By building on the frameworks established by initiatives like the Athens Declaration, we can work towards reducing these pervasive inequalities and promoting a more equitable and inclusive society.

Dear colleagues, esteemed guests,

Since we assumed the presidency of this prestigious and renowned international association, we have established platforms for sharing experiences and best practices. The sessions in Athens and subsequent workshops provided critical insights into how different countries are addressing inequalities in their labor markets.

Through various research initiatives, including a comprehensive questionnaire and a notable webinar on February 19, 2024, we have gathered critical data and insights that are instrumental in shaping our strategies to combat inequalities in the world of work. Our findings

revealed significant wage disparities between genders, inadequate social protection for informal workers, and limited access to vocational training for marginalized groups. These efforts have highlighted diverse challenges and innovative solutions implemented globally. The webinar, organized under the leadership of the SER of Curaçao as Chair of AICESIS, convened representatives from various Economic and Social Councils worldwide. Discussions centered on critical issues such as inter-regional cooperation, ensuring meticulous implementation of the current Presidential Roadmap within the ambit of all member entities, emphasizing tailored interventions to uplift vulnerable sectors within our societies to ensure the inclusivity of economic advancement initiatives and the quintessential role of scientific research in our journey

towards broad-based prosperity and societal upliftment. Scholarly inquiry in fostering economic development and social equity was a significant highlight of the webinar, where members were urged to actively participate in research to articulate a sustainability index for AICESIS, affirming our position as an essential contributor to the international discourse on this matter.

Our focus has also been on strengthening the capacity of national institutions. By facilitating the exchange of information and providing tools and programs of support, starting within our region of Latin America and the Caribbean, AICESIS aims to empower these institutions to develop and implement integrated strategies to combat inequalities. We will continue this ambitious endeavor during our presidency.

A critical component of our efforts has been the robust cooperation agreement between AICESIS and the ILO. Established in 2005 and renewed in 2018, this partnership underscores our shared commitment to tackling social and labor challenges through collective expertise and coordinated actions. This agreement aligns our objectives with the framework of the UN 2030 Agenda and focuses on institutionalized social dialogue, tripartism, and the promotion of participatory democracy.

This collaboration has been instrumental in advancing the Decent Work Agenda, which aims to improve economic and working conditions globally. The ILO, with its unique tripartite structure, brings together governments, employers, and workers to set international labor standards, develop policies, and devise programs that promote decent

work for all. This partnership has enabled AICESIS to leverage the ILO's extensive resources and expertise, enhancing our ability to address the multifaceted challenges of inequality in the world of work.

An exemplary manifestation of this collaboration was the involvement of the ILO during the meetings and workshops of the regional network of Economic and Social Councils (ESC) and Similar Institutions (SI) of Latin America and the Caribbean, which took place three weeks ago in Cartagena de Indias, Colombia, on May 9 and 10. These sessions, organized with the cooperation of our esteemed colleagues and friends from the ESC of Spain, focused on three current and shared-interest issues: social dialogue as a tool for strengthening democracy and addressing current challenges in the Ibero-American region; the contribution of

institutionalized social dialogue to public policies; and sustainability and climate change. Additionally, the collaboration among Economic and Social Councils and other institutions within the Ibero-American space was discussed.

Later this year, we are poised to renew our cooperation agreement with the ILO. This renewal signifies our continued commitment to this fruitful partnership. In preparation, we have submitted a detailed paper outlining our achievements and identifying areas for enhancement. This renewal will pave the way for future collaborative endeavors aimed at strengthening social dialogue and promoting sustainable development. We look forward to building on our successes and addressing new challenges with the same dedication and vigor.

Permit me, Honorable Mr. President of AICESIS, dear colleagues, and esteemed guests, to share some preliminary key findings from the recently conducted questionnaire, which gathered comprehensive data from 30 national Economic and Social Councils and similar institutions worldwide. The questionnaire aimed to understand how institutions align with the concept of "Broad & Inclusive Growth" as defined in Curaçao's Presidency Roadmap of AICESIS. Here are some noteworthy insights:

- Most institutions reported strong alignment with the theme of "Broad and Inclusive Growth," emphasizing socio-cultural and spatial-ecological factors alongside financial and economic dimensions.

- Common challenges identified include limited financial resources, resistance to policy reforms, lack of stakeholder engagement, and insufficient data or research. These challenges underscore the need for targeted interventions and collaborative efforts.
- Institutions have set specific objectives such as increasing diversity among dialogue participants, promoting equal access to dialogue platforms for underrepresented groups, and incorporating a wide range of socioeconomic perspectives.
- Measurable indicators established to track progress include the number and diversity of participants in dialogues, the frequency and quality of policy recommendations made, and changes in

socioeconomic equality metrics. Recognizing the diversity of regions, the questionnaire allowed for regional customization in responses, capturing unique challenges and opportunities across different geographic areas.

In alignment with the ILO's global campaign "This Way to Social Justice," our focus as an international association remains on crucial areas such as decent job creation, universal social protection, education and lifelong learning, protection of workers' rights, gender equality, and fair globalization. These efforts are essential as high levels of inequality continue to pose significant human and economic costs, threatening progress on the UN's Sustainable

Development Goals (SDGs). As ILO Director-General Gilbert F. Houngbo stated, "The depth, breadth, and repercussions of contemporary inequalities necessitate a comprehensive approach focusing on both distribution and redistribution mechanisms and policies."

As we engage in these discussions, I encourage each of you to actively participate, share your experiences, and consider how the best practices presented today can be adapted to your regional and national contexts. Whether it is implementing inclusive hiring practices, developing policies that protect gig economy workers, or ensuring fair wages for all, our collective wisdom and collaboration are our greatest assets in this fight against inequalities. Let us leverage our shared knowledge to create tangible impacts on the ground, ensuring that no worker is left behind.

In closing, I extend my heartfelt thanks to all participants for your dedication and commitment. Let us use this opportunity to forge stronger partnerships, learn from each other, and advance our shared goal of creating a fair and equitable world of work. Forging stronger partnerships is vital, not only because it aligns with SDG 17, which emphasizes the importance of revitalizing global partnerships for sustainable development, but also as a powerful means to mobilize and share knowledge, expertise, technology, and financial resources to support the achievement of all SDGs. Strengthened partnerships foster inclusive solutions that are crucial for addressing complex global challenges such as poverty, inequality, and climate change.

Thank you.

REMARQUES INTRODUCTIVES ET REFLEXIONS SUR LES TENDANCES ET ACTIONS EN AFRIQUE POUR LUTTER CONTRE LES INEGALITES DANS LE MONDE DU TRAVAIL

Par

René NGONGO

CES RDC

Atelier international OIT-AICES

Abidjan 30-31 mai 2024

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1.Remarques introductives

- Les inégalités se situent à divers niveau (Sexe, race, tribut, handicap, religion, santé, atavismes culturels, le statut social (marié ou célibataire), etc. Des centaines de millions de personnes sont victimes de discrimination dans le monde du travail.

- Non seulement cette discrimination est une atteinte à l'un des principaux droits de l'homme mais elle a également des conséquences sociales et économiques.

- La discrimination entrave le développement car elle gaspille le talent humain nécessaire au progrès économique et elle accentue les tensions et les inégalités sociales.
- Malgré les progrès considérables accomplis en vue de parvenir à l’égalité hommes-femmes dans le monde du travail, certains facteurs semblent contribuer au maintien du statu quo.

- Les inégalités hommes-femmes sont l’un des enjeux les plus pressants auxquels doit faire face le monde du travail aujourd’hui surtout en Afrique.
- A l’échelle mondiale, les femmes ont nettement moins de possibilités que les hommes d’accéder au marché du travail et, une fois qu’elles font partie de la population active, elles ont également moins de chances de trouver un emploi que les hommes.

- En effet, leurs possibilités d’accéder à des emplois de qualité demeurent limitées. Dans certaines cultures, les filles sont défavorisées pour la scolarité.
- Lorsque les Femmes occupent un emploi rémunéré, elles effectuent en moyenne moins d’heures que les hommes en échange d’une rémunération ou d’un bénéfice, soit parce qu’elles choisissent de travailler à temps partiel, soit parce que le travail à temps partiel est la seule option qui s’offre à elles.

- Ces disparités entre les sexes persistent alors que la plupart de femmes dans le monde préfèreraient exercer une activité rémunérée, ce qui montre bien que leurs choix sont limités par un certain nombre de facteurs.
- Se fondant sur des données provenant de l'enquête OIT-Gallup de 2016, le rapport Emploi et questions sociales dans le monde – Tendances pour les femmes 2017 évalue dans quelle mesure les préférences personnelles, les contraintes socio-économiques et le conformisme traditionnel déterminent les inégalités hommes-femmes sur le marché du travail.

L’analyse menée par les économistes de l’OIT, qui portent sur 142 pays, a permis d’établir les faits suivants :

- Le fait d’être mariée ou en concubinage réduit la probabilité qu’a une femme d’accéder au marché du travail dans les pays émergents et les pays développés, ainsi que dans les Etats arabes et les pays d’Afrique du Nord. Toutefois, dans les pays en développement, l’effet est inversé : le mariage et le concubinage ont un effet positif sur le taux d’activité des femmes .

Cette conclusion souligne que, dans les pays en développement, travailler est une nécessité économique pour les femmes, qu'elles soient mariées ou en concubinage.

- Les femmes qui vivent dans une pauvreté extrême ont plus tendance à occuper un emploi, quelles que soient les règles qui régissent traditionnellement les relations hommes-femmes.

En Afrique, la probabilité que les femmes exercent une activité augmente de 7,8 %, contre 6,4% dans les pays émergents. Dans les pays d'Afrique du Nord où les écarts en termes de taux d'activité sont les plus marqués, cette probabilité augmente encore davantage, avec 12,9 %.

- La religion incarne un système de valeurs complexe qui s’applique également aux rôles traditionnellement dévolus aux hommes et aux femmes. Dans les pays en développement, la probabilité que les femmes exercent un emploi est sensiblement réduite par la religion, un indicateur indirect des règles plus restrictives qui régissent traditionnellement les relations hommes-femmes.

Dans les pays développés et les pays émergents, les résultats sont mitigés : dans certains cas, l’effet sera positif ; dans d’autres, négatif.

- Pour Guy Ryder, un syndicaliste britannique et ancien Directeur Général de OIT) de 2012 à 2022 « Tout le monde s’accorde désormais à dire que les inégalités – sociales, économiques et politiques – posent problème, mais nous ne sommes toujours pas passés à l’action, et les choses en sont restées au stade des bonnes intentions. Nous devons agir maintenant pour obtenir des changements. »

- Continent riche en ressources naturelles et humaines, l’Afrique fait face à des défis uniques dans le domaine du travail. Les inégalités sur le marché du travail y sont particulièrement marquées, reflétant des différences socio-économiques, des discriminations basées sur le genre, et des disparités géographiques.

- L’Afrique du Nord affiche toujours un taux d’activité bas, en raison de la faible participation des femmes au marché du travail.
- Partout en Afrique, le chômage des jeunes et la prépondérance de l’économie informelle continuent d’être une préoccupation permanente, car favorisant également les inégalités dans le monde du travail.

1. Réflexions sur les tendances et actions

1.1.Promotion de l'Éducation et de la Formation Professionnelle

- L'accès à l'éducation et à la formation professionnelle est crucial pour réduire les inégalités sur le marché du travail. Des initiatives telles que la création de centres de formation technique et professionnelle, souvent en partenariat avec des entreprises locales et internationales, permettent de développer des compétences adaptées aux besoins du marché.

- Des programmes spécifiques visent également à encourager les jeunes filles et les femmes à poursuivre des carrières dans des secteurs traditionnellement dominés par les hommes, comme les STEM (sciences, technologies, ingénierie et mathématiques).

1.2.Soutien aux PME et à l'Entrepreneuriat

- Les petites et moyennes entreprises (PME) sont un moteur essentiel de l'économie africaine. Des programmes de soutien financier, technique et administratif mis en place sont nécessaires pour encourager l'entrepreneuriat, notamment parmi les jeunes et les femmes.
- Des incubateurs et des accélérateurs de startups, souvent soutenus par des partenariats public-privé, jouent un rôle clé dans le développement de l'écosystème entrepreneurial et dans la transition de l’économie informelle vers le formel.

1.3. Politiques de Genre et Inclusion

- Les inégalités de genre sur le marché du travail sont un défi majeur en Afrique. Des politiques proactives sont nécessaires pour garantir l'égalité des chances et des conditions de travail.
- Par ailleurs, des campagnes de sensibilisation et de formation sur les droits des femmes au travail sont essentielles pour changer les mentalités et les pratiques discriminatoires.

1.4. Amélioration des Conditions de Travail Informel

- Le secteur informel représente une part significative de l'économie africaine. Il est crucial d'améliorer les conditions de travail et de renforcer les droits des travailleurs informels. Des mesures telles que l'élargissement de la couverture sociale, la régularisation des emplois informels, et l'amélioration de l'accès aux services financiers sont essentielles.

1.5.Technologie et Numérisation

- La technologie et la numérisation offrent des opportunités pour transformer le marché du travail en Afrique. L'adoption des technologies numériques peut améliorer la productivité et offrir de nouvelles perspectives d'emploi, notamment dans les secteurs du commerce électronique, des services numériques, et de l'économie gig.

1.5.Technologie et Numérisation (suite)

- La gig Economy désigne l’économie des petits boulots, où les travailleurs sont payés à la tâche plutôt qu’à l’heure. Toutefois, il est crucial de s'assurer que cette transition technologique ne creuse pas davantage les inégalités, en garantissant l'accès à la formation numérique pour tous.

1.6.Renforcement des Politiques et Institutions du Travail

- Des politiques de travail robustes et des institutions efficaces sont essentielles pour lutter contre les inégalités.
- Cela inclut la promotion de travail décent par la mise en place de salaires vitaux, , l'application rigoureuse des normes de travail, le renforcement de l’inspection du travail, la garantie de la sécurité des travailleurs clés (valorisation des métiers clés), ainsi que le renforcement des syndicats et des organisations de travailleurs pour assurer la représentation et la défense des droits des travailleurs et promouvoir le dialogue social

2.Piste d’actions

- Les outils pour lutter contre les inégalités du monde du travail existent, notamment au niveau de l’OIT (les normes internationales du travail, notamment **la Convention 111 sur la discrimination**). Il faut juste rappeler aux Etats la nécessité d’adopter des mesures concrètes dans divers domaines d’action.
- La priorité doit être accordée par les dirigeants à la question des inégalités, et souligner que des mesures immédiates s’imposent pour favoriser une plus grande égalité.
- Vaincre la discrimination est indispensable pour parvenir au travail décent et les réussites dans ce domaine dépassent largement le monde du travail.

- La législation du travail doit préconiser/renforcer l’adoption de dispositions interdisant la discrimination, et l’OIT a conseillé certains pays (comme l’Afrique du Sud et la Namibie) en matière de changements législatifs dans ce domaine.
- Il est nécessaire d’adopter une approche globale destinée à faire face à la multitude d’enjeux pour que les femmes puissent pleinement s’émanciper économiquement.

- Si nous partons du principe que deux des principaux facteurs d'inégalité sont la technologie et l'évolution des relations de négociations étroitement liées à la mondialisation, alors seul un changement de nos politiques pourra faire avancer la cause.
- Les inégalités proviennent des marchés du travail, ce qui rend extrêmement important tout ce qui se fait au niveau international. Des instruments existent pour modifier la donne et la bonne foi. Il faut juste la volonté politique et la détermination.

3. **Meilleurs pratiques d’actions stratégiques pour garantir le dialogue social en RDC**

- 1. Convocation du Conseil national du TRAVAIL (CNT) , cadre tripartite (Gouvernement, employeurs et travailleurs) pour statuer sur toutes les questions du monde du travail.
- 2. Signature d'une charte du cadre Bipartite (organisations professionnelles d'employeurs et de travailleurs) le 23 novembre 2023 pour renforcer le dialogue sociale.

- 3.Dans l'attente de la mise en place d'un Haut Conseil de Dialogue Social tel que recommandé lors de la dernière session du CNT.
- 4. L'existence du CES, qui est le cadre par excellence du dialogue social tripartite+ (Gouvernement, employeurs, travailleurs et société civile).
- 5. Mise en place des tribunaux de travail et leur déploiement sur toute l'étendue du territoire nationale.
- 6. Recrutement de 2300 inspecteurs du travail et leur renforcement des capacités grâce à la coopération multilatérale.

