

ESF4.086 – Half Day Seminar

ENGAGE: Enhancing Stakeholder Participation in Social Dialogue

10/03/2020



Operational Programme II - European Structural and Investment Funds 2014-2020
"Investing in human capital to create more opportunities and promote the well-being of society"

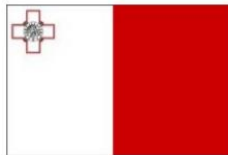
Project part-financed by the European Social Fund
Co-financing rate: 80% European Union; 20% National Funds



ESF4.086 – Half Day Seminar



This is not a report prepared by PwC as an outcome of the half-day seminar. The following slides are a collation of ideas and suggestions of participants attending the working groups.



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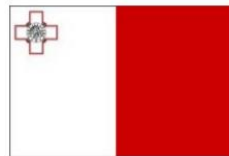
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Workshop A

Effective Co-ordination with Government in the Social Dialogue process



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Workshop A

Introduction to the subject



Insight on Topic

Workshop A: Effective Coordination with Government in the Social Dialogue process

“ Social dialogue is the process that commonly includes all types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating to economic and social policy ”

Social dialogue processes can be informal or institutionalised, and often it is a combination of the two. It can take place at the national, regional or at enterprise level. It can also be inter-professional, sectoral or a combination of these.

Insight on Topic

Workshop A: Effective Coordination with Government in the Social Dialogue process

The main goal of social dialogue itself is to promote consensus building and democratic involvement among the main stakeholders in the world of work.

Successful social dialogue structures and processes have the potential to resolve important economic and social issues, encourage good governance, advance social and industrial peace and stability and boost economic progress.

Insight on Topic

Workshop A: Effective Coordination with Government in the Social Dialogue process

The enabling factors promoting Social Dialogue

For effective social dialogue to take place, the following elements need to exist

- Strong, independent workers' and employers' organizations with the technical capacity and the access to relevant information to participate in social dialogue
- Political will and commitment to engage in social dialogue on the part of all the parties
- Respect for the fundamental rights of freedom of association and collective bargaining;
- and the Appropriate level of institutional support.

Workshop A Challenges



Challenges

- 1** Limited resource pool available
- 2** Awareness how projects link with the policymaking process
- 3** Leveraging knowledge through international networks

Workshop A

Idea Generation



Challenge Outline

“Challenge 1”

**Limited resource
pool available
to engage**

Increase horizontal
stakeholder
collaboration

Entice experienced
volunteers

Increase interaction
with society

“Challenge 2”

**How projects
link with
policymaking**

Research best-practice
initiatives

Draw on projects at
international level

Gauge market to
establish business needs

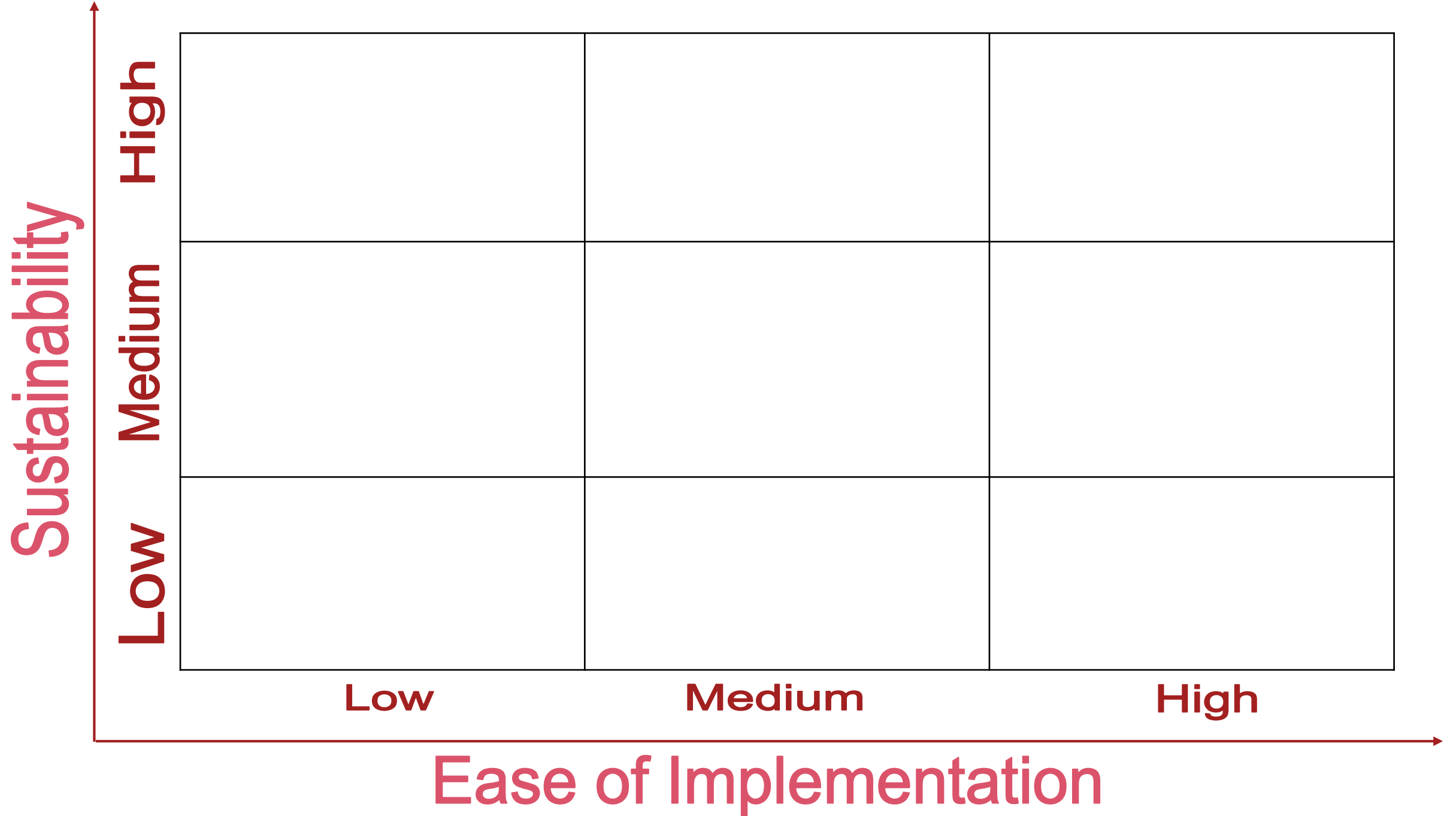
“Challenge 3”

