National Consensus Building

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Establish Tri-Partite Committee

• Develop inception report
• Outlines roles and responsibilities of Committee and members
• Committee composition:
  • Chairperson: neutral; ministry with major role for unemployment protection implementation;
  • Employer reps: focal point (3 members)
  • Worker reps: focal point (3 members)
  • Other involved ministries
• Consensus building (neutral) ILO involvement or other neutral party
• Need for a “Champion” for new unemployment protection scheme
Satellite Meetings

• Employer group to be comprised of all major organizations such as small and medium sized enterprises; Chamber of Commerce etc;
• Worker group to be comprised of all major organizations such as labour unions, representation of non-union labour groups;
• Employer group to develop position paper (same for worker group);
• TPC reps for employers and workers to keep groups fully informed of project developments.
Regional and National Workshops

• 2 or more regional workshops to present information on unemployment protection and break out sessions to discuss elements of new unemployment protection scheme;
• National workshop to discuss various options to be considered for country;
• Final report with a number of options to be considered by TPC;
• TPC to decide on most suitable and affordable option or request more intensive study on best two options.
Strategy for Negotiations

- Listen carefully to the arguments of the parties involved and assess the logic of their reasoning;
- Clarify issues that are not clear;
- List all issues which are important to both sides and identify the key issues;
- Everyone should have a say in the discussions;
- Identify any common ground;
- Understand outside forces that may be affecting the problem;
- Keep calm and use both verbal and non-verbal persuasion skills;
- Determine any areas for compromise;
- Show respect for all viewpoints;
- Plan for alternative outcomes if can’t reach agreement or national consensus;
- At the end of the day, there might be need for government to determine best course of action.