- 7. Partie prenante au protocole de l'emploi de la SADC en attendant sa ratification.
- 8. Appui du Gouvernement américain pour la promotion des normes du travail, un projet en cours d'exécution pour 3 millions de dollars.
- 9. Participations régulières (chaque année) aux conférences internationales du travail organisé par L'OIT.
- 10. Formulation d'avis au sein du CES sur le Revenu de travail en RDC avec comme recommandation phare, la mise en place d'une Commission Nationale de la politique salariale pour réduire les disparités criantes, et promouvoir la cohérence, l'équité et la paix sociale.

4.Conclusion

- La lutte contre les inégalités dans le monde du travail en Afrique nécessite une approche intégrée et multisectorielle. Les initiatives doivent être soutenues par des politiques publiques cohérentes, des partenariats solides entre les secteurs public et privé, et une participation active des communautés locales.
- En combinant éducation, innovation technologique, soutien à l'entrepreneuriat, et renforcement des droits des travailleurs, l'Afrique peut progresser vers un marché du travail plus équitable et plus inclusif.

- Il est aussi important d’inscrire ces questions à l’ordre du jour des grandes réunions à l’échelle régionale africaine afin de mieux attirer l’attention des décideurs politiques sur ce point important, à l’exemple de présentes assises.

ASANTE, MATONDI, TWASAKIDILA

International Workshop AICESIS

The Implementation of the Athens Declaration at National Level and possible ILO Support

Abidjan, 31 may 2024

Protocol

Honorable President of the Economic, Social, Environmental and cultural Council of Côte d'Ivoire, Mr. Aka Aouele

President Jacobs

Distinguished Presidents and members of participating ESCs and similar social dialogue institutions

Distinguished SG and deputy secretary generals of AICESIS

Distinguished guests

Ladies and gentlemen

Good morning - good day to all of you,

I would like to express my sincere thanks to AICESIS both Leadership and member institutions especially the host institution the Council of Cote d'Ivoire for the invitation and the opportunity provided to the ILO to participate in this important International Workshop and to speak in this session.

We are very grateful for that.

First of all, let me start my intervention by hailing the important cooperation that we have with your association, the AICESIS, which has been expanding over the years since the conclusion of the partnership agreement in May 2012, which was renewed in 2018, and which still running till October this year.

This partnership has reached a new step with AICESIS recently joining the Global Coalition on Social Justice initiated by the ILO director General, Mr. Gilbert Houngbo, and which will be inaugurated officially on 13 June during the International labour Conference in Geneva.

Over all these years, we did achieve important results in our cooperation as illustrated by the numerous international conferences, regional seminars and other capacity building activities that we organised together. These events enabled a reach mutual learning through exchange of experiences and good practice on topics that are of interests for your member councils within the scope of the ILO decent work agenda.

The last one was the successful international conference held in Athens in November 2023, hosted by the Greek ESC *(greet President Paidas present in the room for the warm welcome and the excellent organisation of the conference),* which brought together participants from around 35 countries including Ministers and presidents of ESCs alongside experts from international and regional organisations and senior ILO officials.

The conference addressed a very important topic, that is the need to prevent and reduce inequalities in the world of work through social dialogue and its institutions.

The conference ended up with the adoption of an important Declaration by the participating ESCs and other similar social dialogue institutions.

Through this Declaration, the participating ESCs and similar social dialogue institutions considered that high and persistent inequalities within and between countries are incompatible with the pursuit of the objective of social justice and do represent a threat to achievement of the SDGs.

The ESCs committed to contribute to national policies meant to reduce and prevent inequalities though various means such as:

- ✓ Raising awareness of the challenge of inequalities and their consequences;
- ✓ Promote equal opportunities,
- ✓ Enhance partnerships at all levels,
- ✓ Mainstreaming the question of inequalities in their work,
- ✓ Undertake to develop and implement a work plan on tackling inequalities,
- ✓ Encourage the effective participation of social partner organizations in all deliberations on the question of inequalities.

For the ILO these are important and concrete commitments made by the ESCs in Athens. They show your high level of engagement as social dialogue institutions bringing together government and the social partners as well as other actors, to work together towards the objective of tacking inequalities at national level, which is one of the most serious challenges facing countries and societies today, which need to be addressed in an effective way if we are to advance the objective of social justice and hence promote peace and stability in countries and globally.

As the ILO DG stressed in his recorded message to the conference in Athens, **ESCs and similar social dialogue institutions play a critical role in developing and implementing policies that can support the fight against inequalities.**

For the ILO, ESCs and SD institutions are the place and the space where Governments and the social partners come together and devise policies to address the challenges facing the world of work such as the persistent inequalities and the widespread informal economy. These institutions are also very much needed to manage the transformations at play in the world of work brought about by technology, the climate change and the like..

In the Declaration you have adopted in Athens you called upon the ILO to support you through 6 means. I would like to focus on two as follows:

- (i)Support ILO Constituents and ESC-SIs **in the development of integrated, country-specific strategies to reduce and prevent inequalities in the world of work….**
- (ii)Continue to support social dialogue institutions to improve their inclusiveness and effectiveness, and to promote the full realization of the right to freedom of association and the effective recognition of the right to collective bargaining, along with other fundamental principles and rights at work in all ILO Member States.

My colleague, Alessandro will explain in his presentation what the ILO is doing to support our member countries in dealing with this challenge notably in the framework of implementation of the ILO Strategy adopted by the Governing Body in November 2022 and other instruments that we have.

Regarding our support to SD institutions, the ILO is already providing support to build the capacity of national social dialogue institutions such as economic and social councils and other institutions in the framework of our P&B. This is the framework within which we deliver technical assistance to our member States in promoting DW as the means to advance social justice.

We do this using various means including:

- ✓ The promotion of ratification and implementation of ILS
  Such the fundamental conventions No 87 and 98 and the governance convention No. 144
- ✓ Development of policy and training tools
- ✓ Advocacy
- ✓ Capacity building and training, for instance using the facilities offered by our international training centre in Turin
- ✓ Building collaboration and partnerships; a typical example is the exemplary collaboration we have with AICESIS.

Let me focus on one tool that the ILO has developed in order to support institutions like yours to enhance their role and impact: the tool is titled: Self-Assessment method for social dialogue institutions (SAM-SDI).

This tool was launched in 2021.

It aims is to assist constituents to:

- «**enhance the effectiveness and inclusiveness of mechanisms and institutions for national tripartite social dialogue**» including to address future of work and the SDGs
- **encourage participation of women and other underrepresented groups** in social partner organizations and seek to achieve equal representation of women and men in social dialogue institutions

We did inform AICESIS about this tool, which is very practical and easy to use. It exists in many languages. We do encourage you to use it to assess the functioning of your institutions, to identify strengths and weaknesses and define measures to

enhance their role and impact when it comes to supporting national policies and strategies to address challenges such as the one on inequalities.

We have other tools as well that we shared with AICESIS: the guide on NTSD and the guide to ILO Recommendation No. 113.

Finally, as ILO we are interested to learn from you ESCs what follow up actions you have taken to give effect to the commitment made in Athens and with what results so far.

I do hope this workshop will enable you to exchange experiences and good practice when it comes to the follow up to the Athens Declaration.

Thank you,

Youcef Ghellab

ILO

31 May 2024.

International Labour Organization

The ILO's Strategy to Combat Inequalities & Linkages with the Athens Declaration

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International Labour Organization

Inequalities hinder the achievement of Social Justice for All

- **Reducing inequalities between and within countries has become a key policy priority for many developing actors, as also reflected in SDG 10**
- **Concerns have been growing in recent decades over rising economic inequality within countries and the widening disparity between the inordinate wealth accruing to the richest one per cent of the population -- and the incomes of the rest. Social justice remains elusive for too many.**
- **Inequalities of opportunity and of outcome are both challenges that lead to lower workers' engagement and reducing them can lead to workers being more fulfilled and better performing.**

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The ILO and Inequalities

- **Reducing inequalities and promoting equality of opportunity and treatment have always been inherent to the work of the ILO.** The ILO Constitution emphasizes that "universal and lasting peace can be established only if it is based upon social justice" and calls for, among other things, equal remuneration for work of equal value, and policies to "ensure a just share of the fruits of progress to all". The 1944 Declaration of Philadelphia also refers to the principle of equal opportunity on multiple grounds, including gender and ethnicity.

- **The ILO Centenary Declaration for the Future of Work (Centenary Declaration) reiterated this commitment.** The Declaration notes that "persistent poverty, inequalities, and injustices … in many parts of the world constitute a threat to those advances [in economic and social progress] and to securing shared prosperity and decent work for all".

- **At its 334th Session (October–November 2018), the Governing Body decided to place an item for a general discussion on "inequalities and the world of work" on the agenda of the 109th Session of the International Labour Conference.**

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Institutional Context

- ILC Discussion, June 2021 – **Inequalities in the World of Work**
- ILC 109/Resolution XVI - **Resolution concerning inequalities and the world of work**
- ILO GB 344, March 2022 - **Plan of Action**
- ILO GB 346, November 2022 - **Comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work**

↓

Guiding Document

*"The extent, pervasiveness and consequences of inequalities today require the ILO to deepen the inequality-reducing effect of its action, strengthen its influence within the multilateral system, and show the importance of **acting upon both distribution and redistribution** levers and policies."*

Strategy Goals

The Strategy Seeks to

a) position the ILO as a key actor in ongoing debates and initiatives of the multilateral system, notably in the United Nations (UN) system and international financial institutions, to counter inequalities at global and country levels; and

b) help ILO constituents to develop comprehensive and integrated policy frameworks and measures to reduce and prevent both vertical and horizontal inequalities in the world of work.

The above will be achieved through:

- **Mainstreaming** the reduction of inequalities across the world of work
- **Country Support** - Designing and implementing **country-specific approaches** to prevent and reduce inequalities in the world of work (in selected pilot countries)
- Support the **positioning of the Office in the multilateral system** as a leading inequality actor in the multilateral system, in synergy with the Global Coalition on Social Justice
- **Knowledge Development**, Research, and Tools Development
- **Communication**

Comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work - The Strategy

Guiding Principles:

- Attention to root causes of inequalities, its drivers and determinants across all dimensions
- Addressing both distribution and redistribution
- Fundamental principles and rights and international labour standards
- Social dialogue and tripartism
- Interconnectedness, integration and monitoring
- Develop country-specific approaches

Comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work - The Strategy

Thematic Areas for Priority Policy Action:

- Employment creation
- Equal access to quality education and training, including lifelong training, and quality public services from early childhood
- Adequate protection of all workers and a fair share of the fruits of growth
- Transition to the formal economy
- Gender equality and non-discrimination, equality for all, diversity and inclusion
- Trade and development for a fair globalisation and shared prosperity
- Universal and adequate social protection

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Inter-Departmental and Inter-Regional Task Force on Inequalities Reduction

- Composed of departments/branches and fields units that have a direct responsibility on implementing **one or several of the seven priority thematic areas**

Objective 1: **Mainstream** the reduction of inequalities in the activities planned in the current and next Programme and Budget	• Task Force instrument to ensure inequality mainstreaming activities under each of the seven priority areas identified in the appendix of the doc GB.344/INS/8 (GB, March 2022) • Task Force will examine whether adaptations/adjustments of the activities identified are necessary
Objective 2: **Provide support** to constituents in designing and implementing the strategies for preventing and reducing inequalities in the selected pilot countries	• Country support to 5 initial pilot countries • In-kind support from relevant specialists in the field and headquarters • Potentially enabler of synergy with dev. Partners (operations + tools)
Objective 3: Contribute to **position the ILO** as a key actor in ongoing debates and initiatives on inequalities of the multilateral system, in synergy with the Global Coalition on Social Justice	• Capitalise on individual departments' networks within the multilateral system • Identify strategic and relevant events in which ILO participation • Produce research to strengthen the ILO's knowledge and evidence base on a range of policy-relevant questions

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Country Support

- Current pilot countries (identified by ROs in consultation with constituents):
  - Namibia [**also GA Pathfinder country**]
  - Philippines [**also GA Pathfinder country**]
  - Chile
  - Iraq
  - Europe TBD
- **Task Force involved in Country Support -** Provide support to constituents in designing and implementing the strategies for preventing and reducing inequalities in the selected pilot countries
- Countries chosen on the basis of: **Contextual levels of inequalities along different dimensions; Political will to tackle inequality; Potential Complementarity** with ongoing actions (and other partners)

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Country Support

- Development of Country-specific approaches rooted in the Strategy
- Application of the *Guiding Principles* and identification of policy mix based on the *7 Thematic Areas for Priority Action*

COs working on “inequalities diagnostics”, i.e. reports on contextual levels, needs, policy priorities

Following finalisation of the report (including with consultations with *Task Force*), consultation and validation with constituents to determine an implementation roadmap

Implementation (policy review, technical assistance, mobilisation of expertise from *Task Force*)

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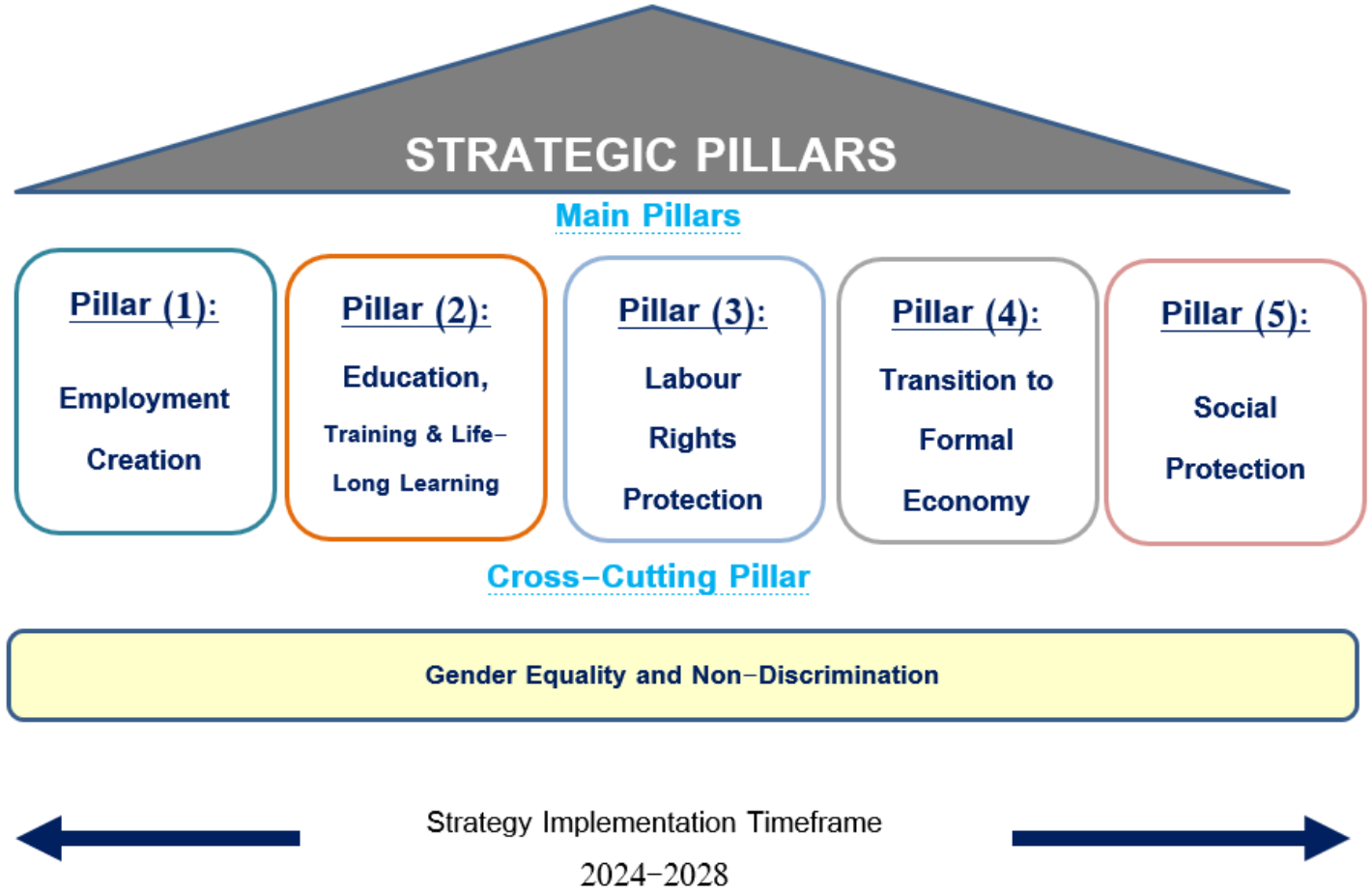
Iraq



- **Iraq National Strategy to Prevent and Reduce Inequalities in the World of Work for the Years 2024-2028** launched 07/03/2024
- Developed over 4 months through extensive research and national consultation and collaboration; **effectively embedded inequality-reduction in whole-of-govt. approach**

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Potential Linkages with the Athens Declaration

- Both the ILO Strategy & the Athens Declaration recognise:
  - The importance of inclusive and effective social dialogue, in particular for the development of effective, country-specific responses to reduce and prevent inequalities;
  - The role of mainstreaming and linkages with dimensions outside the world of work
  - The need to specify countries' approaches (i.e. develop workplans that could include research, hearings, working groups, etc.) and to have inequality-related data (**under development**) to support evidence-based policy making
  - Linkages with the work of many development actors and other interventions (e.g. DWCP, UNSDCF, investments by IFIs, etc.)