**Leveraging knowledge
through international
networks**

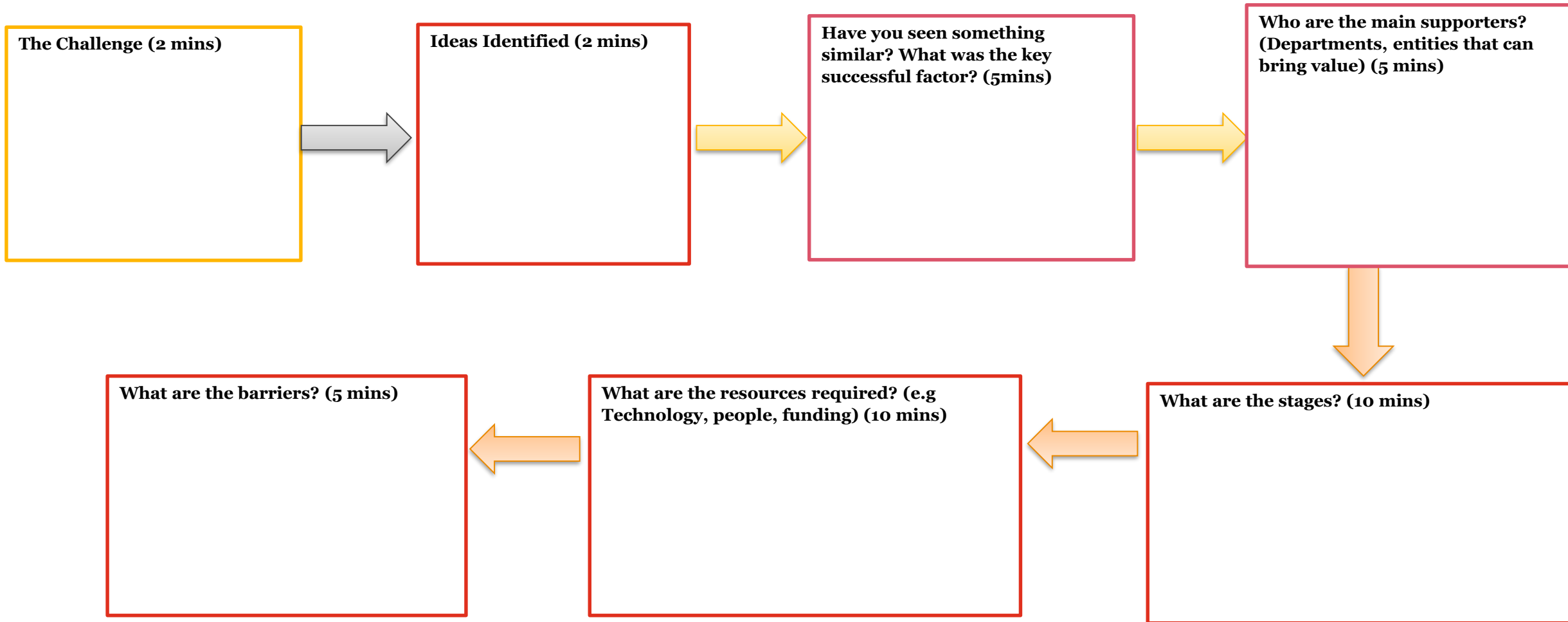
Leverage use of
technology

Participation in active
networks/events

Subscribe to reputable
knowledge networks



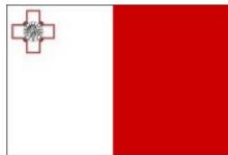
Turning issues into opportunities!





