



Governing Body

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Institutional Section

INS

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FOURTH ITEM ON THE AGENDA

Matters arising out of the work of the 106th Session (2017) of the International Labour Conference

Follow-up to the resolution concerning the second recurrent discussion on fundamental principles and rights at work

Purpose of the document

This document proposes a plan of action for the period 2017–23 to give effect to the conclusions concerning the second recurrent discussion on fundamental principles and rights at work, adopted by the International Labour Conference in June 2017. It gives priority to concrete requests arising from the discussion.

The Governing Body is invited to provide guidance on the proposed plan of action (see draft decision in paragraph 18).

Relevant strategic objective: Standards and fundamental principles and rights at work.

Main relevant outcome/cross-cutting policy driver: All.

Policy implications: Guiding ILO action on fundamental principles and rights at work for the period 2017–23.

Legal implications: None.

Financial implications: Extra-budgetary resource mobilization is required for the implementation of this plan of action.

Follow-up action required: Implementation of the plan of action.

Author unit: Fundamental Principles and Rights at Work Branch (FUNDAMENTALS).

Related documents: GB.328/POL/7; ILO Declaration on Social Justice for a Fair Globalization; ILO Declaration on Fundamental Principles and Rights at Work; resolution concerning the second recurrent discussion on fundamental principles and rights at work, International Labour Conference, 106th Session, Geneva, 2017.

Context and overview

1. At its 106th Session (June 2017), the International Labour Conference conducted a second recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization, 2008. The Conference adopted a resolution¹ and framework for action for the effective and universal respect, promotion and realization of fundamental principles and rights at work for the period 2017–23, and requested the Director-General to prepare a plan of action for consideration of the Governing Body at its 331st Session in October 2017.
2. The plan of action recognizes that fundamental principles and rights at work are universal, inalienable, indivisible, interdependent and interrelated human rights, which are key to achieving decent work and sustainable development. All action proposed is consistent with the Programme and Budget for 2018–19, the Centenary Initiatives, and relevant regional declarations, including the 2016 Bali Declaration,² the 2015 Addis Ababa Declaration³ and the 2014 Lima Declaration.⁴ Recognizing that bottom-up approaches are vital to sustain impact, implementation of this plan of action will focus on the specific needs and circumstances of member States, and country-specific challenges identified by the supervisory mechanisms and through ILO field offices. Specific action is proposed to improve use of the information gathered in the development of Decent Work Country Programmes (DWCPs) and other planning frameworks including the United Nations Development Assistance Frameworks (UNDAFs), implementation plans and voluntary national reviews linked to the Sustainable Development Goals (SDGs), and information provided as part of the review of annual reports under the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work (1998 Declaration) and the reports of the ILO supervisory bodies.
3. The plan of action is organized around three broad components identified in the framework for action: (i) realizing fundamental principles and rights at work at the national level; (ii) mobilizing ILO means of action on fundamental principles and rights at work; and (iii) taking into account other initiatives to promote fundamental principles and rights at work. It reflects an integrated approach, consistent with the Office's integrated strategy on fundamental principles and rights at work,⁵ and proposes specific, measureable, achievable, relevant and time-bound targets and outputs.

Overall orientation and objectives

4. The overall objective of this plan of action is to support constituents, based on their established and expressed needs, to meet their obligation as member States to respect, promote and realize fundamental principles and rights at work in an integrated manner. The appendix to this plan of action identifies outcomes and some key outputs.

¹ ILO: [Resolution concerning the second recurrent discussion on fundamental principles and rights at work](#), International Labour Conference, 106th Session, Geneva, 2017.

² [APRM.16/D.6](#).

³ [AFRM.13/D.8](#).

⁴ [AMRM.18/D.5\(Rev.\)](#).

⁵ [GB.328/POL/7](#).

Component I: Realizing fundamental principles and rights at work at the national level

5. The objective is to establish or strengthen policy, legal and institutional frameworks on fundamental principles and rights at work with robust and accountable public institutions to implement and enforce them. Based on established needs, national action plans on fundamental principles and rights at work will be developed, or relevant issues integrated, into existing frameworks, to address implementation gaps. Policy advice and technical assistance will include supporting constituents to establish or strengthen institutions for bipartite and tripartite cooperation, such as economic and social councils or other institutions, with a view to enhancing tripartite social dialogue in policy formulation. Capacity-building activities and technical assistance provided by the Office are summarized under Component II.