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Thank You

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RÉPUBLIQUE ALGÉRIENNE DÉMOCRATIQUE ET POPULAIRE

المجلس الوطني الاقتصادي والاجتماعي والبيئي

Conseil National Économique, Social et Environnemental

Présentation
de l’expérience Algérienne

Le rôle du dialogue social et des ses institutions dans la lutte contre les contre les inégalités dans le monde du travail

Structure de présentation

1. Caractéristiques du marché du travail en Algérie
2. Piliers du dialogue social dans le marché du travail
3. Principaux acquis du dialogue social pour le marché du travail

01

Caractéristiques du marché du travail en Algérie

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Caractéristiques du marché du travail en Algérie

Accès à l'emploi

Toutes les formes de discrimination sont interdites (Art 37 de la Constitution, Art 17 de la loi 90-11).
Cependant, la réalité montre que les opportunités d'emploi dans le secteur privé ou sur le marché informel peuvent dépendre du recrutement par des relations personnelles ou d'autres moyens.

Revenus

Non-discrimination salariale (art 07 de l'Ordonnance 78-12 relative au statut général de travailleur).

Stabilité dans l'emploi

Le travail est un droit et un devoir (Art 66, de la Constitution). Les réformes économiques structural en réduisant la part des emplois permanents de 47 % en 1997 à 38 % en 2018 et augmentant l'emploi temporaire.
Les travailleurs en contrat à durée déterminée ou non réguliers restent moins protégés malgré les incitations gouvernementales.

Couverture sociale

la sécurité sociale repose principalement sur les cotisations des travailleurs et des employeurs, ce qui limite la portée de la protection sociale aux travailleurs éligibles, laissant ceux du secteur informel sans couverture

Structure du marché du travail

Une partie du marché étant informelle, les travailleurs de ce segment sont souvent privés de droits et de garanties essentiels tels qu'un salaire décent, des opportunités d'avancement de carrière, des conditions de travail adéquates, et ils sont plus susceptibles d'être victimes de harcèlement

02

Niveaux et Piliers du dialogue social

Niveaux du dialogue social

- Négociation bilatérale impliquant les travailleurs et les employeurs.
- Tripartisme inclut à la fois les représentants des travailleurs, des employeurs et de l'État.

Négociation bilatérale

❑Ancrage juridique du dialogue social bilatéral

- Englobant des droits collectifs fondamentaux des travailleurs, notamment la liberté syndicale, la protection du droit à l'organisation, le droit à la négociation collective

37 conventions internationales ratifiés

Constitution 2020 et les differents lois:

- le droit au travail et à un salaire équitable, la garantie de la protection , de la sécurité et de l'hygiène au travail, le droit au repos, le droit à la sécurité sociale, l'interdiction du travail des enfants, et la promotion de l'apprentissage. De plus, la constitution encourage la parité entre hommes et femmes sur le marché de l'emploi , reconnaît le droit syndical et le libre exercice de ce droit, ainsi que le droit de grève, la pluralité syndicale, la liberté d'organisation, les relations collectives de travail dans la fonction publique basées sur le dialogue et la consultation, et la reconnaissance du statut de partenaires sociaux pour les institutions économiques

- accords et conventions collectives sont plus de 3806 conventions collectives d'entreprise, 117763 accords collectifs d'entreprise, 82 conventions collectives de branche et 167 accords collectifs de branche (en 2016)

Accords et conventions collectives

❑ Domaines du dialogue bilatéral

La législation algérienne (article 120 de la loi 90-11 relative aux relations de travail) a institué la négociation bilatérale, qui aboutit à des conventions collectives conclues, traitant des conditions d'emploi et de travail et pouvant notamment aborder les éléments suivants:

- **Classification professionnelle.**
- **Normes de travail, y compris les horaires de travail et leur répartition.**
- **Salaires de base minimum correspondants.**
- **Indemnités liées à l'ancienneté, aux heures supplémentaires ou aux conditions de travail y compris l'indemnité de zone.**
- **Primes liées à la productivité et aux résultats du travail.**
- **Modalités de rémunération au rendement pour les catégories de travailleurs concernés.**
- **Remboursement de frais.**
- **Période d'essai et préavis.**
- **Durée de travail effectif pour les emplois à fortes sujétions ou comportant des périodes d'inactivité.**
- **Absences spéciales.**
- **Procédures de conciliation en cas de conflit collectif de travail.**
- **Service minimum en cas de grève.**
- **Exercice du droit syndical.**
- **Durée de la convention et modalités de reconduction, de révision ou de dénonciation.**

❑ Mécanismes de dialogue social et de prévention des conflits au travail

Mécanismes de prévention des conflits individuels

•Le principe, les conventions collectives et les règlements intérieurs définissent les procédures de résolution des conflits individuels. En l'absence de textes spécifique, des étapes générales sont établies (par la loi 90-04 relative au règlement des conflits individuels de travail) pour épuiser les mécanismes internes de résolution des conflits:

. Si aucun accord n'est trouvé et après épuisement des procédures internes, le travailleur peut saisir l'inspecteur du travail pour une résolution amiable (conciliation). Cette procédure est obligatoire avant de recourir aux tribunaux.

Mécanismes de prévention des conflits collectifs et de les régler à l'amiable

•La négociation collective est la première mesure obligatoire pour résoudre un conflit collectif (Art 5 **de la loi n° 23-08** relative à la prévention, au règlement des conflits collectifs de travail et à l'exercice du droit de grève).

- Possibilité de recours aux commissions mixtes.
- Existence d'autres mécanismes tels que la conciliation, la médiation et l'arbitrage.

•Rencontre une fois par an est obligatoire entre les represenatnts des travailleurs et l'entreprise

Dialogue social tripartite

❑Ancrage juridique de la notion de dialogue social

Textes internationales établies par l'OIT

Textes nationaux, comprenant la Constitution, la législation et la réglementation

Conclusions de dialogue sociale "tripartites ".

Textes internationales établies par l'OIT, telles que les conventions internationales n° 87, 98, 135, 144, 151, 154, et leurs recommandations associées.

+

La consécration du principe du dialogue social dans la Constitution (paragraphe 16 du préambule de la constitutionnel de 2020)

La loi des relations de travail, notamment l'article 5 de la loi n° 90-11 qui garantit le "droit des travailleurs à participer à la négociation collective" et consacre un chapitre dédié à la "négociation collective »

+

Conclusions de dialogue sociale "tripartites ".

❑ Domaines du dialogue social tripartite

Porte sur les dossiers stratégiques relatifs au développement du pays C-M-L terme, touchant deux aspets :

Régulation économique et sociale

Sur la plan économique : l'inflation, le chômage et l'emploi, la fiscalité et incitation, privatisation, la compétitivité des entreprises, la pérennité de l'outil de production…etc.

Sur le plan social : la démocratie syndicale, la sécurité sociale, les conditions de travail, et la formation professionnelle…..etc

Renforcer la paix sociale

Contribue a instaurer un climat social serein et stable, en établissant un cadre consensuel basé sur des engagements mutuels et une démarche participative.

❑ Mécanismes de dialogue et de la négociation tripartite

L’État a choisi d’institutionnaliser le dialogue social de deux manières :

- **Implication des partenaires sociaux dans LA COMPOSITION DE certaines institutions et entités publiques liées aux domaines social et économique, introduisant ainsi une nouvelle forme de gestion des institutions de l'État.**

- **Dialogue social qui réunit le gouvernement et les partenaires sociaux (représentants des travailleurs et des employeurs).**

❑ Présence des partenaires sociaux au niveau institutionnel

Parmi les 200 membres, 75 proviennent des secteurs économiques, sociaux et environnementaux, 60 de la société civile, et 45 des administrations et institutions de l'État

Institutions

- Conseil National économique, social et environnemental (CNESE)
- Organismes chargés de l'environnement, de la santé et de la prévention des risques professionnels
- Organismes chargés des études du travail et de la formation
- Organismes publics responsables de la sécurité sociale et de la promotion de l'emploi

Ex: Conseil national de la prévention de la santé et de la sécurité au travail se compose de 9 représentants des secteurs ministériels liés à la prévention de la santé et de la sécurité au travail, 12 représentants des travailleurs et 12 représentants des employeurs.

Ex: Institut national du travail (INT), son conseil d'administration se compose de 3 représentants de l'État, ainsi que d'un représentant des organisations syndicales les plus représentatives des travailleurs et des employeurs

Ex: Caisse Nationale des Retraites (CNR), son Conseil d'Administration est composé de 18 représentants des travailleurs, 9 représentants des employeurs et 2 représentants de la Caisse.

❑ Rencontres du dialogue social

Les principales évolutions du dialogue social tripartite

Confrontation tripartite aux effets de la crise économique et l'accompagnement des réformes (1990-2005)

Des mesures spéciales ont été prises pour protéger les travailleurs licenciés pour des raisons économiques, notamment

Législation de 1994 : Décret législatif n° 94-09 du 26 mai 1994 portant préservation de l'emploi et protection des salariés susceptibles de perdre de façon involontaire leur emploi. il encourage l'emploi et la formation, introduit un système de retraite anticipée et un système d'assurance chômage pour les travailleurs perdant involontairement leur emploi.

Mesures sociales introduites par la loi sur la privatisation en 2001 : Cette loi a accordé aux travailleurs le droit de bénéficier d'au moins 10 % des actions en cas de privatisation totale des entreprises. Ils ont également le droit de racheter l'entreprise en exerçant leur droit de préemption, avec une réduction de 15 % du prix de cession.

L'orientation vers la promotion du secteur privé comme moyen de créer des emplois en encourageant les petites et moyennes entreprises (loi n° 01-18 portant loi d'orientation sur la promotion de la petite et moyenne entreprise (P.M.E)

Évolution du dialogue social vers un contrat de partenariat économique et social à partir de 2006

la conclusion de dialogue social tripatie en 2006 sous forme d'un pacte économique et social. C'était une étape importante dans l'histoire du dialogue social en Algérie.

Ce pacte instaure l'engagement de l'État à réduire les charges sociales en échange de la création d'emplois, l'adaptation de la législation du travail aux évolutions économiques et sociales, la préservation de la politique sociale de l'État, le renforcement de la formation professionnelle, la réforme du système de la fonction publique, la révision de ses lois fondamentales et la fixation des salaires en fonction de l'amélioration de la productivité.

En ce qui concerne les travailleurs, ils se sont engagés à créer un environnement favorable au développement économique et social, à maintenir la compétitivité de l'économie nationale, à sensibiliser les travailleurs au respect de leurs devoirs sur le lieu de travail, à améliorer la productivité, à maintenir la stabilité sociale en recourant au dialogue et à la négociation pour résoudre les conflits et les méthodes de règlement à l'amiable.

L'évaluation de la mise en œuvre de ce pacte a eu lieu lors de la tripartite du 28 mai 2011. Les discussions ont porté notamment sur l'extension des conventions collectives conclues dans le secteur privé, la représentation syndicale dans ce secteur, la valorisation des pensions minimales de la retraite, la révision de l'impôt sur le revenu global, et l'abrogation de l'article 87 bis de la loi sur les relations de travail (SNMG).

Pacte national économique et social de croissance en 2014

A travers ce Pacte, toutes les parties s'engagent à garantir l'exercice de la liberté d'entreprise et la concurrence de manière sûre et loyale pour les entreprises publiques et privées, qui sont au centre de tout développement politique.

Les bonnes pratiques de gouvernance des acteurs du pacte constituent un élément déterminant du renouveau et d'une croissance durable.

les objectifs du Pacte sont : 1. Accélérer le processus de réformes économiques ; 2. Impulser fortement le développement industriel ; 3. Établir un climat des affaires favorable ; 4. Consolider la gouvernance et renforcer les capacités nationales de gestion du développement durable ; 5. Promouvoir un Système Efficace de Santé et de Protection Sociale ; 6. Encourager l'accès au travail et améliorer le pouvoir d'achat des travailleurs; 7. Mettre le système national de formation en adéquation avec les baisers des entreprises et de l'économie nationale ; 8. Assurer la sécurité énergétique à long terme.

Pacte de partenariat public – privé en 2017

pacte de partenariat entre les entreprises" a été conclu le 23 décembre 201. Il prend la forme d'un accord régissant le partenariat entre les secteurs public et privé. Son objectif est d'accélérer le processus des réformes économiques, le développement industriel, l'amélioration du climat des affaires, du système de santé, de la protection sociale, de l'accès à l'emploi, de l'amélioration du pouvoir d'achat, de la sécurité énergétique, et d'adapter le système de formation aux besoins de l'entreprise.

03

Principaux acquis du dialogue social pour le marché du travail

❑Acquis en matière de droits et principes

1- Evolution des droits au niveau de la constitution

L'Algérie a travaillé sur la consécration des droits et libertés fondamentaux relatif au domaine de travail dans la constitution de 2020 pour une plus grande protection juridique :

Art. 66 :	Art. 68 :	Art. 69 :	Art. 70 :
Le travail est un droit et un devoir. Tout travail mérite salaire. Le droit à la protection, à la sécurité et à l'hygiène dans le travail est garanti par la loi. Le droit au repos est garanti ; la loi en détermine les conditions d'exercice. Le droit du travailleur à la sécurité sociale est garanti par la loi. L'emploi des enfants est puni par la loi. L'État œuvre à la promotion de l'apprentissage et met en place les politiques d'aide à la création d'emplois.	L'État œuvre à promouvoir la parité entre les hommes et les femmes sur le marché de l'emploi. L'État encourage la promotion de la femme aux responsabilités dans les institutions et administrations publiques ainsi qu'au niveau des entreprises.	Le droit syndical est reconnu. La loi en garantit le libre exercice. Les opérateurs du secteur économique peuvent se constituer en organisations patronales dans le respect de la loi.	Le droit de grève est reconnu. Il s'exerce dans le cadre de la loi. La loi peut en interdire ou en limiter l'exercice dans les domaines de défense nationale et de sécurité, ou pour tous services ou activités publiques d'intérêt vital pour la Nation.

2- Renforcement du cadre légal relatif au travail syndical

Revue de deux lois régissant le travail syndical, dans le but de les adapter aux exigences de la nouvelle constitution de 2020. La première loi relative aux organisations syndicales et à l'exercice du droit syndical, qui vise à définir les principes et règles relatifs à la liberté d'association et à protéger l'exercice du droit syndical. Le second est une loi relative à la prévention et au règlement des conflits collectifs du travail, qui vise à déterminer les dispositions relatives à la prévention et au règlement des conflits collectifs du travail et à l'exercice du droit de grève.

Parmi les avancées, il y a lieu de citer :

- ✧ Alignement sur les accords internationaux ratifiés par l'Algérie
- ✧ La reconnaissance du droit syndical aux travailleurs et aux employeurs dans toutes les entreprises du secteur économique, les institutions et administrations publiques ainsi que dans tout organisme quel que soit son statut
- ✧ Renforcement de la protection à l'égard des représentants syndicaux
- ✧ Introduction de dispositions spécifiques à la formation des syndicalistes.
- ✧ Séparation de l'action syndicale de l'action politique ;
- ✧ Promotion de la place de la femme sur le marché du travail : exemple, **04 Femmes Ministres dans le Gouvernement actuel** 2024), **des postes de haute Secrétaire Général et Chef de cabinet de Ministres, de Directrices Générales et Directrices…etc. Les femmes représentent 22% des employés occupant des fonctions supérieures de l'État dans divers domaines.**

❑ Acquis opérationnels

Dispositions économiques liées à la promotion de l'emploi:

1 Mesures visant à encourager les investissements créateurs d'emplois

- Réduction complémentaire de la part des employeurs dans la cotisation à la sécurité sociale en faveur de toute entreprise employant neuf (09) travailleurs ou plus
- Réduction de la part des employeurs dans la sécurité sociale pour toute embauche pendant au moins 12 mois dans les régions des hauts plateaux et du sud, sur une période maximale de trois ans.
- Réduction de l'impôt sur le revenu global ou de l'impôt sur les bénéfices des entreprises de 50 % en faveur des entreprises créant des emplois et maintenant ces emplois en tant qu'emplois nouvellement créés, dans la limite de 5 % du bénéfice imposable sans dépasser un million de dinars.
- L'extension de la période d'exonération de l'impôt sur le revenu global ou de l'impôt sur les bénéfices des entreprises à deux ans pour les jeunes entrepreneurs **qui s'engagent à employer au moins trois travailleurs pour une durée indéterminée.**

Č Mécanismes pour faciliter l'insertion professionnelle sur le marché du travail

- Adoption de réglementation pour ceux qui travaillent dans le secteur de fonction publique et souhaitent créer une entreprise privée. Le travailleur bénéficiant d'un congé pour création d'entreprise, a droit aux prestations en nature de l'assurance maladie pendant qu'il est en vacances exceptionnelles.
- Mise ne place, par le secteur de la Formation et de l'Enseignement professionnel, **d'un dispositif de certification des compétences** acquises par expérience. Ce dispositif permet aux travailleurs qui ont des compétences dans un métier et qui n'ont pas de diplôme attestant de ces compétences de les valider.
- Par conséquent, **ce dispositif ouvrira pour les travailleurs du secteur informel des perspectives d'intégration dans l'économie formelle**..
- **Projet d'établissement d'une nomenclature nationale des professions pénible qui** va permettre, dès sa publication, à ses titulaires d'avoir des privilèges pendant les congés et les années de retraite.