Workshop B

Networking between stakeholders with common interests



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Workshop B

Introduction to the subject



Workshop B: Networking between stakeholders with common interests

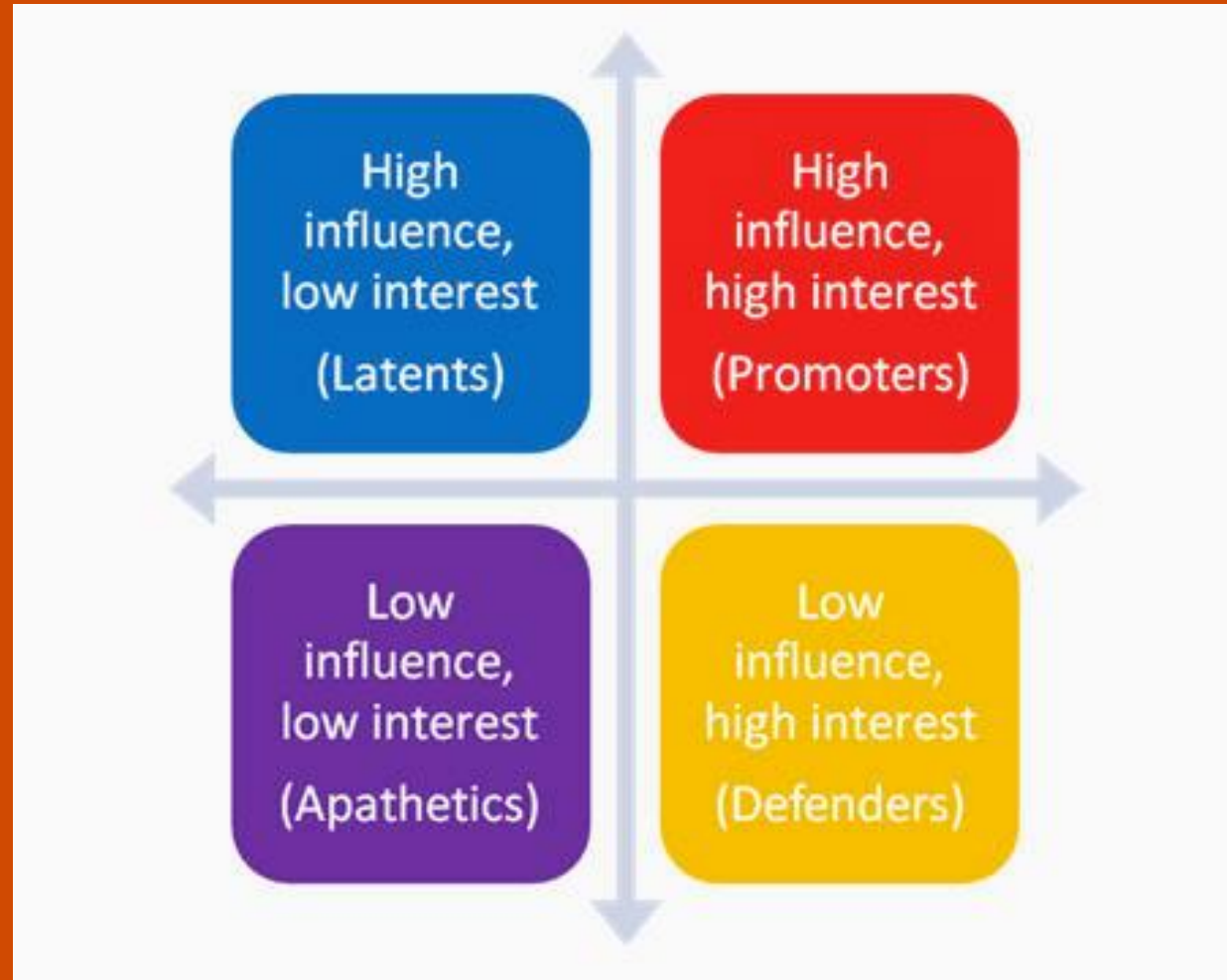
- WHAT DO WE MEAN BY STAKEHOLDERS AND THEIR INTERESTS?
- WHY IDENTIFY AND ANALYSE STAKEHOLDERS AND THEIR INTERESTS?
- WHO ARE POTENTIAL STAKEHOLDERS?
- WHEN SHOULD STAKEHOLDERS BE IDENTIFIED?
- HOW DOES ONE IDENTIFY AND ANALYSE STAKEHOLDERS AND THEIR INTERESTS?

Workshop B: Networking between stakeholders with common interests

Stakeholder analysis (stakeholder mapping) is a way of determining who among stakeholders can have the most positive or negative influence on an effort, who is likely to be most affected by the effort, and how one should work with stakeholders with different levels of interest and influence.

Most methods of stakeholder analysis or mapping divide stakeholders into one of four groups, each occupying one space in a four-space grid:

Workshop B: Networking between stakeholders with common interests



Workshop B: Networking between stakeholders with common interests

Bringing people and organizations into the process and moving them toward the upper right quadrant of the stakeholder grid generally demands that one keeps them involved and informed by:

- Treating them with respect
- Providing whatever information, training, mentoring, and/or other support they need to stay involved
- Finding tasks or jobs for them to do that catch their interest and use their talents

Workshop B: Networking between stakeholders with common interests

- Maintaining their enthusiasm with praise, celebrations, small tokens of appreciation, and continual reminders of the effort's accomplishments
- Engaging them in decision-making
- Employing them in the conception, planning, implementation, and evaluation of the effort from its beginning
- In the case of those who start with little power or influence, helping them learn how to gain and exercise influence by working together and developing their personal, critical thinking, and political skills

Workshop B: Networking between stakeholders with common interests – CHALLENGES for NGOs