Component II: Mobilizing ILO means of action on fundamental principles and rights at work

Effective planning and resource allocation

6. The Office will intensify collaboration within and across departments and field offices through designated focal points, to ensure that fundamental principles and rights at work are mainstreamed in ILO programmes and activities. At the national level, the Office will focus on the specific needs and circumstances of member States, and country-specific obstacles to effective implementation as identified by the supervisory mechanisms. It will seek to incorporate ratification and implementation of the fundamental Conventions in DWCPs, as appropriate.
7. The implementation of this proposed plan of action will require diverse partnerships and a combination of regular and extra-budgetary resources, linked to the programme and budget and the Office's development cooperation strategy. The IPEC+ flagship programme and emerging programmes or plans of action contributing to the achievement of SDG targets 8.5,⁶ 8.7,⁷ and 8.8,⁸ will be used to harness additional extra-budgetary resources for the implementation of this plan of action, as well as South–South and triangular cooperation.

Building capacity and strengthening development cooperation

8. The objective is to enhance the capacity of constituents to address ratification and implementation gaps in respect of fundamental principles and rights at work at the national level. Based on the needs identified by constituents, tailored training workshops will be

⁶ By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

⁷ Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025, end child labour in all its forms.

⁸ Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

organized, and recommendations for follow-up action implemented. The exchange and dissemination of good practices between and among regions will also be encouraged.

9. Development cooperation projects will strengthen the capacity of ILO constituents to bring about positive change at the national level. National level projects will be developed under the following frameworks: (a) the IPEC+ flagship programme and Alliance 8.7 to end forced labour, modern slavery, human trafficking and child labour (Alliance 8.7); (b) the Equal Pay International Coalition (EPIC); (c) follow-up to the Women at Work initiative; and (d) the plan of action around target 8.8 of the SDGs with a focus on freedom of association and the effective recognition of the right to collective bargaining.

Enhanced research capacity

10. The objective is to develop and disseminate peer-reviewed and scientifically rigorous research on all fundamental principles and rights at work. Evidence-based research will be carried out on all areas highlighted in the framework for action with the goal of furthering the effective implementation of fundamental principles and rights at work. The Office will scale-up its research and data collection on non-discrimination and freedom of association and the effective recognition of the right to collective bargaining, and aims to produce global estimates, similar to those produced on the other fundamental principles. Global estimates on fundamental principles and rights at work will be based on the resolutions and Recommendations adopted by the International Conference of Labour Statisticians (ICLS) and the United Nations Statistical Commission with regards to the SDG indicators.

Effective standards-related action

11. The objective is to promote the ratification and effective implementation of all fundamental Conventions and the Protocol of 2014 to the Forced Labour Convention, 1930 (Protocol of 2014). The Office will step up action for the universal ratification of the eight fundamental Conventions, by giving new impetus to the universal ratification campaign, taking into account the low rates of ratification of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). It will also continue to implement its “50 for Freedom” campaign, to encourage at least 50 countries to ratify the Protocol of 2014 by the end of 2018. Additionally, a detailed analysis with regards to gaps in existing ILO standards on discrimination in employment and occupation will be conducted.

Component III: Taking into account other initiatives to promote fundamental principles and rights at work

12. The objective is to build or strengthen partnerships at the global, regional and national levels, with the aim of ensuring policy coherence and supporting the efforts of member States to achieve the SDG targets of particular significance for fundamental principles and rights at work, namely targets 8.5, 8.7 and 8.8. The Office will continue to engage in a proactive manner with international and regional organizations, and cooperate with the United Nations system to promote fundamental principles and rights at work. Special attention will be paid to working with international financial institutions, with a view to strengthening labour and environmental safeguard policies.

Monitoring and evaluation

13. The plan of action will be reviewed by the Office annually and adjusted as required to reflect continuously evolving economic and political contexts, ensuring consistency with any decisions regarding UN reform, monitoring of SDG targets, programming cycle of the Office's results-based management process, and declarations from regional ILO meetings.
14. Implementation of the plan of action will be evaluated in accordance with timelines and modalities to be agreed upon by the Governing Body, but not later than 2020. The findings and recommendations will be incorporated in the report to be submitted to the International Labour Conference in 2023, when the third recurrent discussion on fundamental principles and rights at work will be held.

