

## CEB Toolkit for Employment and Decent Work

*The Toolkit for Mainstreaming Employment and Decent Work* helps the multilateral system incorporate employment and decent work outcomes into their policies, strategies, programmes and activities. By acting as a kind of 'lens', it helps agencies evaluate their policies and practices in the light of the Decent Work Agenda. Because each agency has its own mandate, goals and strategies, it covers a wide range of issues. However, it is not exhaustive. The self-assessment checklist included in the Toolkit sets out questions that each organization can ask itself to assess and refine its policies, strategies and programmes in order to reach its objectives by drawing on the values of decent work.

### Background

Employment and decent work were recognized as international development goals in 2005 at the United Nations World Summit, placing them on an equal footing with the MDGs. In 2006, the Economic and Social Council (ECOSOC) called on the UN system to support countries in their efforts to include the ILO's Decent Work Agenda in their development policies. The Chief Executives Board (CEB), which includes the executive heads of all UN agencies, the Bretton Woods Institutions and the WTO, asked the ILO to develop a Toolkit to be used by CEB member agencies, UN Country Teams, and national stakeholders, including governments, employers' and workers' organizations and other development partners.

In 2009 the Toolkit was incorporated into the Common Country Assessment and UN Development Framework (CCA/UNDAF) Guidelines. The UNDAF defines common goals, outcomes and programmes for UN agencies working at the country level. By including the Toolkit into the UNDAF Guidelines, the United Nations has again underscored its priorities for decent work and employment.

### Implementing the Toolkit

**The Toolkit is a process with three parts –**

**Self-assessment** – Two checklists help agencies and constituents assess and optimize the effect of their policies, programmes and activities on employment and decent work. The first is for the use of multilateral organizations at the global level; the second is for stakeholder use at the country level. Both are based on the four pillars of the Decent Work Agenda – rights, employment, protection, and dialogue. These are mutually supportive and inseparable, and this is reflected in the checklist.

The ILO provides technical support to any UN entity wishing to complete a checklist. The results are used to establish a baseline for measuring and monitoring progress and to prepare an action plan.

**Knowledge sharing** – An interactive platform (<http://cebtoolkit.ilo.org>) is provided for knowledge management and sharing. It comprises practical and knowledge-based tools. It also includes good practices from different countries and regions. Users can either provide feedback, identify knowledge gaps, set up e-forums for collaboration and even post their own tools.

Each organization has its own portal and can freely determine its internal procedures for using the allocated space.

Capacity building – The [ILO](#) provides training to strengthen knowledge of the Decent Work Agenda. The Toolkit helps stakeholders participating in such training to understand the issues involved more effectively in mainstreaming decent work into their policies, programmes and activities at the global, regional or country level.

## Responding to the crisis

In the context of the global financial and economic crisis, the effective implementation of the Decent Work Agenda has become more critical. *The ILO's 2008 Declaration on Social Justice for a Fair Globalization* invites ILO constituents to actively engage in formulating social, economic and environmental policies to promote decent work. The Toolkit provides support for constituents and development partners to assess policies and programmes.

The ILO has received funds from the European Commission to further develop the Toolkit for the European Union's Decent Work Campaign, in particular the knowledge-sharing platform, the dissemination of the Toolkit in the UN system and the piloting of country-level application. The ILO, in collaboration with the ILO International Training Centre in Turin, is developing modules to improve the capacity of constituents and officials of the ILO and other UN agencies to use the Toolkit for mainstreaming [decent work](#).