



## Dialogue on Employment

### Advisory service

#### The challenge

Labour markets worldwide are facing a radical transformation due to digitalisation and automation, which changes what is required of employees and of fair employment. At the same time, structural challenges such as high unemployment, underemployment and informal employment are still in place. Many governments in the partner countries are under enormous pressure to create employment opportunities for their populations, most of which are very young. The only way to resolve the problems is to have an effective employment and social policy that is accepted by the population. To shape this policy, everyone involved – the government, employers and employees and their associations and representatives, the ‘social partners’ – must work together as equal partners. However, in many countries the trade unions and employees’ organisations lack codetermination opportunities and capacity. Employers’ associations for their part also fail to fully meet their responsibilities because they are not in regular contact with the companies.

#### Our approach

We aim to create conducive conditions for effective social dialogue. To this end, at GIZ we support government players at the local and national levels, as well as employers’ associations and employee representation bodies in close coordination with German political foundations. We focus on creating and securing employment in line with the International Labour Organization (ILO)’s core labour standards. We see social dialogue as a problem-solving mechanism for realising socially just progress. At the same time, we consider social dialogue to be an instrument of democratic participation and a goal per se to engage hitherto unrepresented population groups in employment

policy discourse. We include non-profit and other associations and foundations from Germany in regional and international knowledge exchange through partnerships and engage them in drawing up recommendations for reform. We also equip our social partners with key competences for conducting dialogue, representing interests and enabling political participation. We shape national and regional dialogue structures, strengthen committees and support consultancy that ensures that disadvantaged groups are included in dialogue.

#### Our services

We support employers’ and employees’ organisations with consultations and negotiations and with the implementation of joint measures. We offer advisory support for governments with enshrining social partnership structures in law, focusing on employment promotion and security. For example, we offer advisory services on the development of labour law reforms and promote effective labour market policy and better labour market information. To this end, we include the social partners, taking particular account of workers employed in the informal sector and ensuring that the ILO’s international standards are put into practice. We are also committed to ensuring that good employment policy is taken into account in social, fiscal and economic policy at all times. We support local, sectoral and national partnerships between different actors and promote intraorganisational and interorganisational partnerships and dialogues. We also support national and international collaboration and knowledge transfer. We work with partners to develop cooperation platforms for targeted exchange. Many of our services specifically target employees and employers. We provide them with basic knowledge on labour law and organise events to help them formulate their needs and demands. We work to ensure that disadvantaged groups par-



ticipate in employment policy discourse, focusing especially on women, young people and people with disabilities, offering them targeted training and mentoring programmes.

### The benefits

Only strong employers' and employees' organisations are in a position to conduct constructive social dialogue and negotiate fair employment and working conditions. They must develop joint solutions for overcoming structural challenges and changes. At GIZ we have a wealth of knowledge at our disposal and years of experience in our partner countries. We cooperate with international organisations such as the ILO, with German foundations and with employers' and employees' organisations. Social dialogue makes an important contribution to social peace. By offering exchange at the national, regional and local level, the partners' dialogue platforms serve as the basis for social dialogue on employment, policy recommendations and reforms. In fragile states or countries in transition, social dialogue can have a stabilising effect and support positive social change.

### An example from the field

Unemployment in Tunisia is high, at around 18 per cent. The government is therefore under enormous pressure to create prospects for jobs and employment. The national council for social dialogue (CNDS) makes an important contribution to resolving this situation. The result of a social agreement concluded between the government, employers' organisation and trade union federation, the CNDS has contributed to socio-economic stability in Tunisia since 2018. GIZ, on behalf of the Federal Ministry for Economic Cooperation and Development (BMZ) and in cooperation with the Friedrich-Ebert-Stiftung, the Konrad-Adenauer-Stiftung and the German Chambers

of Commerce Abroad (AHKs), has supported social dialogue between the government, employers' organisations and employees' organisations since 2017. The goal is to strengthen these partners' capacities to improve employment policy together. GIZ provides advice on employability, the transition from the informal to the formal sector and on unemployment insurance. Practical guidelines on social dialogue at the company level have been developed. To date, GIZ and its partners have offered training for 500 employee and 500 employer representatives on social dialogue. In addition, 250 company HR managers have undergone training measures on social dialogue and conflict management.

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Registered offices  
Bonn and Eschborn

Dag-Hammarskjöld-Weg 1-5  
65760 Eschborn, Germany  
T +49 61 96 79-0  
F +49 61 96 79-11 15

E [info@giz.de](mailto:info@giz.de)  
I [www.giz.de](http://www.giz.de)

**Responsible/Contact:**  
Dr. Michael Hollaender and Britta Lambertz  
Competence Centre Education, Vocational Education and Training, Labour Markets  
Division Economic and Social Development, Employment  
E: [berufsbildung-arbeitsmarkt@giz.de](mailto:berufsbildung-arbeitsmarkt@giz.de)

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