Ċ Renforcement des sanctions financières pour violation des dispositions de la loi du travail

la loi de finances complémentaire de 2015 et la loi de finances de 2018 ont inclus plusieurs sanctions financières liées à la violation des règles du droit du travail, notamment l'emploi de mineurs de moins de seize ans, le travail au noir, et des dispositions spécifiques concernant le salaire minimum national garanti et le salaire convenu dans les accords collectifs, ainsi que la non-déclaration des travailleurs à la sécurité sociale, et les infractions aux règles de santé, de sécurité et de médecine du travail.

Réformes et modernisation du système de la fonction publique

Une commission spéciale a été mise en place le 13 octobre 2002, avec la participation de représentants de différents ministères gouvernementaux et d'experts dans le domaine, ainsi que des représentants des syndicats des travailleurs des différents secteurs. Cette commission a organisé environ 650 réunions jusqu'à la promulgation du décret n° 06-03 relatif à la fonction publique. Les consultations qui ont eu lieu après la promulgation de la loi fondamentale relative à la fonction publique entre les différents ministères et les syndicats des travailleurs ont porté sur le système de classification et de salaire, la révision du système de classification et de salaire (établissement d'un nouveau système de classification et de salaire), ainsi que l'étude des textes relatifs aux lois fondamentales pour les différentes catégories de personnel (refonte des lois spéciales régissant les différentes catégories de personnel).

Dispositions sociales visant à renforcer la protection sociale

La protection sociale en Algérie **est liée aux dispositions sociales prises lors des réunions tripartites** visant à améliorer le pouvoir d'achat et celles liées à la sécurité sociale et à la solidarité.

1 Mesures visant à améliorer le pouvoir d'achat

La revue périodique du salaire minimum national garanti

- **Régularisation de la situation des titulaires de contrats pré-emploi** ayant une expérience professionnelle dans le cadre de la lutte contre la précarité au travail ;
- **Revalorisation des faibles pensions de retraite affiliés à la Caisse nationale de retraite (CNR) en 2023** ;
- **Instauration d'une allocation chômage ;**
- **Hausse des salaires de la fonction publique, orientée davantage aux personnes à faible revenu pour améliorer leur pouvoir d'achat.**

Č Réforme du système de sécurité sociale

Cela inclut la réforme de l'organisation administrative des caisses de sécurité sociale dans le but de moderniser leur performance et d'élargir leur couverture des risques assurés (1). Il englobe également la modification de la loi sur les retraites (2) et la réforme du système de mutualité sociale (3).

✧ **Renforcement** des sanctions financières à l'encontre des employeurs qui n'enregistrent pas leurs employés et ne règlent pas leur situation financière (Article 59 de la loi de finances complémentaire de 2015, et les articles 95 et 96 de la loi de finances de 2017) ;

✧ **Elargissement de la couverture sociale** :
La nouvelle loi de commerce a ajouté un nouveau statut d'entreprise (la société par actions simplifiée -SAS- **afin d'accueillir les nouvelles formes de travail, notamment le travail dans le domaine numérique et les startups,** ce qui garantit une couverture légale aux intéressés et leurs permet d'avoir une protection sociale en bénéficiant de la sécurité sociale et des prestations de retraite et sort du secteur informe ;
Possibilité aux membres de la communauté nationale à l'étranger d'adhérer au système national de retraite (conformément aux dispositions du décret exécutif n° 22-351 du 18 octobre 2022)

✧ **Ajustement de l'âge de la retraite et la suppression de la retraite proportionnelle :** La loi n° 16-15 du 31 décembre 2016 a été promulguée, et parmi ses dispositions :

- L'âge de la retraite minimale a été rétabli à soixante (60) ans, cinquante-cinq (55) ans pour les femmes
- Il est possible de travailler cinq (5) années supplémentaires sur demande de l'employé après l'accord de l'employeur.
- Il est possible de prendre sa retraite avant l'âge de soixante (60) ans pour les travailleurs exerçant des emplois très pénibles,
- Il est possible de prolonger l'âge de la retraite sur demande de l'employé pour les emplois hautement qualifiés et les professions rares

✧ **Réorganisation du système de mutualité sociale :** La loi n° 15-02 concernant la mutualité sociale a été promulguée à la suite des demandes des syndicats, notamment la centrale syndicale, lors de plusieurs réunions tripartites. Elle prévoit la réforme de l'ancien système de mutualité, la révision des formes de solidarité, d'aide et de réserve au profit de ses membres affiliés et ayant des droits. Elle inclut également les performances du système général, des avantages individuels ou collectifs et complémentaires au profit de ses membres et de leurs ayants droit, ainsi que les prestations facultatives individuelles ou collectives qui s'inscrivent dans le cadre de la solidarité, de l'entraide et des réserves.

Merci
pour votre attention

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Ley de Igualdad Salarial

Introducción a la Desigualdad Salarial

- Prácticas discriminatorias y división de género en el trabajo.
- Roles asignados a las mujeres de reproducción y desvalorización en la actividad económica remunerada.Tasas de desempleo más altas para las mujeres.
- Falta de apoyo para el cuidado de niños y dificultades para mantenerse en el empleo.

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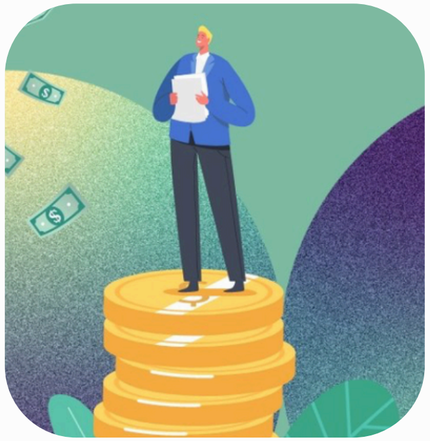
02

Antecedentes

Brasil tiene una extensa legislación que prohíbe las prácticas de desigualdad salarial y laboral en el ambiente laboral. Estas leyes están presentes en la Constitución Federal de 1988, en la Consolidación de las Leyes del Trabajo (CLT) y en la ratificación de los convenios de la Organización Internacional del Trabajo (OIT) que abordan este tema, Convenio Nº 100 y 111, así como en las normas colectivas (acuerdos y convenios colectivos de trabajo).

Disparidades de Salario y entre Géneros y Etnias en Brasil

- 19,4%
del pago



68%
pago de las mujeres negras

2.987.559
16.9%

03

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04 Legislación

- Constitución de 1988
- CLT
- Convenios de la OIT
- Ley No. 14.611/2023
- Decreto No. 11.795/2023
- Portaria No. 3.714/2023

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Ley N.° 14.611/2023

04

La Ley N.º 14.611 promulgada por el Presidente de la República el 3 de julio de 2023 reintroduce la obligación de que las empresas de derecho privado con 100 (cien) o más empleados presenten, dos veces al año, un Informe de Transparencia Salarial y de Criterios Remunerativos, bajo pena de multa.

El Informe

El informe debe ser publicado dos veces al año (marzo y septiembre).

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Información proporcionada por la empresa

05

- Existencia o no de un plan de carrera y un plan de sueldos;
- Criterios salariales para la progresión o ascenso de los empleados;
- Existencia de incentivos para la contratación de mujeres (negras, con discapacidad, en situación de violencia, jefas de familia, LBTQIA+);
- Identificación de criterios utilizados por el empleador para promociones a puestos de jefatura, gerencia y dirección;
- Existencia de iniciativas o programas del empleador que apoyen el reparto de responsabilidades familiares.

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PAINEL DO RELATÓRIO DE TRANSPARÊNCIA SALARIAL

Dados Agregados dos Estabelecimentos com 100 ou Mais Empregados - RAIS 2022

06

49.587	17.675.834	R$ 4.472,13	R$ 1.900,51	80,6%
Quantidade de Estabelecimentos	Quantidade de Vínculos	Remuneração Média	Salário Contratual Mediano	Razão M/H Remuneração Média

Selecione uma UF: Unidade da Federação — Brasil

Raça Cor x Sexo	Quantidade de Vínculos	Remuneração Média	Salário Contratual Mediano
Mulheres	6.990.855	R$ 3.904,34	R$ 1.750,28
Mulheres Negras	2.987.559	R$ 3.040,89	R$ 1.566,00
Mulheres Não Negras	4.003.296	R$ 4.552,45	R$ 1.915,12
Homens	10.684.948	R$ 4.846,39	R$ 2.031,71
Homens Negros	4.950.815	R$ 3.843,74	R$ 1.845,56
Homens Não Negros	5.734.133	R$ 5.718,40	R$ 2.263,57

Grande Grupo Ocupacional	Quantidade de Vínculos	Remuneração Média	Salário Contratual Mediano	Razão M/H Remuneração Média	Razão M/H Salário Mediano
Dirigentes e Gerentes	633.917	R$ 16.244,81	R$ 9.117,85	74,8%	70,4%
Profissionais em Ocupações de Nível Superior	1.935.424	R$ 9.302,32	R$ 5.374,00	72,0%	64,9%
Técnicos de Nível Médio	2.155.686	R$ 4.989,80	R$ 2.550,00	66,8%	67,3%
Trabalhadores de Serviços Administrativos	3.237.388	R$ 3.203,05	R$ 1.715,16	78,5%	89,3%
Trabalhadores de Atividades Operacionais	9.712.941	R$ 2.971,01	R$ 1.680,00	63,9%	79,6%

Fonte: RAIS/MTE

Respostas Questionário	% do Total de Estabelecimentos
Planos de Cargos e Salários ou Plano de Carreira	51,6%
Política de Incentivo à Contratação de Mulheres	32,6%
Política de Incentivo à Contratação de Mulheres Vítimas de Violência	5,4%
Política de Incentivo à Contratação de Mulheres LGBTQIAP+	20,6%
Política de Incentivo à Contratação de Mulheres com Deficiência	23,3%
Política de Incentivo à Contratação de Mulheres Negras	26,4%
Política para Promoção de Mulheres a Cargos de Direção e Gerência	38,3%
Política de Incentivo à Contratação de Mulheres Chefes de Família	22,4%
Critérios Remuneratórios para Cumprimento de Metas de Produção	60,9%
Critérios Remuneratórios de Horas Extras	17,5%
Critérios Remuneratórios para Disponibilidade de Pessoas em Ocupações Específicas	28,0%
Critérios Remuneratórios de Tempo de Experiência	76,2%
Critérios Remuneratórios para Capacidade de Trabalhar em Equipe	78,4%
Critérios Remuneratórios para Proatividade	81,6%
Política de Flexibilização do Regime de Trabalho para Apoio à Parentalidade	39,7%
Política de Concessão Antecipada de Férias Individuais	40,9%
Política de Faltas Abonadas	91,6%
Política de Licença Paternidade/Maternidade Estendida	17,7%
Política de Auxílio Creche	21,4%

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El Plan de Acción para mitigar la desigualdad salarial

07

¿Qué debe contener el Plan de Acción para Mitigar las Desigualdades?

- Medidas a adoptar con escalas de prioridad;
- Objetivos, plazos y mecanismos de medición de resultados;
- Planificación anual con un cronograma de ejecución;
- Evaluación de las medidas con una periodicidad mínima semestral.
- Participación de los empleados y de los Sindicatos en la elaboración del Plan de Acción

En la elaboración e implementación del Plan de Acción para mitigar las desigualdades, se garantizará la participación de representantes de los sindicatos y de los empleados, preferiblemente de acuerdo con lo establecido en la normativa colectiva laboral.

Judicialización de la publicación del informe

Razones alegadas:

- posible violación de la ley de protección de datos personales;
- puede llevar a una interpretación errónea sobre prácticas discriminatorias;
- puede comprometer la imagen de la empresa; e
- puede afectar la libertad económica.

La acción aún no ha sido juzgada por el Tribunal Supremo Federal.

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09

Evaluación positiva

La evaluación es que hay más adhesión y compromiso con el tema de la igualdad que manifestaciones contrarias.

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Representantes CDESS

10

Mônica Veloso

Consejera

Marcela Maris

Coordinadora
General de Asuntos
Internacionales y
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11

Nuestro Contacto

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Promoting inclusive socio-labor dialogue

CNTPE
Consejo Nacional de Trabajo y Promoción del Empleo

PERÚ
Ministerio de Trabajo y Promoción del Empleo

Mayo 2024

What do we understand by inclusive social dialogue?

Go beyond the "classic" tripartite social dialogue and its stakeholders to include the voices of special protection groups..

Goal

To strengthen the democratization of the spaces for dialogue, endowing them with greater legitimacy to achieve broad and shared prosperity based on substantive equality.

Why should we promote inclusive social dialogue?

Decisions derived from inclusive social dialogue stand out for their effectiveness in solving public problems, as they are the result of the active participation of its protagonists.

- **It favors the inclusion in the employment circuit by training groups of special protection.**
- **It incorporates talent into the labor market.**
- **Generates benefits that exceed costs.**
- **It favors the adoption of an intersectional approach in public policies.**

How did this become possible?

- Identifying social/labor-related problems.
- Recognizing key stakeholders/new actors and their topics of interest.
- Raising awareness among actors in the classic dialogue (national/subnational government, trade unions, business associations) on the importance of including other civil society actors.
- Articulating with social actors to achieve inclusive dialogue.
- Empowering leaders of special protection groups.
- Achieving socio-labor dialogue with results.

Management

Policy

Resources

Activities began in 2022 and continue through 2024.

RESULTS

Short

Inclusion of issues related to special protection groups in subnational dialogue forums.

Medium

Adoption of inclusive themes in public policies and programs with an intersectional approach.

Long

Reduction of gaps related to labor formalization and decent employment.

Employment and informality rate

- **Peru 2023:** 26 million 159 thousand 200 people of working age. 17 million 179 thousand 796 **people employed in some economic activity** (94.6% of the Economically Active Population - EAP).

- El 46% Forty-six percent of the EAP were **underemployed**.