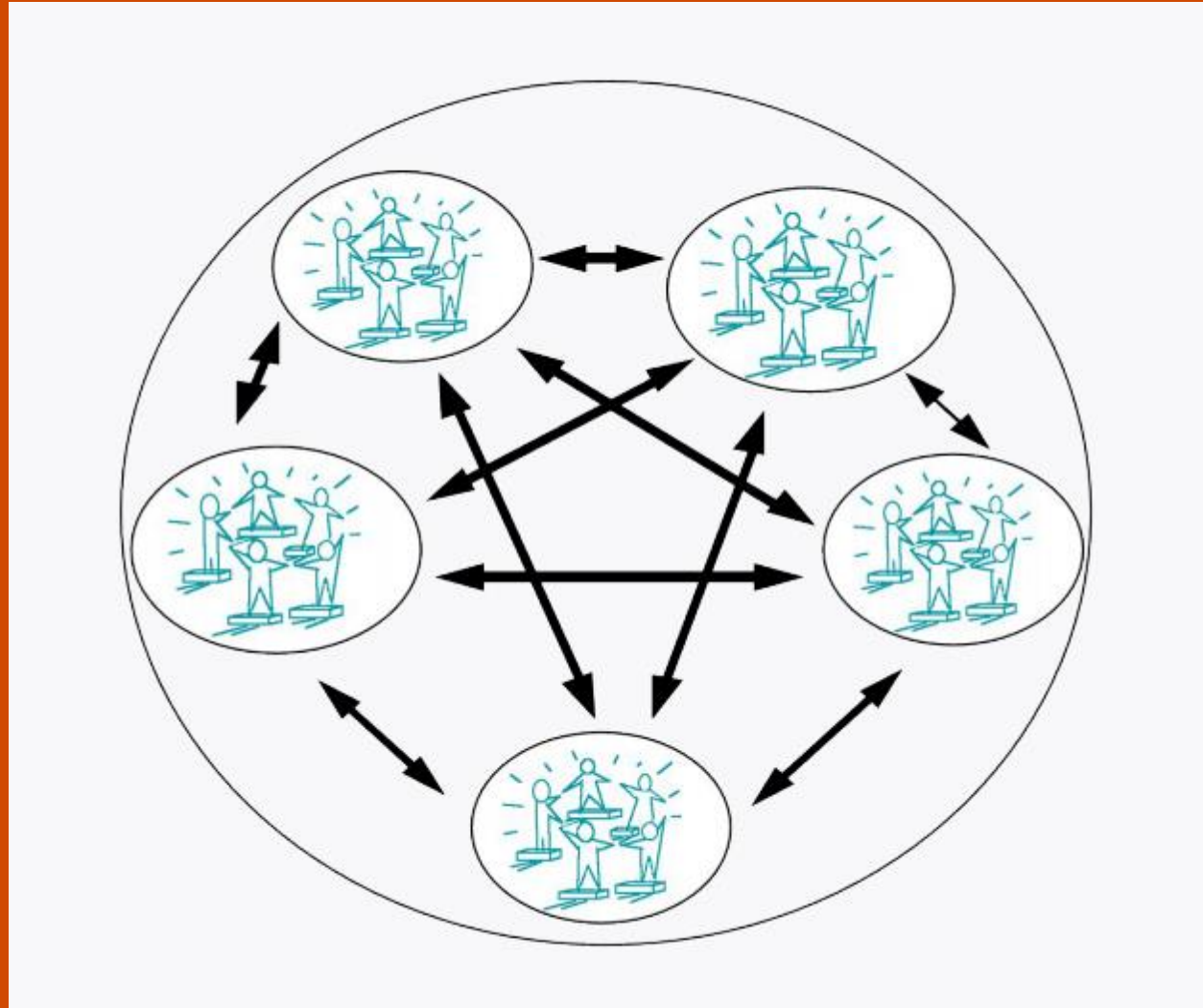
- Need for broad professional skills
- Complicated NGO registration process
- Lack of office management skills (including financial management)
- Lack of competent staff members

Internal aspects of NGOs

- Lack of access to information on funding opportunities
- Lack of exposure to new programmes and initiatives
- Difficulty in finding partner organizations for project implementation

External aspects of NGOs

Workshop B: Networking between stakeholders with common interests – BUILDING A STAKEHOLDER NETWORK



Workshop B: Networking between stakeholders with common interests – BUILDING A STAKEHOLDER NETWORK

Stakeholder networks are held together by the members' **shared interest or stake** in a common issue. While a network may be convened by one organisation, the members come together voluntarily. Stakeholder networks exist to deal with complex local and global issues including security, sustainability, health, and education.

Workshop B: Networking between stakeholders with common interests

– WHY BUILD NETWORKS? – 3 reasons

1. Learning and Innovation:

“None of us is as smart as all of us.” Thinking **together with others** can help generate sustainable and innovative solutions to organizational and societal issues.

Workshop B: Networking between stakeholders with common interests

– WHY BUILD NETWORKS? – 3 reasons

2. Trust and Support:

Given the right process, network members build **trust**, **mutual understanding** and a sense of **common identity and purpose**. They are more likely to share ideas and information, respect confidentiality, and put the good of the network ahead of their short-term self interest.

Workshop B: Networking between stakeholders with common interests – WHY BUILD NETWORKS? – 3 reasons

3. Capacity to Manage Change:

Over time, effective networks develop **collective knowledge and intelligence**, new capacities and governance structures that allow them to address increasingly difficult issues.

