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Getting Governance Right: The role of social dialogue in TVET reform

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Overview

- What is social dialogue and why it is important
- Social dialogue within TVET systems and institutions
- Social dialogue and delivery of TVET
- Social dialogue on employment and careers of TVET teachers



What is social dialogue?

“Social dialogue is understood to mean all forms of information sharing, consultation and negotiation between educational authorities, public and private, and teachers and their democratically elected representatives in teachers’ organizations.”

- ILO/UNESCO committee of experts



Why social dialogue?

- Critical challenges facing TVET
 - Rising demand for TVET
 - Financing challenges
 - Changing skills demands, “green jobs”
 - Improving quality, equity and efficiency
 - Recruitment and retention of qualified teachers and trainers



Social dialogue within TVET systems and institutions

- Concern that “reform” is something done *to* teachers, rather than done *with* them
- Pressures on education systems, even in times of economic crisis, are best addressed through social dialogue mechanisms
- Examples



Social dialogue on TVET delivery

- Strong evidence that tripartite social dialogue contributes to successful development of skills strategies and new modes of delivery
- Provides important political and financial support for TVET
- Key challenge -- outside of most OECD countries, there is generally a weak institutional framework for social dialogue



Social dialogue on employment conditions

- TVET systems must be able to adapt to new and recurrent challenges
- Collective bargaining critical to finding solutions on workplace conditions that promote positive reforms and excellence in teaching and training
- Mixed record on extent of social dialogue on employment conditions and careers



Conclusions

- Successful management and governance of TVET hinges on close cooperation between enterprises, institutions, teachers/trainers and government
- Recent picture on social dialogue is mixed: in the context of “crisis” a general lack of negotiations and refusal to accept social dialogue