Specific targets to be achieved under the plan of action

15. The plan of action identifies incremental targets to be achieved: (a) on the occasion of the 20th anniversary of the ILO Declaration on Fundamental Principles and Rights at Work in 2018; (b) on the occasion of the ILO's centenary in 2019; and (c) at the end of 2022, before the next recurrent discussion on fundamental principles and rights at work in 2023. These targets build on some of those identified in the 2012 plan of action.

By December 2018:

- (a) 11 member States have identified fundamental principles and rights at work either as a priority or an outcome in newly established DWCPs;
- (b) ten member States have adopted, revised or updated national action plans or other relevant frameworks to promote, respect and realize fundamental principles and rights at work;
- (c) 15 more ratifications of the fundamental Conventions (baseline at 30 September 2017: 1,371); and
- (d) 32 more ratifications of the Protocol of 2014 to reach the target of the "50 for Freedom" campaign (baseline at 30 September 2017: 20).

By December 2019:⁹

- (a) two more member States have identified fundamental principles and rights at work either as a priority or an outcome in newly established DWCPs;
- (b) ten more member States have adopted, revised or updated national action plans or other relevant frameworks to promote, respect and realize fundamental principles and rights at work; and
- (c) 25 more ratifications of the fundamental Conventions and the Protocol of 2014 (baseline to be determined following targets achieved in December 2018).

⁹ Baselines for 2019 and 2022 will be determined following targets achieved in December 2018 and 2019 respectively.

By December 2022:

- (a) 15 more member States have identified fundamental principles and rights at work either as a priority or an outcome, in newly established DWCPs;
 - (b) ten more member States have adopted, revised or updated national action plans or other relevant frameworks to promote, respect and realize fundamental principles and rights at work;
 - (c) universal ratification of the fundamental Conventions and the Protocol of 2014;
 - (d) 40 per cent decline in the prevalence of child labour globally (baseline in 2017: 152 million children affected); and
 - (e) 20 per cent decline in the prevalence of forced labour globally (baseline in 2017: 25 million victims).
- 16.** In order to facilitate eventual global estimates on discrimination and freedom of association and collective bargaining, as required by paragraphs 7(c) and (e) of the framework for action, the Office will develop and propose a common measurement framework for the collection and harmonization of national data, on the basis of which prevalence and trends can be estimated at a later stage.
- 17.** In addition, the action plan aims to facilitate a 20 per cent increase in the progress noted in the implementation of fundamental Conventions by the supervisory bodies in 2022 compared to those in 2017.

Draft decision

- 18.** *The Governing Body requests the Director-General to take account of its guidance in implementing this plan of action and to consider the plan of action when preparing future programme and budget proposals and developing extra-budgetary resource mobilization initiatives.*

Appendix

Component I: Realizing fundamental principles and rights at work at the national level			
Outcome 1: Strengthened policy, legal and institutional frameworks			
Some key outputs	Corresponding paragraphs in framework for action	Timeline	Estimated resources needed (US\$)
Specific targets as per paragraph 15 achieved and technical assistance provided upon request, including through Country Programme Outcomes.	2(a)–(f)	2018–22	4 000 000
Policy briefs for sound and inclusive labour governance with a focus on all fundamental principles and rights at work.	2(a)–(e)	2018–19	30 000
Baseline tables for the Annual Review under the follow-up to the 1998 Declaration simplified, more accessible and visible, including country baselines for those countries not having yet ratified the Protocol of 2014.	2(f)	2017–18	5 000
Online application for both ratifying and non-ratifying countries with online reporting for the annual review. Presentation options to make fundamental principles and rights at work data more accessible and visible, including identification of specific needs and permitting a fuller assessment of efforts made and to facilitate the exchange of experiences.	2(f), 4(c)–(d)	2018	150 000
Component II: Mobilizing ILO means of action on fundamental principles and rights at work			
Outcome 2: Enhanced capacity of member States to implement fundamental principles and rights at work with support of the social partners			
Some key outputs	Corresponding paragraphs in framework for action	Timeline	Estimated resources needed (US\$)
A global academy on fundamental principles and rights at work at the International Training Centre of the ILO in Turin, providing a mix of targeted and general courses, including opportunities for sharing of good practices. Targeted courses will include capacity building for workers' and employers' organizations with a focus on collective representation and bargaining.	6(a), (c), (d), (g)	Biennially, starting 2019	80 000 every two years
Capacity-building programme for workers, trade unions, employers and employers' organizations, public authorities, labour courts and labour dispute resolution bodies on most frequent obstacles to full realization of freedom of association and the effective recognition of the right to collective bargaining.	6(c)–(d)	2018–22	200 000
A global equal pay conference to share innovative interventions for accelerated action, as well as to focus policymakers' attention on the issue.	6(f), 7(d)	2021	100 000

