Modules:   
Collective agreements a social dialogue tool

### 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

* The modules would focus on showing the benefits for both parties of regulating employment conditions through a collective agreements
* It would then establish the fundamentals of what a good collective agreement is, in the framework of the industrial relations system of the respective partner country
* Finally it would include a skills section on how to prepare and negotiate a good collective agreement.

**Format:**

* Module 1: Perspectives and interest of your opponent – Group discussion and presentation
* Module 2: Negotiation Role Play
* Module 3: Roleplay – mediation in conflict of interest
* Module 4: Presentation of collective agreement basics and How to negotiate a collective agreement at enterprise level

### Focus of modules:

* Developing the understanding that social dialogue and collective bargaining 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 even during a bargaining session
* 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 collective bargaining round.

### Participants

* 15-20 Participants

### Trainers

* Trainers should have practical collective bargaining experience

### Material:

* PowerPoint presentations
  + Shared interest and conflict
  + What is a good collective agreement
  + Negotiation - How to negotiate a collective agreement   
    at enterprise level
* 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