Workshop B Challenges



Challenges



Workshop B

Idea Generation

Challenge 1
NETWORK WITH
OTHERS

Do not see each
other as competitors

Capacity building
and training

Make, maintain,
use contacts

Challenge 2
BE INTERESTED IN
EACH OTHERS'
WORK

Meet regularly

Visit each others'
activities

Take the initiative

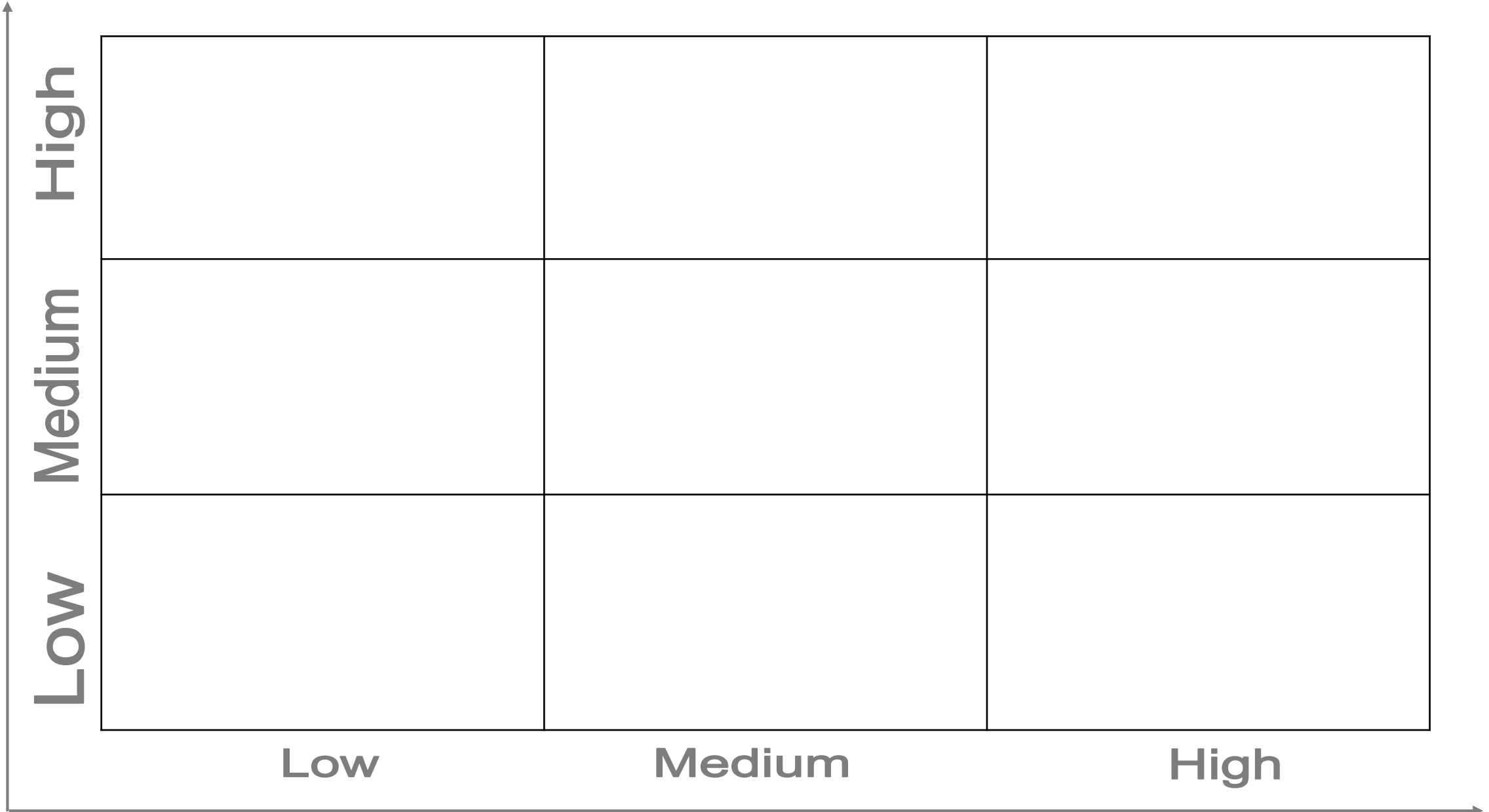
Challenge 3
COMMUNICATE
BETTER

Keep your info
up to date

Better use of
technology

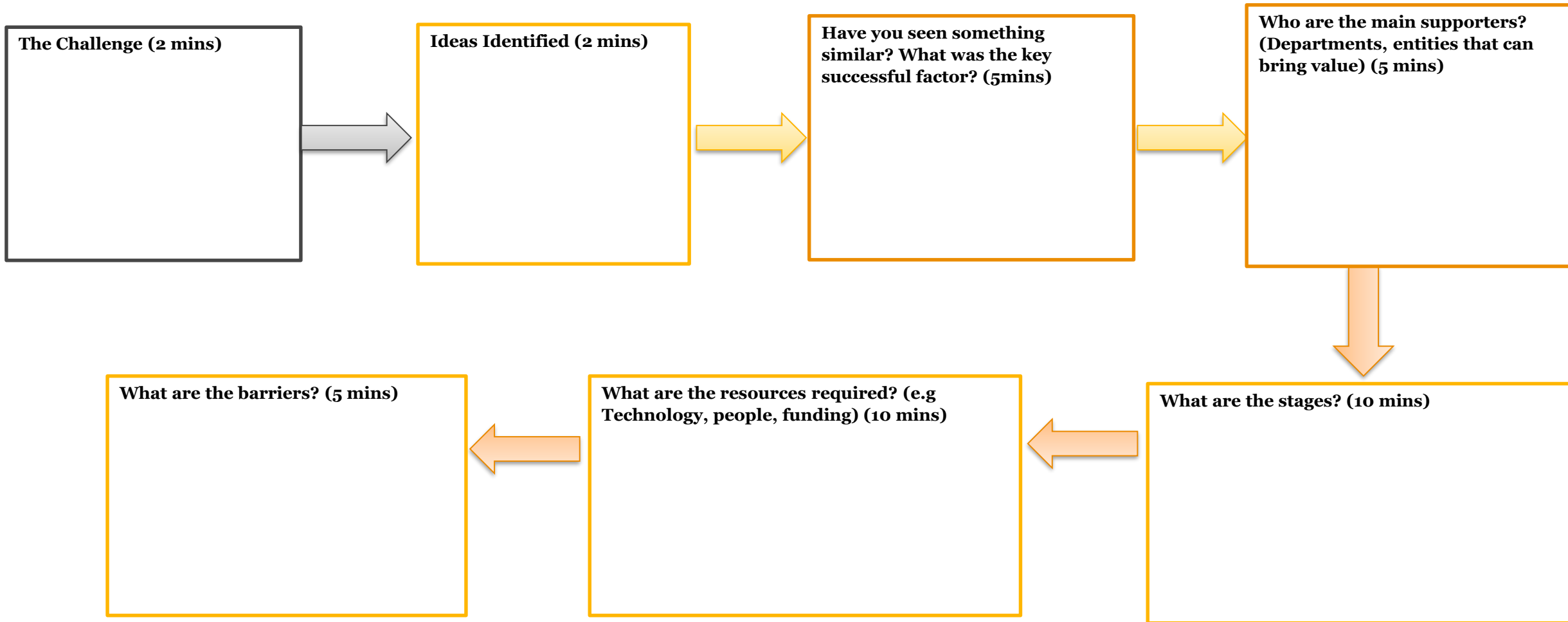
Build a database
of contacts

Sustainability



Ease of Implementation

Turning issues into opportunities!





Workshop C

Effective formulation of policy papers in relation to the Maltese Government's position on proposed EU related matters