- Informal employment rate of 71%: 7 out of 10 workers were found working in productive **units not registered with the tax administration**, as well as in salaried positions **without social security or as Unpaid Family Workers.**

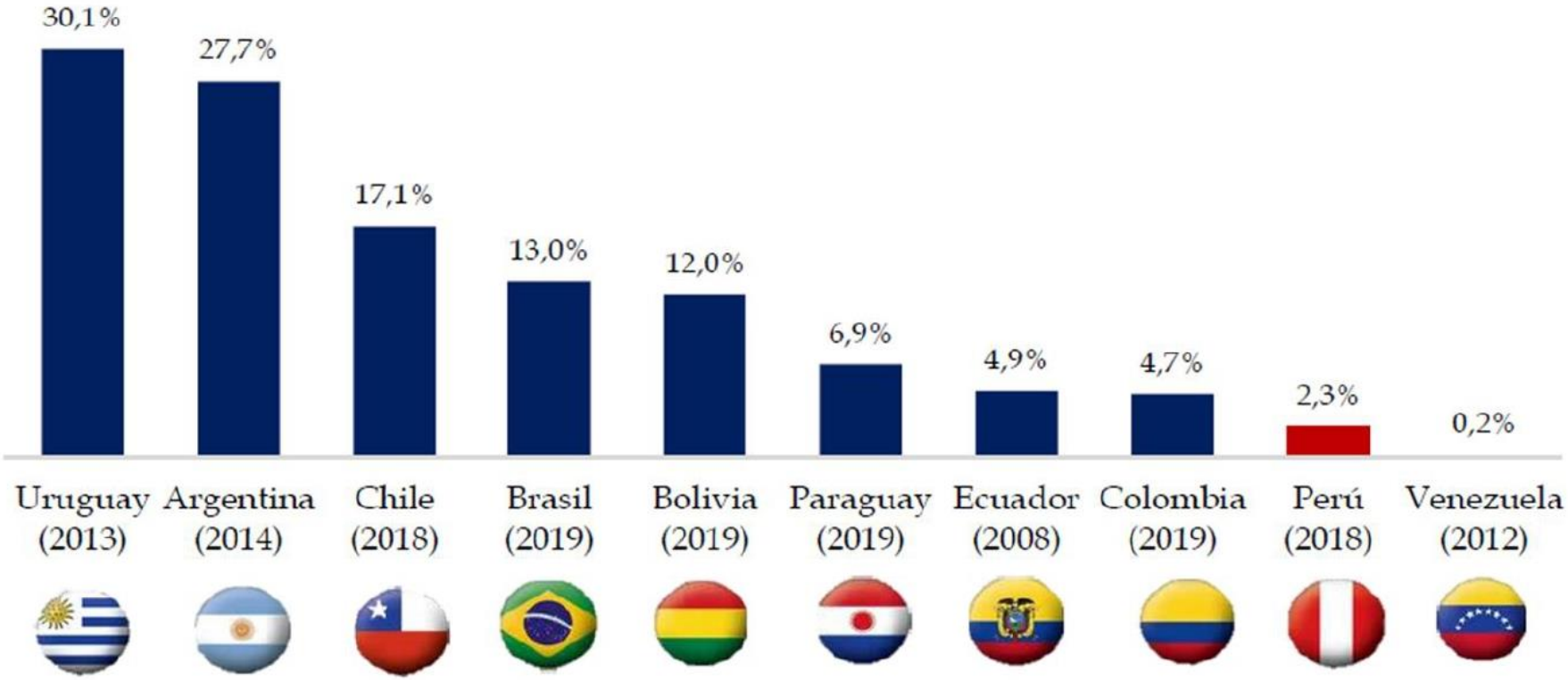
Sectoral work and unionisation

- The largest number of formal workers is in the service sector, with slightly more than 2 million, followed by commerce, manufacturing and construction.

- The unionization rate was 5%. The construction sector alone represents 40% of unions, followed by manufacturing with 20%.

- In 2022, people with disabilities registered nearly double the unionization rate (9.6%) of workers without disabilities.

Figure N° 1. 2
Latin America and the Caribbean: Union density rate



Note: The boundaries shown on this map do not imply endorsement or acceptance by the ILO.
- The union density rate is the proportion of employees affiliated to trade unions, expressed as a percentage. Union membership excludes union members who are not in paid employment (self-employed, unemployed, retired, etc.).
Last updated on 5 May 2022.

Source: ILO - ILOSTAT.
Prepared by: MTPE - Directorate of Socio-Economic Labour Research (DSELR).

Gender gaps

Currently, women have higher rates of unemployment, inactivity, informal employment and underemployment than their male counterparts.

- The informal employment rate for women was 73% (5,599,000 female workers), while the rate for male workers was 69%.
- The wage gap between men and women is equivalent to 25%. In the world this gap is 21.8% (Economic Policy Institute).
- 58% of working women with higher education (university and non-university) were inadequately employed. **The rate of occupational inadequacy was highest among young women at 66%.**

Youth and employment

Young people in employment face structural difficulties.

- The youth unemployment rate in 2023 was 9%, almost double the national average (5%), and more than double the adult unemployment rate (4%).
- The youth informality rate in 2022 reached 77%, which is 8 percentage points higher than that of adults aged 30 and over (69%).the youth informality rate in 2022 reached 77%, which is 8 percentage points higher than that of adults aged 30 and over (69%).
- In 2022, 67% of young professionals are inappropriately employed, i.e. they worked in an occupation that was not commensurate with their level of education. This figure was higher at the non-university tertiary level (68%).

Migration and employment

- **Peru is the first host country for Venezuelan people in need of international protection** and the second destination for Venezuelan refugees and migrants worldwide.
- **More than 1.5 million Venezuelans have arrived in Peru, 1.3 million of whom live in Lima.**
- **97.5% of Venezuelan migrants in Peru planned to stay and live in the country.**
- According to the World Bank (2020), **refugees and migrants work in the labour segment where the greatest vulnerabilities persist, mainly in micro-enterprises or informality.**
- One of **the main barriers** to access to employment for migrants is the lack of knowledge of **migration documents**.

Internal migration

- The period of political violence (between the 1980s and 1990s) led to the internal displacement of thousands of people, which constituted a huge challenge for service provision in host cities, mainly in the country's capital.

- Currently, Lima is home to 10.2 million inhabitants, equivalent to 30.2% of Peru's total population.

- The main causes of internal displacement are due to internal conflict, natural disasters, economic marginalisation, precariousness and lack of basic services.

Native Communities

- In Peru there are 55 Indigenous or Original Peoples of the Andes and the Amazon, who are mainly organised in peasant and native communities, representing approximately 7% of the national population.
- Despite representing 6.2% of the world's population, indigenous peoples make up about 19% of the world's extremely poor population.
- There is violence against indigenous leaders due to the proliferation of illegal economies such as drug trafficking, illegal mining and logging, human trafficking, among others.

LGTB Collective

Data

- 12% of the surveyed population (INEI, 2017) have experienced discriminatory situations or violence at work.
- ILO: The most vulnerable population within the LGBT community are transgender people.
- In 2021, the ST-CNTPE identified the absence of this population in regional dialogue spaces (CRTPE).
- 9 CRTPEs have included LGTBI collectives.

Problems

- Discrimination in job advertisements.
- Violence, harassment and bullying in work and educational environments.
- Few job opportunities.
- Stigmatization of sex work.
- Resistance to dialogue.

People with Disability (PwD)

Data

- PWD represent 4.8% of the national population.
- 4 out of 10 PWD actively participate in the labour market.
  42 out of 100 PWD are employed.
- Gap between informal employment rate: 10.5 p.p.
- Workers with disabilities have a higher rate of underemployment (67.3% in 2021) than workers without disabilities (46.8% in 2021).
- Only 10% of PWD are registered
- The rate of working poor with disabilities is 25.4%, 3.7 p.p. higher than those without disabilities.

Problems

- Inaccessible infrastructure.
- Inadequate inclusive education system.
- Difficulties in registering at CONADIS.
- Non-compliance with the 5% labour quota.
- Economic and labour needs prevent participation in dialogue.

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Expectations for employment and self-employment of Special Protection Groups

- Educación inclusiva y de calidad
- Cumplimiento de la cuota de PwD y derechos de practicantes y pasantes
- Acceso al crédito y la generación de fondos semilla
- Ingreso seguro a sindicatos
- Formación técnica, profesional y productiva
- Formalización laboral
- Disminución de la migración “laboral” entre regiones

Dialogue activities (2022-2024)

- 130 activities in total. Worked with 51 women's organizations, 20 PwD, youth organizations, 114 LGTBI, the business sector, trade unions and civil servants.
- 16 technical assistance
- 18 training sessions for socio-labour actors
- 5 forums
- 33 meetings with GEP
- 19 workshops
- 4 meetings
- 10 internships
- 25 other activities

Agendas for dialogue

- Articulation with organisations in the SPG.
- Training on business and human rights, employment, fundamental rights and public management.
- Technical and soft skills training.
- Training to the public sector for the inclusion of the SPGs.
- Cooperation between SPGs for their representation
- Intersectional and diversity approach
- Inclusive practices and reasonable accommodation
- Regional diagnostics
- Creation or activation of working groups

“FRONTIERS” Project

1. Purpose: INCLUSIVE SOCIAL DIALOGUE IN REMOTE AREAS; FOR SOCIAL COHESION AND PRODUCTIVE DEVELOPMENT

- Absence of state institutions, especially in the more remote areas of the Amazon and the altiplano.
- Presence of armed groups
- Leakage of illegal economies: drug trafficking, illegal mining and deforestation
- Weakness of the formal social network
- Migration and labor mobility: regional talent drain, irregular immigration, socio-labor mobility.

2. Specific objectives 2024-2025

OE1: Identify and characterize the actors involved in socio-labor development in border regions.

OE2: Map public interests, concerns and issues.

OE3: Articulate with socio-labor actors to make public policies visible and have an impact on them.

OE4: Reach inter-regional proposals.

3. Enfoques:

- Territoriality
- Gender and youth
- Labor Migration
- Social Inclusion
- Fundamental labor rights
- Productive and formal development
- Employability Security and internal
- order

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PERÚ Ministerio de Trabajo y Promoción del Empleo

Thank you

Secretaría Técnica del Consejo Nacional de Trabajo y Promoción del Empleo

CIVIC CHAMBER OF THE RUSSIAN FEDERATION

Honorable Chair, Mr. Aka Aouélé, and esteemed participants of the AICESIS workshop, I am grateful for the opportunity to present today and I am very happy to see all of you.

Inequalities go against social justice. When certain groups of people are excluded from work opportunities, the achievement of Sustainable Development Goals remains far away.

Social dialogue must underpin all the initiatives to tackle inequalities related to employment. Because only when governments work side-by-side with representatives of employers and workers can truly sustainable solutions to inequalities be crafted and effectively implemented.

Social dialogue has often produced agreements on the concerned matter, with civil society organizations in many cases acting as the ultimate auditors of such.

Let me briefly introduce you to the Russian experience of combatting inequalities through social dialogue. Speaking of the federal level government initiatives, one of the efficient solutions to tackle inequalities came into existence in 2018, in the form of so-called “national projects” The implementation of national projects initiated by Russian President Vladimir Putin started in 2019.

They include "Demography", "Labor productivity", "Health Care", "Education" and others. The key tasks of the national projects are outlined in the President’s decree "On the national development goals of Russia until 2030" and include preserving the health and well-being of citizens, developing opportunities for the realization and development of their talents, creating a safe and comfortable environment for life, tasks of digital transformation, and, opportunities for work.

In order to track progress, the government has established a monitoring system at all levels of executive authority, from municipalities to the federal centre.

The system is used to monitor over 3,000 indicators in real time and helps the government react to challenges, sets a timeframe for the implementation of national projects and promptly adjusts activities in case of shortcomings, including those indicated by the businesses and citizens.

The Civic Chamber of the Russian Federation and regional civic chambers in their turn oversee the implementation of the national projects goals on the federal and regional levels respectively. It is to this end that a Coordination Council on National

Projects and Population Preservation has been created under the auspices of the Civic Chamber.

The Council actively participates in the formation and implementation of a unified plan to achieve national development goals, practically speaking, it holds the respective government agencies accountable for the proper implementation of the national projects. Every year, the Civic Chamber prepares a special Report on the progress of national projects implementation that is later communicated to the President.

Nevertheless, development of the labor market is primarily affected by the decisions made in the area of legal intervention which includes both the Employment Law and the Labor Code. Of course, it also largely depends on the initiatives of the Ministry for Health and Social Development of the Russian Federation and breakthroughs which may be successful or weak in promoting investment, job creation, small business development, less administrative barriers etc.

This list can be long, but the most important is that the labor market situation, unemployment, and job creation all directly depend on a lot of decisions and factors which are external to the labor market.

And one of the most problematic issues is the disability employment gap, that, perhaps, is the most affected by the factors external to the labor market. Legislation has made discrimination against disabled people in the world of work unlawful, but the employment gap persists, requiring policy interventions to reduce inequalities.

The Russian Government is constantly increasing financial obligations to the nation without abolishing any guarantee or benefit for workers and for those not covered by employment relationships such as retirees, children, and, namely, the disabled people.

In assuming such obligations, the Government has introduced the Accessible Environment Program in 2011. And it was the first such a program in Russia that has embarked on interventions to promote creation of jobs for those with disabilities.

The Ministry for Health and Social Development of the Russian Federation started implementing this program by agreement with various social partners. While not confined to promotion of jobs, the Accessible Environment Program envisages creation of the entire transport infrastructure to support movements of disabled individuals beyond their homes and will, wherever possible, bring a full range of high quality rehabilitation techniques within their reach just as an access to the mass media, Internet, and education opportunities.

The Civic Chamber of the Russian Federation along with its regional counterparts plays a significant role in promoting the social dialogue between employers, local governments and NGOs, with the latter being one of the key factors in addressing the issue of social and labor adaptation of people with disabilities.

The list of labor market issues that can be solved via the social dialogue is long. So far, I have touched upon only couple of them, and have demonstrated how the social dialogue helped tackle these issues in the Russian realm.

I believe that together, having united our experience, we will be able to promote equality in the world of work with implementation of effective tripartite mechanisms and further engagement of the civil society organizations in the development of concerned laws.

Thank you!

China’s Tripartism for Coordinating industrial Relations and Workplace Equality

Today, I would like to share some practical insights primarily regarding China’s tripartism for coordinating industrial relations and the work of the China Enterprise Confederation (CEC) as a social organization, for your reference.

Since joining the International Labour Organization in 1990, China has developed an extensive organizational system for the tripartism for coordinating industrial relations through many years of development. Especially in recent years, under the guidance of Xi Jinping’s Thought on Socialism with Chinese Characteristics for a New Era, we have continuously improved the tripartism for coordinating industrial relations, established and refined a comprehensive system of labor laws, regulations, and policies, and enhanced the mechanisms for interest coordination and rights protection in the labor relations field. These efforts have played a significant constructive role in building harmonious labor relations and achieving workplace equality.

I. Overview of the Operation of China's "Tripartism for Coordinating industrial Relations" in Recent Years

In recent years, the three parties involved in labor relations, under the coordination of the state, organize at least one national tripartite meeting annually to study and deploy key tasks and responsibilities of the parties, and to guide local tripartite bodies in implementing relevant consensus. Based on new trends, situations, and issues in the field of labor relations, the national tripartism office holds meetings with specific themes as needed to jointly discuss solutions and measures.

For instance, in response to the severe global financial crisis that erupted in 2008, the national tripartite parties jointly issued the "Guiding Opinions on Stabilizing Labor Relations in Response to the Current Economic Situation", which effectively mitigated the impact of the financial crisis through implementing comprehensive measures such as protecting enterprises and stabilizing employment.

Similarly, in response to the sudden outbreak of the COVID-19 epidemic, joint documents such as the "Opinions on Stabilizing Labor Relations and Supporting the Resumption of Work and Production During the Prevention and Control of the COVID-19 Epidemic" were issued. These documents

highlighted the significant role of the tripartism in coordinating labor relations under the impact of the epidemic, and ensuring the overall stable development of society and the economy.

In 2019, a national commendation meeting for the advanced construction of harmonious labor relations was convened to promote effective experiences and practices in building harmonious labor relations. In 2020, the national tripartite parties launched the “Harmonious Advancement” joint action. Through these joint actions at all levels of the tripartite parties, guidance services were provided for enterprises to improve their labor management practices, cultivate a harmonious concept of “enterprises caring for employees, and employees loving enterprises”.

II. Several Cases of the “Tripartism for Coordinating industrial Relations”

In March of this year, a national experience exchange meeting on creating harmonious labor relations was held. The advanced cases in this area were commended. Here are some relevant cases for sharing:

First, the case of Shandong Port Group strengthening the employee board member system. This company has made the improvement of democratic management a key focus for

creating harmonious labor relations. It has thus established direct communication channels such as the “Chairman and CEO’s Mailbox” and instituted an employee representative inspection system. Regular collective negotiations and the signing of collective contracts on issues concerning employees, such as wages, have significantly improved workplace fairness and harmony.

Second, the case of Sany Heavy Industry Co., Ltd. improving the democratic management system with employee representative meetings as the basic form. The company emphasizes the implementation of democratic hearings, collective negotiations, and factory affairs disclosure. Over the past three years, it has resolved 27,000 issues related to business improvement and employees’ living conditions, significantly enhancing workplace equality and harmonious labor relations.

Third, the case of Xi’an LONGi Green Energy Technology Co., Ltd. (LONGi) perfecting collective negotiation. As a leading company in the solar photovoltaic industry worldwide, the company actively organizes collective negotiations and signs a collective contract that covers more than 60,000 employees, ensuring the protection of employees’ legal rights

and interests as well as workplace equality at the group level. In April of this year, China held the 28th meeting of the national tripartism for coordinating industrial relations, where the key points of this year's work were outlined. The main focus is on promoting enterprise development and protecting employees' rights, deeply advancing the construction of the collective negotiation and coordination mechanism, and promoting high-quality development of labor relations. One key area of focus is adapting to the new situation where information technology is advanced and work-related information can be transmitted anytime and anywhere, by defining basic labor rights standards such as the "right to disconnect" for workers.

