Modules:   
Social Dialogue Skills

### Consortium participants:

* Bipartite or individual

### Partner participants:

* Bipartite or individual

### Basis for concept:

* Projects in Myanmar, Uganda and Zinzibar

### Maturity of S*o*cial Dialogue in partner country:

* Unstructured and structured

### Preconditions

* Dialogue established or under establishment between national or enterprise level social partners

### Target group

* Union officers at national and regional level
* Employers and employers representatives at national and regional level
* Social partners at enterprise level

### Objectives

* Establish an understanding of how Social Dialogue works
* The module will go deeper into what makes SD work.
* Training in how to prepare for SD and how to conduct the actual dialogue.
* Preparation of facts, ensuring mandates, understanding of your opponents position, written documentation of process and follow-up to the dialogue.

**Format:**

* Module 1: Perspectives and interest of your opponent – Group discussion and presentation
* Module 2: Negotiation Role Play
* Module 3: Case 1 and 2 – Role Play

### Focus of workshops:

* Developing the understanding that social dialogue is based on understanding of your opponents interests as well as your own.
* Develop the understanding that there is a large common interest in a good workplace between the social partners
* Develop the understanding that social dialogue requires preparation and an openness to look at solutions which were not your first priority

### Output and outcome

* Understanding of social dialogue as an important tool for better decent jobs
* Increased skill conducting a constructive social dialogue

### Participants

* 15-20 Participants

### Trainers

* Trainers should have practical experience with Social Dialogue

### Material:

* PowerPoint presentations
  + In the beginning was Social Dialogue
  + Shared interest and conflict
  + Dialogue Negotiation and Mediation
  + Value chains and social dialogue
* Cases
  + Case 1 - Garment factory “Three Star”
  + Case 2 – “Kampala Coffee Processing Plant”
* Activity Sheets
  + Activity Sheet 1 - Perspectives and interest of your counterpart
  + Activity Sheet 2 - Negotiation role play – An extra allocation
  + Activity Sheet 3 - Role Play - mediation interest dispute