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Workshop C

Introduction to the subject



Insight on topic (1)

Workshop C: Effective formulation of policy papers in relation to the Maltese Government's position on proposed EU related matters



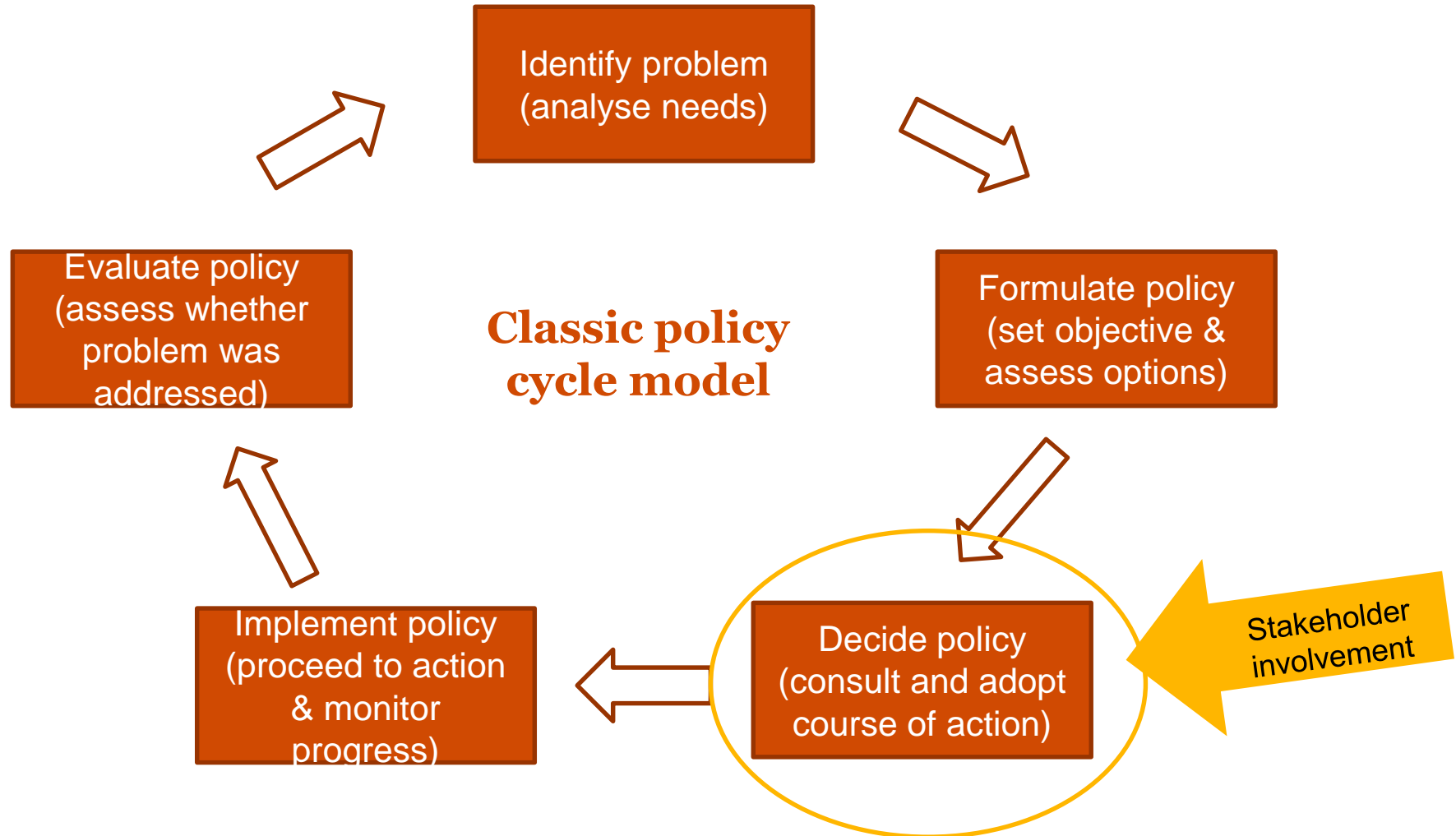
“Good governance is all about policy choices: how administrations make best use of the powers and resources entrusted to them by the public, and manage their relationships with citizens, businesses and other stakeholders.

Public policies and their outcomes may be strengthened through systematic insight into the perspective of citizens and businesses, and active involvement of the stakeholders which can turn new ideas into practice.”