III. Key Work Promoted by CEC to Build Harmonious industrial Relations

In recent years, the sudden outbreak of the epidemic has severely impacted the global economy, including China, leading to a difficult and slow adjustment and recovery process currently faced by all. This situation urgently requires the active responsibility and innovative practices of enterprises and entrepreneurs. In the first quarter of this year, China's economy demonstrated a more pronounced recovery trend. However, we also recognize that China's economic recovery

remains at a critical stage, with the current real estate market still undergoing deep adjustments, export growth being sluggish, and employment pressure being relatively high. As the largest business organization in China and an important party in coordinating industrial relations, CEC is committed to the following aspects:

First, we continue to strive for the sustainable development of China's economy. Enterprises and entrepreneurs serve as the main market players, the key participants in economic activities, the major providers of employment opportunities, and the most important forces in promoting economic recovery and development. CEC is dedicated to nurturing a fertile ground for the growth of enterprises and entrepreneurs, fully leveraging their roles to enhance economic vitality and strive to expand employment opportunities.

Second, we support entrepreneurs to become the main force in developing new quality productive forces. Enterprises and entrepreneurs are the primary drivers of technological progress and the main forces promoting high-quality economic development. The new technological revolution and new quality productive forces will inevitably lead to systematic

changes in production relations, labor relations, and even social relations. We fully support enterprises and entrepreneurs in adhering to new concepts and ideas for developing new quality productive forces, achieving high-quality enterprise development while exploring more efficient and harmonious new labor relations.

Third, we encourage enterprises and entrepreneurs to stabilize and expand employment opportunities. Enterprises and entrepreneurs are motivated to view talent development as a key resource for the development of new quality productive forces. While stabilizing and optimizing traditional employment positions, we vigorously cultivate and develop a workforce that matches the development of new quality productive forces. By adjusting the stock and expanding the increments, we aim to optimize the employment structure and actively practice harmonious labor relations.

Fourth, at the micro level, we guide enterprises to actively fulfill social responsibilities and create a fair and harmonious workplace. Enterprises are the primary employers at the micro level, directly facing various forms of discrimination or unfair practices in the workplace. As an important party in coordinating labor relations, CEC strengthens its role in

serving, guiding, and educating business operators. It encourages enterprises to take on social responsibilities courageously, stabilize job positions, ensure fair payment, protect employees' legitimate interests, enhance humanistic care, and create a comfortable and pleasant working environment.

Fifth, at the macro level, we actively participate in the tripartism for coordinating industrial relations and are committed to the construction of a harmonious society. CEC will continue to strive to create a favorable business environment, ensuring the stability of enterprises, job positions, and employment. We will improve industrial relations policies related to enterprises, extensively listen to the opinions of enterprises and entrepreneurs, and actively respond to their reasonable demands. Also, we will effectively promote policy innovation in the field of labor relations, aiming to serve the construction of a harmonious society and sustainable socio-economic development in the new era.

Taighde, Idirphlé, Comhairle
Research, Dialogue, Advice

Social Dialogue, Inclusive Growth & Social Dialogue

Ireland's Economic & Social Council

Director Larry O'Connell

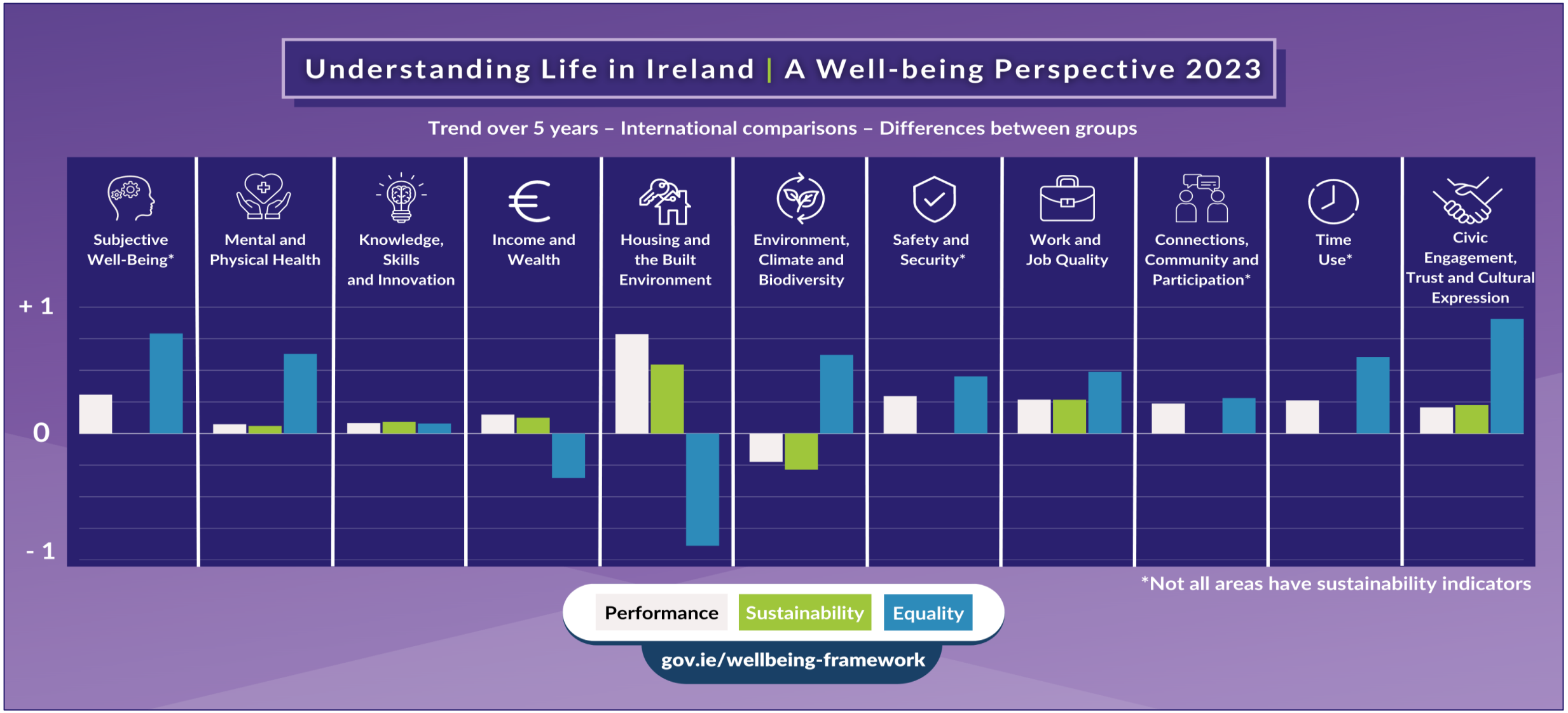
Taighde, Idirphlé, Comhairle
Research, Dialogue, Advice
NESC

Structure

- Introduction
- Broad & Inclusive Growth
- Economic Case for Investment
- Work of the State
- Work of ‘Better Work’
- International Input

Broad & Inclusive Growth

Ireland will become a resilient, sustainable, thriving net zero economy, environment, and society, using innovation and collective preparedness to shape the future we want to achieve.



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NESC

Economic Cost of Underinvesting in Inequality: Children

- Experience of poverty in childhood has profound effects on children across many dimensions including their sense of security, health and education AND that the effects continue to be significant through adult lives.
- OECD study across 27 European countries shows that average cost of childhood disadvantage is 3.5% of GDP.
- While there is variation, with Finland France and NL closer to 2% and Lithuania around 7%; all countries in this research are grappling with child poverty. This is an important point.
- In Ireland the cost is not far above the average at 4 % of GDP; or in monetary terms that is around 18bn euro.
- This is a recurring annual cost to our economy, society.

State Works Hard to Reduce Inequality: ‘Universal & Tailored’

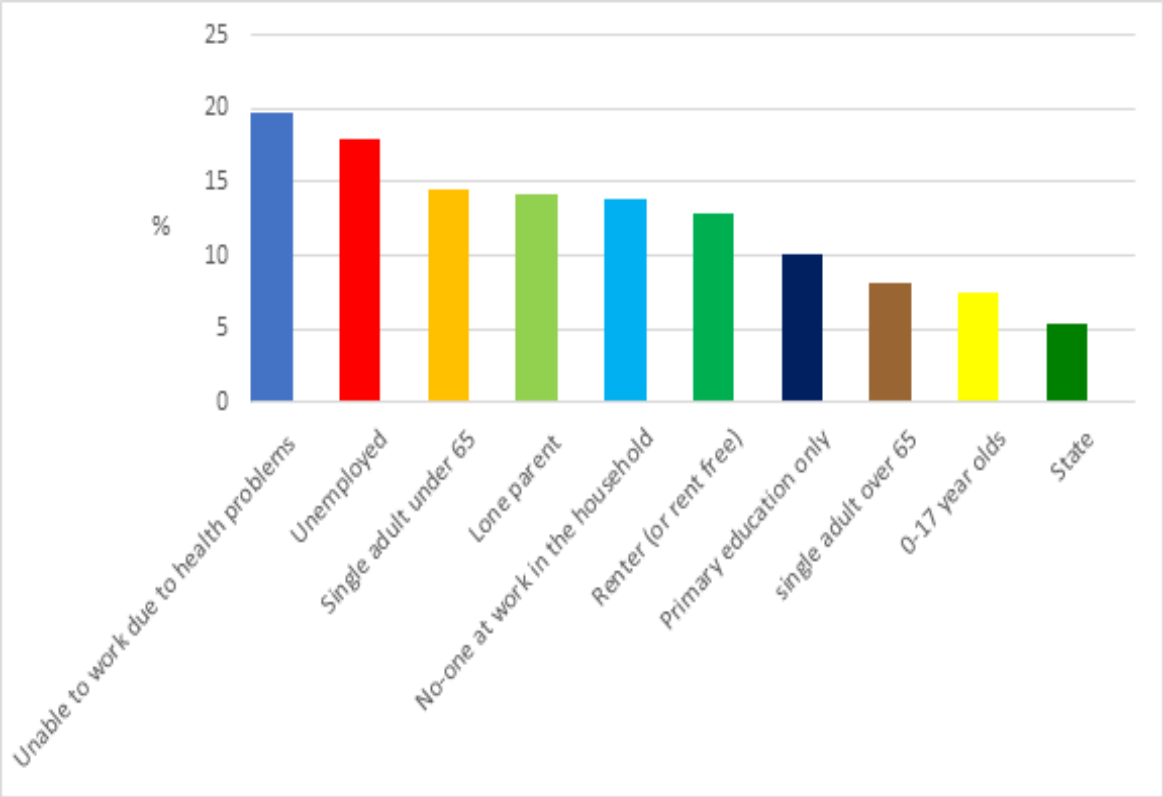
Gini coefficient

- Measures income equality: 0% denotes perfect equality and 100 % all income is held by one person
- The distribution of income in Ireland has become more egalitarian since 2000
- 2023: 27.5%, compared with 29% in 2000
- This is before transfers (tax, social insurance contributions, pension contributions) are taken into account.
- In 2023, Gini coefficient before social transfers was 47%.
- This illustrates the income redistributive effect of the social welfare and taxation systems on reducing income inequality.

Poverty Rate

- In 2018 poverty rate before social welfare payments are included was 40.9 per cent, and 14.0 per cent after they are included.
- This is a proportionate reduction in poverty of 66%

Selected Groups –
At Risk of Poverty



Better Work

Success of EU employment policies in boosting employment levels, prolonging working life, increasing the participation of women, driving productivity and innovation, and adapting to the digital challenge depends not just on changes in the external labour market but also on developing good working conditions and job quality across all sectors.

Eurofound

A good jobs economy framework would appear to have the capacity to incorporate a focus on both improving economic performance and productivity and also promoting individual and societal well-being. **OECD**

If society does not want to allow an ever-larger low-wage sector to develop, lawmakers must realise that cost increases in low-productivity services are unavoidable and must be adequately financed by the public sector.

Hartwig and Kramer, 2023

The problem of low pay

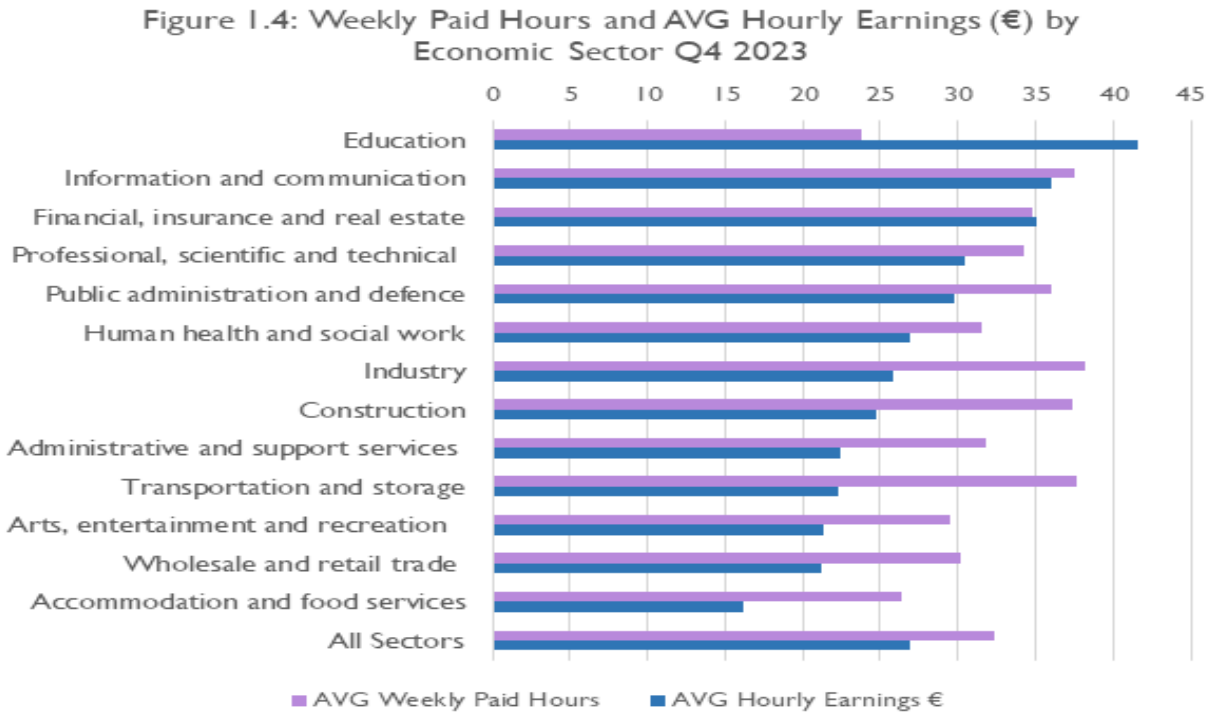


Table 1: At risk of poverty and consistent poverty rates

	At risk of poverty (%)			Consistent poverty (%)		
	2021	**2022**	**2023**	**2021**	**2022**	**2023**
State	11.8	12.5	10.6	4.2	4.9	3.6
Principal Economic Status						
Employed	4.5	5.3	5.8	1.2	2.0	1.5
Unemployed	23.7	32.1	25.5	10.5	14.3	9.4
Number of persons at work in the household						
0	30.2	36.7	22.6	12.7	14.4	8.9
1	13.9	15.3	15.5	4.1	5.4	5.5
2	3.3	3.7	5.3	1.0	1.4	1.3
3 or more	2.0	3.2	1.2	0.0	2.3	0.0

Source: CSO (2024) Survey on Income and Living Conditions

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A National Strategy for Making Work Better

On an economy-wide basis, the payroll cost impacts range 1.8% to 2.2% by 2026, with the largest impact stemming from the introduction of a Living Wage and the auto-enrolment retirement savings scheme

Policy Area	Policy Actions
• Employee Rights	• Labour Market Reforms
• Social Dialogue and Voice	• Social Dialogue • Collective Bargaining • Employee Engagement
• Sectoral Approach	• Sectoral Taskforces
• Investing in Skills	• Workplace innovation • Management Development
• Knowledge Development & Advocacy	• Better Work Research Programme • Advocacy & Knowledge Transfer
• Institutional & Policy Support	• Collective Public Services • Mainstreaming Better Work

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Adequate Minimum Wage Directive (AMWD)

Due to be transposed into Irish law by November 2024, aims to improve living and working conditions in the EU by establishing a regulatory framework for:

1. Adequacy of statutory minimum wages with the aim of achieving decent living conditions;
2. Promoting collective bargaining on wage setting; and
3. Enhancing the effectiveness of workers' rights to minimum wage protection where provided for in national law and/or collective agreements.

The focus on promoting collective bargaining on wage setting reflects the key institutional role that collective bargaining plays in ensuring adequate minimum wage protection for workers.

Countries with high collective bargaining coverage tend to display a lower share of low-wage workers, higher minimum wages relative to the median wage, lower wage inequality and higher wages than the others (European Commission)

Directive seeks to give effect to this institutional relationship through a series of provisions that are designed to strengthen national systems of collective bargaining and increase collective bargaining coverage.