European Commission

Insight on topic (2)

Workshop C: Effective formulation of policy papers in relation to the Maltese Government's position on proposed EU related matters



Insight on topic (3)

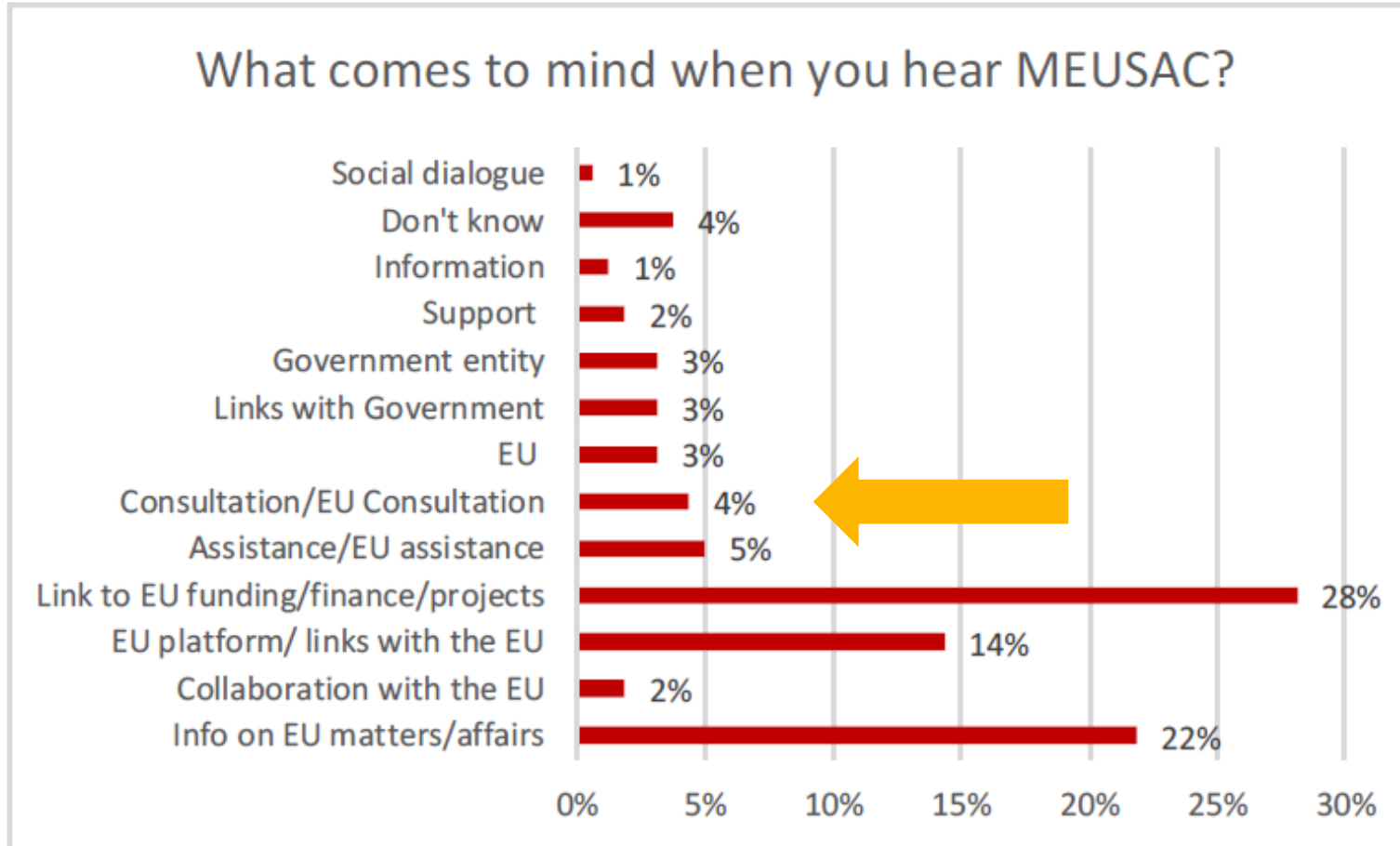
Workshop C: Effective formulation of policy papers in relation to the Maltese Government's position on proposed EU related matters

- One of the roles of MEUSAC is to administer various consultation processes.
- The aim of MEUSAC's consultation process is to facilitate discussion between Government and civil society on draft EU legislation and policies, as well as on the transposition of EU directives.
- This is affected through meetings of the: Core Group, consultations and information sessions, public debates and one-to-one meetings.



Insight on topic (4)

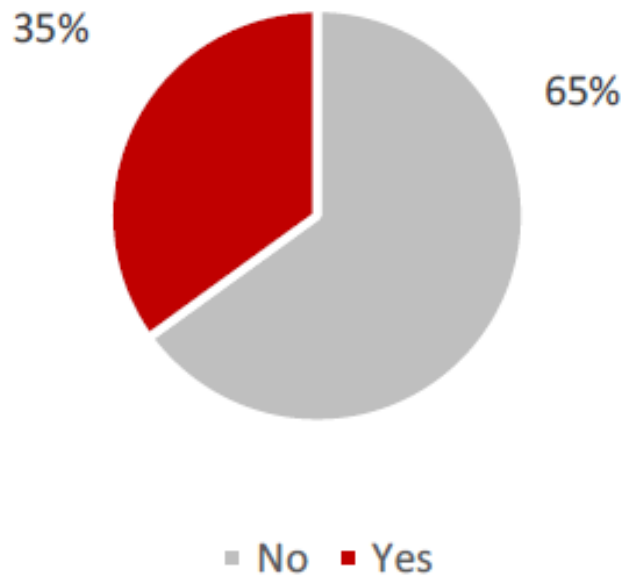
Workshop C: Effective formulation of policy papers in relation to the Maltese Government's position on proposed EU related matters