International Input

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NESC

Assessing Progress Beyond GDP

- Support further dialogue about the mechanisms by which inclusive growth is measured on a global basis.
- For example, the potential to use a framework, such as the OECD WBF, to in more regions/ countries

Foresight and Preparation For Change

- Climate transition – all industries and sectors subject to enormous pressure to change and adopt to address climate change and biodiversity loss
- AI, and in particular the latest generative technology, will also expands the range of meaning that nearly every sector and occupation will be affected, including high skill jobs
- Changes to the international economic system – freindshoring, role and nature of industrial policy, links to defence policy
- Key challenge helping to anticipate and model changes and help the wider employment and education/ training system to respond

Just Transition

Key lens and possible institutional means of responding, to include:

- Principles
- Indicators
- Sectoral strategies
- Supports

SER

Social and Economic Council of the Netherlands - SER

The Dutch consultation economy

- Rooted in a long tradition of cooperation and consultation
- An inclusive approach for 1,000 years now (Jan Luiten van Zanden)

Dutch consultation economy on 3 levels

SER

- **Companies/organisations**: Works councils
  - Advisory rights: on important economic and organisational matters
  - Ratification rights: on labour-related matters including working hours, working conditions

- **Sector/company level**: 800 collective bargaining agreements, covering about 80% of all employees (Statistics Netherlands 2020)

- **National level**
  - Labour Foundation (Stichting van de Arbeid, StvdA)
  - Social and Economic Council of the Netherlands (SER)

Members of the SER

Entrepreneurs **Crown-appointed members** **Employees**

SER at a glance

SER

- Established in 1950 by law, public institution
- Advisory council for government and parliament
- Three parties in SER:
  - Employers
  - Trade unions
  - Independent experts (crown-appointed members)
- SER helps contribute to political stability in a complex political landscape
- Funding provided by General Unemployment Fund (Algemeen Werkloosheidsfonds, AWF), no government funding

A selection of recent publications

- European Policy Agenda 2024 - 2029
- Leave schemes
- Sustainable manufacturing industry
- Combating social-economic differences in health
- Towards a sustainable future economy

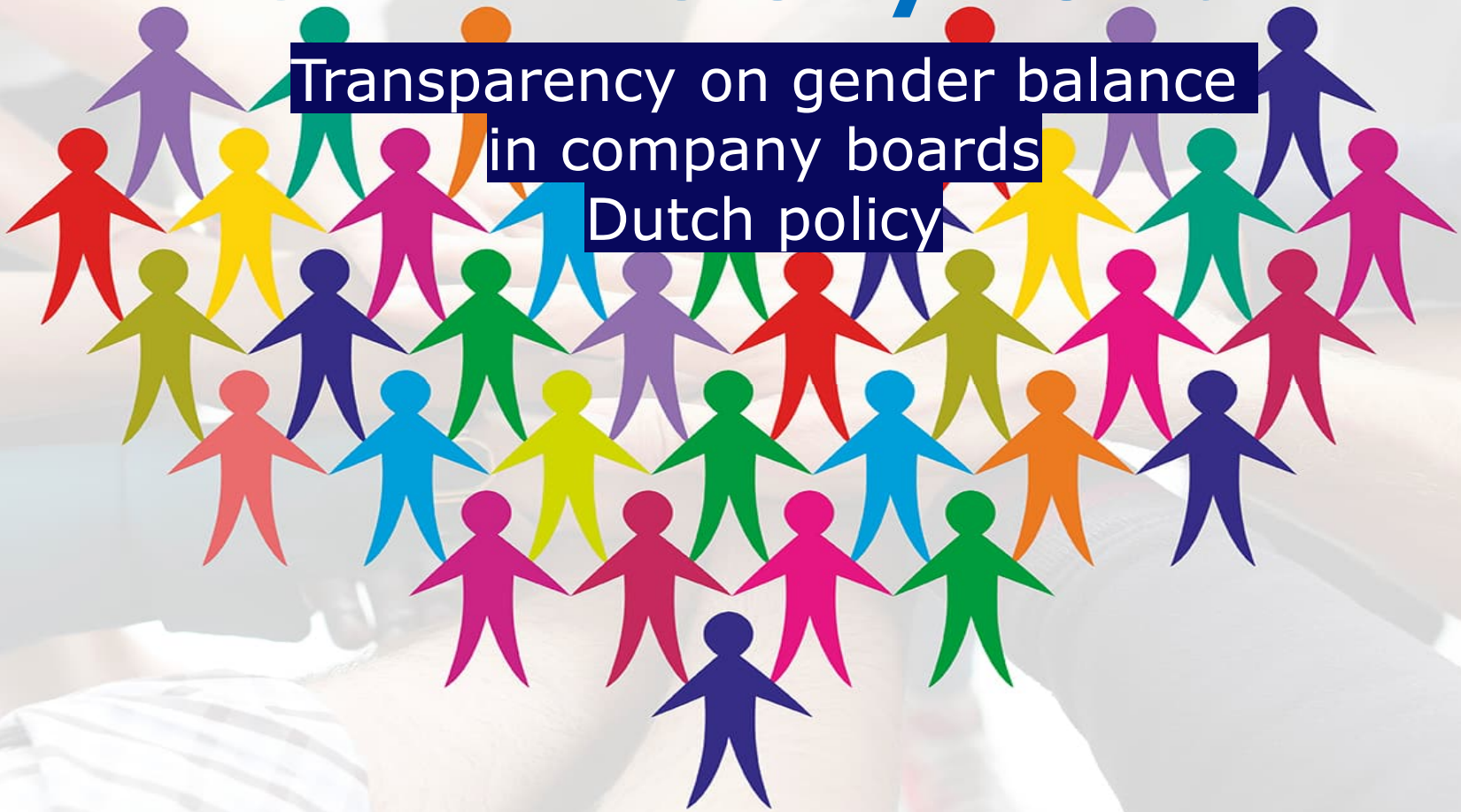
Fostering equality in the world of work

SER

- Occupational Safety and Health
- SER Diversity Charter
- Life long learning
- Employee participation/works councils
- SER Youth Platform
- Labor conditions in international supply chains
- Case study: SER Diversity Portal

SER Diversity Portal

Transparency on gender balance
in company boards
Dutch policy



Contents

- SER Advisory report from 2019
- Gender Quota and Targets Act (Wet ingroeiquotum en streefcijfers)
- Reporting and transparency
- Report 'Monitor Gender Balance in Dutch Companies’

SER advisory report:
Diversity in the boardroom: Time to accelerate (2019)

Guiding question

- The Government has asked the Council to advise on the **obstacles to greater cultural and gender diversity in Dutch corporate boardrooms**. The Government has also asked the Council to recommend how best to remove these obstacles and to identify the success factors of companies that have achieved diversity in the boardroom.

Methodology

- Analysis, literature research (in collaboration with SCP & CPB), data collection, international policy comparative analysis
- Dialogue sessions about gender diversity and cultural/ethnic diversity with representatives from Dutch businesses, experts and role models.

Four guiding principles

- An inclusive labour market
- Proportional representation
- The added value of diversity and inclusion
- Integrated approach

Core findings

- The increase in the number of women directors is too slow → in 2020 12,4% of the executive board members and 20,4% of the supervisory board members were women.
- The representation of people (including women) with a non-western migration background/people of colour in the boardroom and senior management is hard to measure but appears to be low.

- Obstacles are the labour market position, organisational culture, and social capital.

- Many recommendations:
  - Reducing inequality in education and job market participation
  - Improving opportunities to combine working, learning and caring
  - Companies and organisations need to take action in their role as employers (private and public sector)
  - **More gender and cultural diversity in senior management and the boardroom**
    - Specific recommendation: quota and gender equality targets for the private sector

Gender Quota and Targets Act

- 1 january 2022 – Gender Quota and Targets Act comes into effect
- This legislation consists of three parts:

Appointment quota	Gender ratio targets	Reporting requirement
- for all Dutch listed companies - quota of 33% m/f for the supervisory board - sanction = empty seat	- for large public and private limited liability companies (i.e. large NVs and BVs) - set own targets for executive board, supervisory board and senior management - make a plan for D&I policy to achieve targets	- for large public and private limited liability companies (i.e. large NVs and BVs) - report annually to the SER about the target figures, plan and yearly gender ratio (SER Diversity Portal) - report annually about target figures, policy plan and gender ratio in annual management report

SER Diversity Portal

Two parts of the portal

- **Company dashboard**: Companies report annually about their gender ratio information.
- **Public dashboard:** The SER publishes these reports on three levels: per company, per sector and national

www.diversiteitsportaal.nl

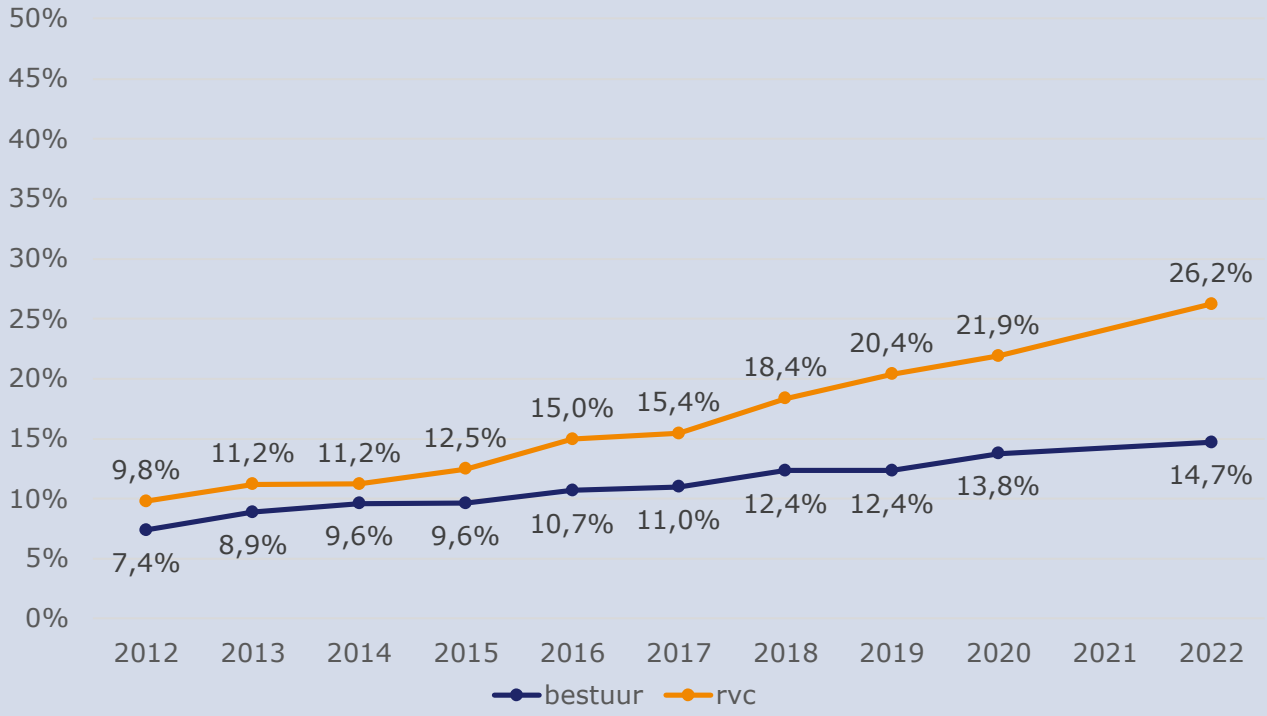
Monitor Gender balance in Dutch companies 2024

Annual monitor on the results of companies that have reported in the SER Diversity Portal

- **SER Monitor Gender Balance in Dutch Companies**

- Important findings in financial year 2022:
  - By January 2024, 2,394 large companies had submitted a report to the SER = a **response rate of 43%**

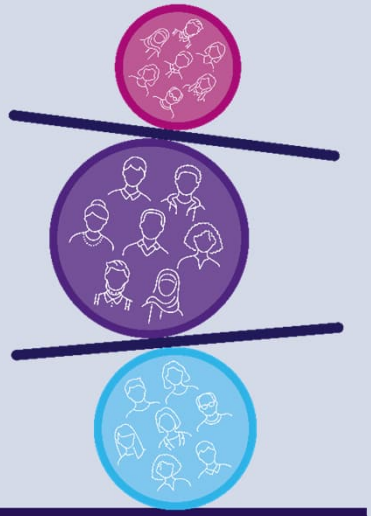
Percentage of women in the top 2012-2022



Gemiddeld percentage vrouwen in het bestuur en de rvc, 2012-2022 (peildatum 31 december)

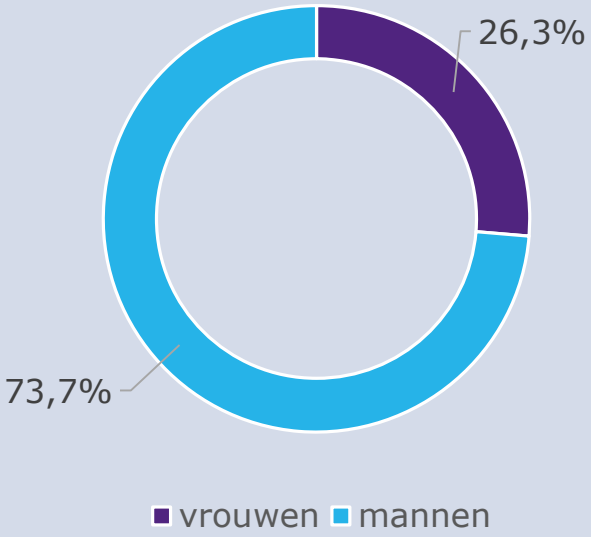
Bron: SER Diversiteitsportaal boekjaar 2022; Bedrijvenmonitor Topvrouwen 2012-2020

The average percentage of women in the executive boards of large companies is **14.7%**, for supervisory boards **26.2%.**

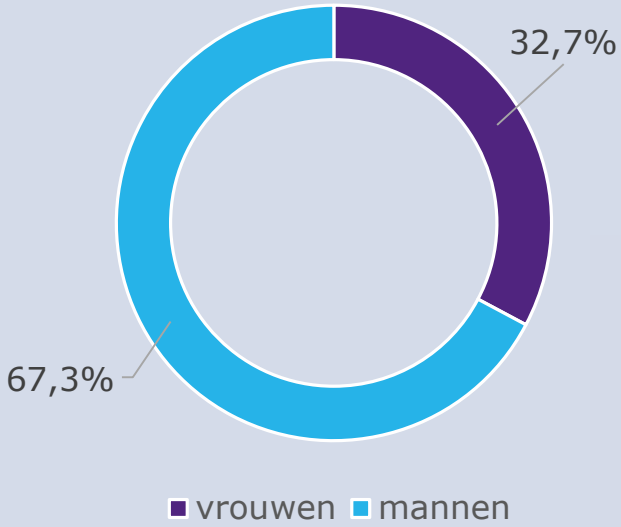


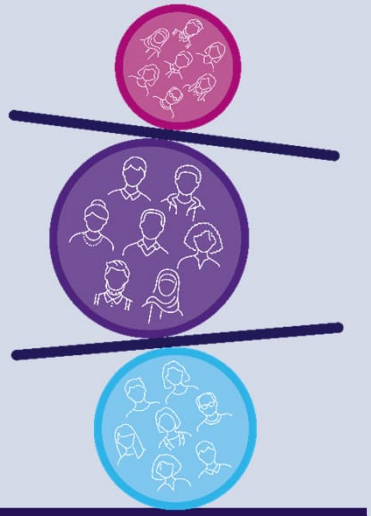
Genderbalans in the subtop and organisation, 2022

Subtop



Organisation

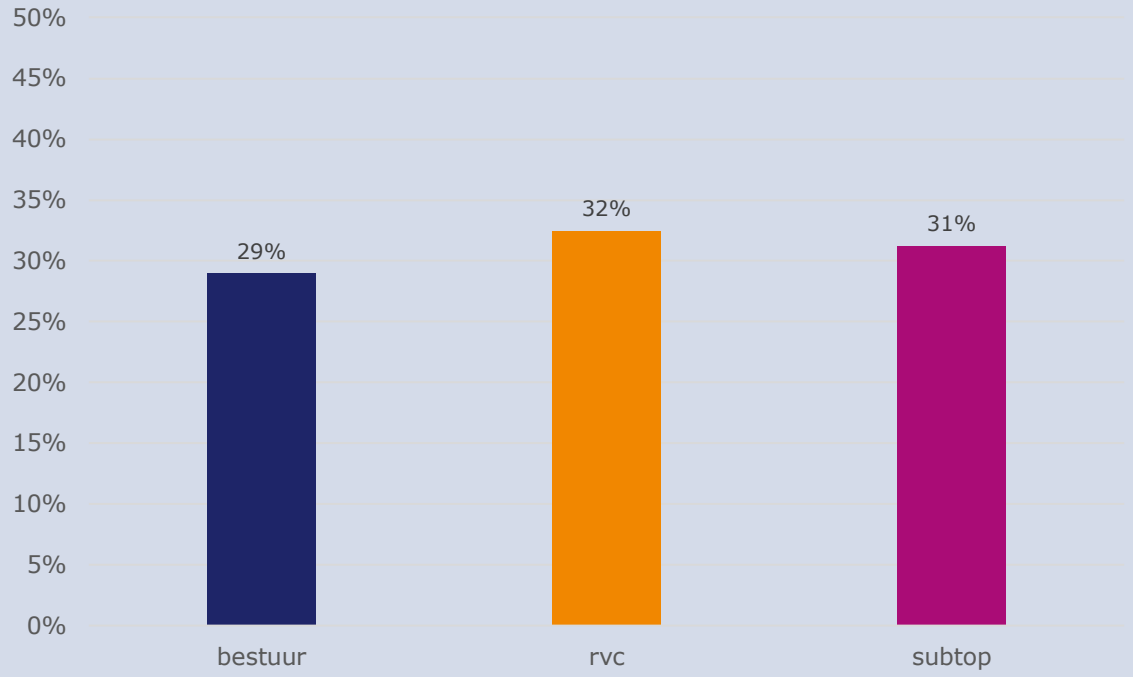




Gemiddeld percentage vrouwen en mannen in de subtop, boekjaar 2022 (peildatum 31 december)

Bron: SER Diversiteitsportaal boekjaar 2022

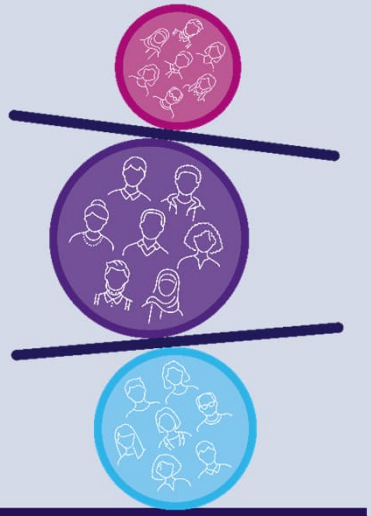
Targets for the top and subtop, 2022



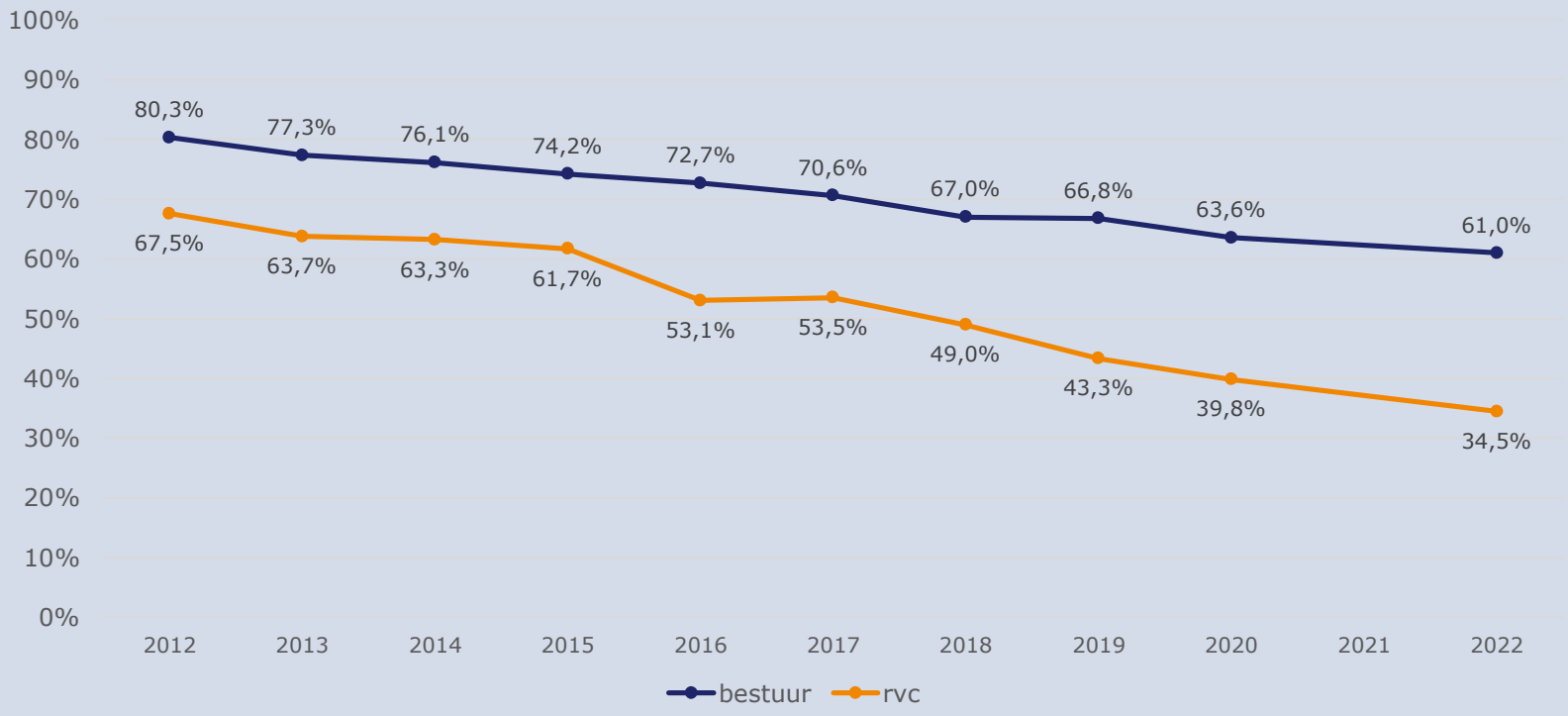
Gemiddeld streefcijfer (m/v) voor het bestuur, de rvc en de subtop, boekjaar 2022

Bron: SER Diversiteitsportaal boekjaar 2022

The average target ratio set up by companies: executive boards **29%**, supervisory boards **32%**, sub-top **31%.**



Companies without women in the top, 2022

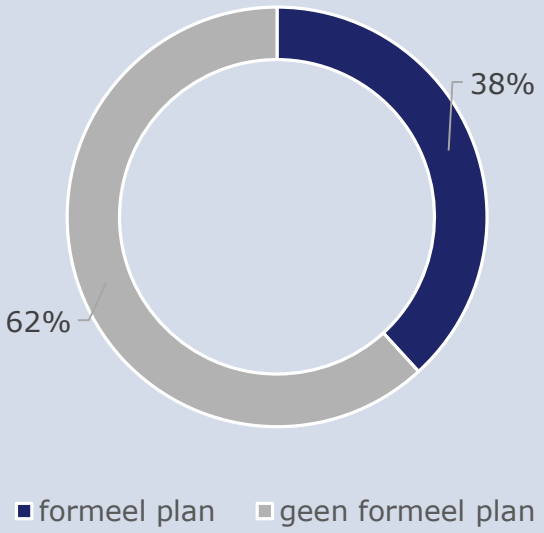


Percentage bedrijven zonder vrouwen in het bestuur en de rvc, 2012-2022 (peildatum 31 december)

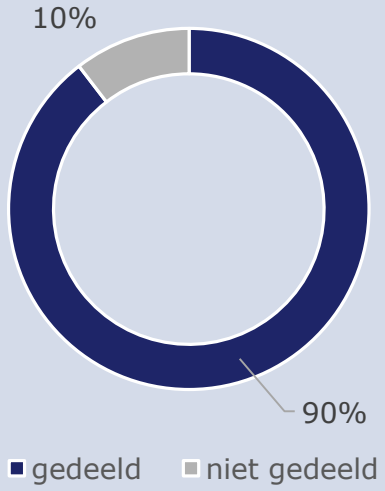
Bron: SER Diversiteitsportaal boekjaar 2022

Action plan, 2022

Formal action plan



Shared action plan?



Percentage bedrijven met een plan van aanpak, boekjaar 2022 (peildatum 31 december)

Bron: SER Diversiteitsportaal boekjaar 2022

Closing remarks of the President of AICESIS, the Honorable Mr. John Jacobs, delivered by the Director and Secretary General of the Social and Economic Council of Curaçao (a constituent country within the Kingdom of the Netherlands in the Caribbean) Mr. Raul Henriquez:

Esteemed Colleagues, Ladies and Gentlemen,

With protocol duly served, and on behalf of the Chairman of the International Association of Economic and Social Councils and Similar Institutions (AICESIS), the Honorable Mr. John Jacobs, who cannot attend virtually due to urgent matters, I have the honor of closing this international workshop of AICESIS on his behalf.

First, I extend my deepest gratitude to President Dr. Aka Aouélé of the CESEC of Ivory Coast and his esteemed team for graciously hosting this event and providing an exemplary platform for our discussions. Special thanks go to our dynamic Secretary-General, Mr. Xyrafis, the Vice Secretary Generals from all regions, and all participants who attended both in person and online. Your insights and contributions have been invaluable, and we deeply appreciate your patience during the technical difficulties this morning, which were promptly resolved by the diligent Ivorian CESEC staff.

Additionally, I would like to extend heartfelt thanks to the technical staff, the interpreters, the esteemed members of the council of the CESEC, and everyone who contributed to making this AICESIS event a resounding success.

As we continue our unwavering commitment to the Athens Declaration, which underscores the pivotal role of Economic and Social Councils in combating inequalities, today's discussions have highlighted the paramount importance of social dialogue in achieving broad and inclusive growth.

Our session today commenced with insightful contributions from the International Labour Organization (ILO), emphasizing our robust partnership. The self-evaluation tool introduced by the ILO in 2021 continues to support institutions in enhancing their operations. Reflecting on progress since the Athens Conference, AICESIS remains steadfast in supporting effective strategies and addressing inequalities.

The multidimensional nature of inequalities was evident in the contributions from various regions, showcasing diverse challenges and innovative solutions:

Insights from Various Regions:

Africa: The multifaceted nature of inequalities encompasses gender, disability, and socio-economic status. Significant barriers include the requirement of several years of experience to secure a job after university, gender preferences in the labor market, and the discrimination faced by people with disabilities. Professional training in collaboration with the private sector, promoting women in STEM fields, and improving conditions for informal workers are essential steps to address these issues.

Latin America and the Caribbean: Inclusive socio-labor dialogue aims to democratize dialogue spaces, ensuring greater legitimacy and shared prosperity based on substantive equality. This region addresses high informal employment rates, gender gaps, lack of unionization, and the protection of migrant workers. An intersectional approach in public policies and efforts to generate data on hidden inequalities are commendable.

Asia and Eurasia: Significant disparities in income and access to education and jobs exist between urban and rural areas. Gender discrimination remains a critical issue, with employment and pay gaps that need urgent attention. Strengthening social dialogue institutions to bring together social partners and develop effective strategies is therefore crucial.

Europe: Robust social dialogue and the ratification of numerous ILO conventions have reinforced socioeconomic stability. Successful strategies include employment creation, labor rights, and social protection. These initiatives provide valuable lessons on addressing inequalities through comprehensive and integrated approaches.

In conclusion, our esteemed and renowned association AICESIS remains dedicated to advancing shared goals, reducing inequalities, and achieving global social justice. The strategies and insights shared today reinforce our collective commitment to these objectives. Through education, technology, and strengthened partnerships, we can address these challenges and ensure inclusive growth. The diverse perspectives from

Africa, Latin America and the Caribbean, Asia, Eurasia, and Europe underscore the importance of tailored, context-specific strategies in combating inequalities.

For those foreign delegates who are in Abidjan, I wish you a safe journey home. For those online, best wishes from the President, and we hope to see everyone in person in Shanghai, China, in November this year.

Thank you.

Remarques de clôture du Président de l'AICESIS, l'Honorable M. John Jacobs, prononcées par le Directeur et Secrétaire Général du Conseil Économique et Social de Curaçao (un pays constitutif du Royaume des Pays-Bas dans les Caraïbes), M. Raúl Henriquez:

Chers collègues, Mesdames et Messieurs,

Avec le protocole dûment respecté, et au nom du Président de l'Association Internationale des Conseils Économiques et Sociaux et Institutions Similaires (AICESIS), l'Honorable M. John Jacobs, qui ne peut assister virtuellement en raison de questions urgentes, j'ai l'honneur de clôturer cet atelier international de l'AICESIS en son nom.

Tout d'abord, j'adresse mes plus sincères remerciements au Président Dr. Aka Aouélé du CESEC de la Côte d'Ivoire et à son équipe distinguée pour avoir généreusement accueilli cet événement et fourni une plateforme exemplaire pour nos discussions. Un merci particulier à notre dynamique Secrétaire Général, M. Xyrafis, aux Vice-Secrétaires Généraux de toutes les régions, et à tous les participants qui ont assisté en personne et en ligne. Vos perspectives et contributions ont été inestimables, et nous apprécions profondément votre patience lors des difficultés techniques de ce matin, qui ont été rapidement résolues par le personnel diligent du CESEC ivoirien.

De plus, je tiens à exprimer mes remerciements chaleureux au personnel technique, aux interprètes, aux membres éminents du conseil du CESEC, et à tous ceux qui ont contribué à faire de cet événement de l'AICESIS un franc succès.

Alors que nous poursuivons notre engagement indéfectible envers la Déclaration d'Athènes, qui souligne le rôle crucial des Conseils Économiques et Sociaux dans la lutte contre les inégalités, les discussions d'aujourd'hui ont mis en lumière l'importance primordiale du dialogue social pour parvenir à une croissance large et inclusive.

Notre session d'aujourd'hui a commencé par des contributions perspicaces de l'Organisation Internationale du Travail (OIT), mettant en avant notre partenariat solide. L'outil d'auto-évaluation introduit par l'OIT en 2021 continue de soutenir les institutions dans l'amélioration de leurs opérations. En réfléchissant aux progrès réalisés depuis la

Conférence d'Athènes, l'AICESIS reste déterminée à soutenir des stratégies efficaces et à aborder les inégalités.

La nature multidimensionnelle des inégalités était évidente dans les contributions des différentes régions, mettant en avant des défis divers et des solutions innovantes :

Aperçus des différentes régions:

Afrique: La nature multiforme des inégalités englobe le genre, le handicap et le statut socio-économique. Les barrières significatives incluent l'exigence de plusieurs années d'expérience pour obtenir un emploi après l'université, les préférences de genre sur le marché du travail, et la discrimination à l'égard des personnes handicapées. La formation professionnelle en collaboration avec le secteur privé, la promotion des femmes dans les domaines STEM, et l'amélioration des conditions pour les travailleurs informels sont des étapes essentielles pour aborder ces questions.

Amérique latine et Caraïbes : Le dialogue socio-laboral inclusif vise à démocratiser les espaces de dialogue, assurant une plus grande légitimité et une prospérité partagée basée sur l'égalité substantielle. Cette région aborde des taux élevés d'emploi informel, des écarts de genre, le manque de syndicalisation, et la protection des travailleurs migrants. Une approche intersectionnelle dans les politiques publiques et les efforts pour générer des données sur les inégalités cachées sont louables.

Asie et Eurasie : Des disparités significatives de revenus et d'accès à l'éducation et aux emplois existent entre les zones urbaines et rurales. La discrimination de genre demeure une question critique, avec des écarts d'emploi et de rémunération qui nécessitent une attention urgente. Le renforcement des institutions de dialogue social pour rassembler les partenaires sociaux et développer des stratégies efficaces est donc crucial.

Europe: Un dialogue social robuste et la ratification de nombreuses conventions de l'OIT ont renforcé la stabilité socio-économique. Les stratégies réussies incluent la création d'emplois, les droits du travail et la protection sociale. Ces initiatives fournissent des leçons précieuses sur la façon de traiter les inégalités par des approches complètes et intégrées.

En conclusion, notre association éminente et renommée, l'AICESIS, reste dédiée à la promotion des objectifs partagés, à la réduction des inégalités et à la réalisation de la justice sociale mondiale. Les stratégies et perspectives partagées aujourd'hui renforcent notre engagement collectif envers ces objectifs. Grâce à l'éducation, à la technologie et à des partenariats renforcés, nous pouvons aborder ces défis et assurer une croissance inclusive. Les perspectives diverses d'Afrique, d'Amérique latine et des Caraïbes, d'Asie, d'Eurasie et d'Europe soulignent l'importance de stratégies spécifiques au contexte pour lutter contre les inégalités.

Pour les délégués étrangers présents à Abidjan, je vous souhaite un bon retour chez vous. Pour ceux en ligne, meilleurs vœux de la part du Président, et nous espérons voir tout le monde en personne à Shanghai, en Chine, en novembre prochain.

Je vous remercie.