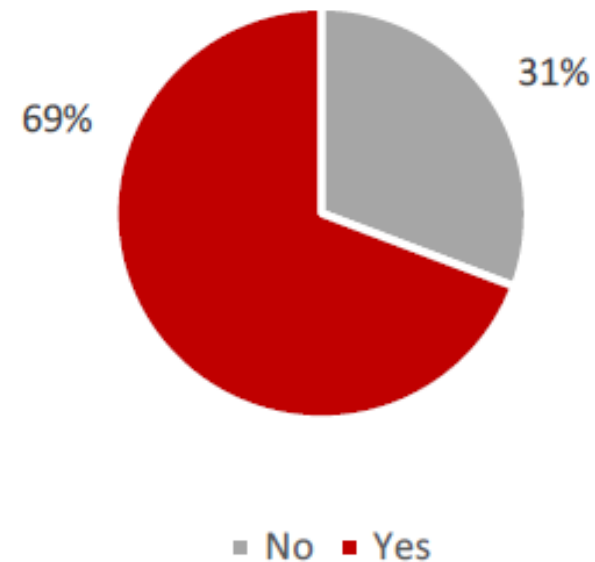
Insight on topic (5)

Workshop C: Effective formulation of policy papers in relation to the Maltese Government's position on proposed EU related matters

Do you generally participate in consultation sessions?



If no, would you be interested in participating in consultation sessions?



Workshop C Challenges



Challenges

- 1** Increasing awareness of MEUSAC's role
- 2** Increasing attendance to consultations
- 3** Increasing participation/ value

Workshop C

Idea Generation



Challenge 1

Increasing awareness of MEUSAC's role

Using different media to communicate topics and sessions

Promote topics of interest through other intermediary bodies

Communicate use of feedback in policy formation

Challenge 2

Increasing attendance to consultations

Understanding the relevance of the topic to your entity

Improving logistics (location, time, notification)

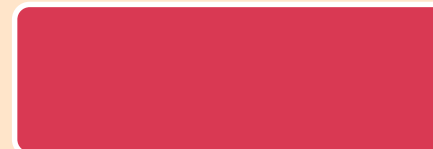


Challenge 3

Increasing participation/value

Changing format of sessions (informal, small groups, facilitator)

Use of technology to reach out to a wider audience

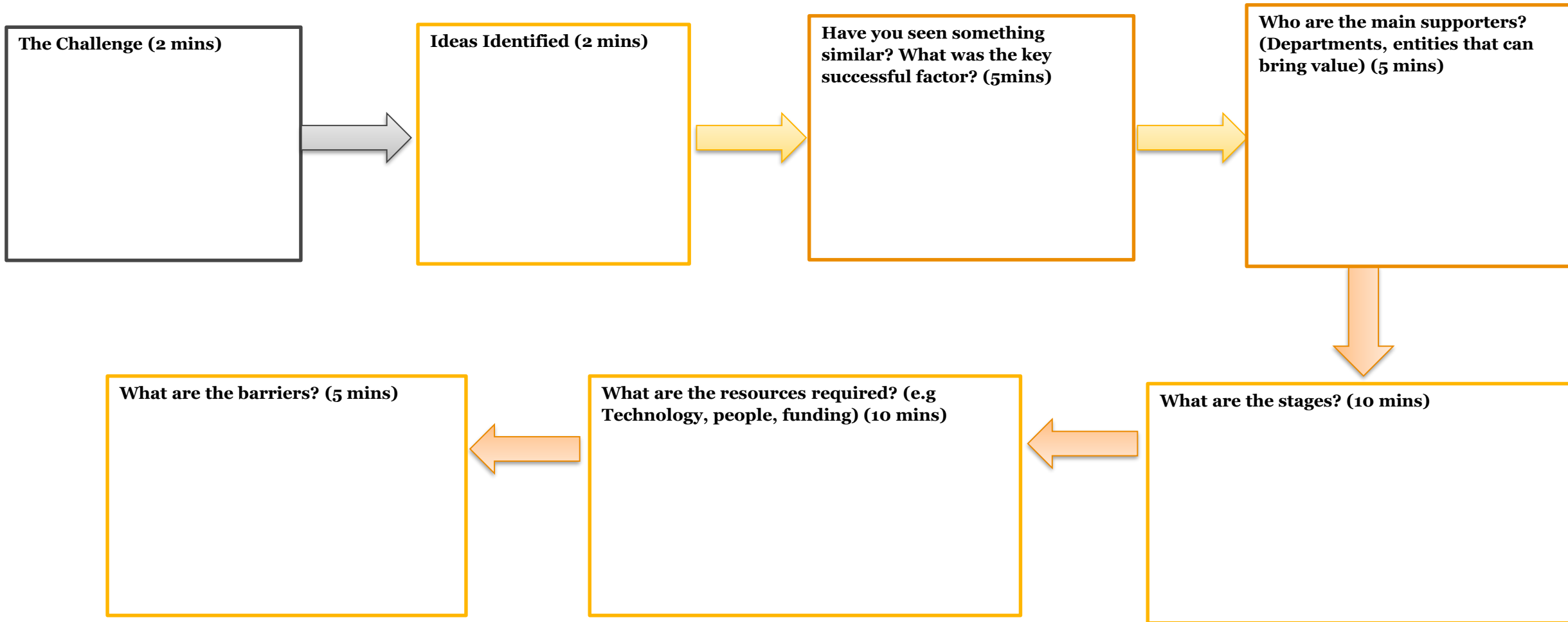


Sustainability



Ease of Implementation

Turning issues into opportunities!



Conclusion