Training materials developed and delivered at seminars in selected regions on the evolution, impact and implementation of labour provisions in trade agreements.	7(j)	2018–19	200 000
Guidance notes for country offices on all four fundamental principles and rights at work to promote their inclusion in DWCPs and UNDAFs, based on the diverse realities and needs of the member States and analysis of the information provided through the online application for ratifying and non-ratifying states.	6(a)	2019	20 000
Outcome 3: Enhanced impact of development cooperation programmes			
Some key outputs	Corresponding paragraphs in framework for action	Timeline	Estimated resources needed (US\$)
IPEC+ flagship programme as part of Alliance 8.7 and related to SDG target 8.7 operational in at least 30 countries.	6(e)	2017–22	50 000 000
Country-level projects related to SDG target 8.8 operational in selected countries. Projects will include components on increased ratification and improved implementation of Conventions Nos 87 and 98, as appropriate.	4(a)–(c), 11(c)	2017–22	15 000 000
EPIC country-level projects operational in selected countries.	6(f), 7(d), 11(b)	2018–22	15 000 000
Outcome 4: Enhanced and widely disseminated knowledge on fundamental principles and rights at work			
Some key outputs	Corresponding paragraphs in framework for action	Timeline	Estimated resources needed (US\$)
Additional statistical information on child labour and forced labour generated through stand-alone and/or modular surveys in a critical mass of countries per region, and in selected sectors.	7(b)	2018–20	10 000 000
Agreed ILO indicators and methodology to measure discrimination in employment and occupation developed, pilot tested and implemented in selected countries with a view to generating global estimates on a selected ground of discrimination.	7(c)	2019–23	5 000 000
Agreed ILO indicators and methodology to measure freedom of association and the effective recognition of the right to collective bargaining, developed, pilot tested and implemented in selected countries with a view to generating global estimates.	7(e)	2019–23	5 000 000
Research paper focusing on the extent to which violations of fundamental principles and rights at work perpetuate inequalities, identifying the groups that are more acutely affected.	7(a)	2018	100 000
Issue briefs and updated tools to develop national lists of hazardous child labour and develop occupational safety and health (OSH) training for youths of legal working age.	6(b)	2017–18	50 000

Global estimates on child labour and forced labour are widely disseminated through media and targeted briefings for policy-makers.	7(b)	2017 and 2021	180 000
Global Wage Report on equal pay for work of equal value widely disseminated through media and targeted briefings for policy-makers.	6(f), 11(b)	2017–18	125 000
Enhanced databases and knowledge-sharing portals on fundamental principles and rights at work.	11(b)	2021	500 000
Issue briefs on the nexus between fundamental principles and rights at work and future of work, women at work, non-standard forms of employment, including new forms of employment such as the platform economy.	5(c), (g)	2018–19	50 000
Assessment of fundamental principles and rights at work and OSH in public and private compliance initiatives, and possible interrelationship.	7(k)	2019	50 000
Issue briefs highlighting comprehensive, country-based approaches to sectors that are more prone to violations of FACB rights.	5(g)	2018	50 000
Outcome 5: Strengthened standard related action			
Some key outputs	Corresponding paragraphs in framework for action	Timeline	Estimated resources needed (US\$)
Gap analysis of existing ILO standards on discrimination in employment and occupation.	8(c)	2019–20	50 000
Media campaign including public service announcements, videos, radio programmes and documentaries on the Protocol of 2014 designed and implemented in selected countries within the framework of the “50 for Freedom” campaign.	4(a), 6(e)	2017–19	200 000
Multimedia evidence-based training toolkit (guide, training materials, PowerPoint presentations and videos) developed and rolled-out to selected member States assist in universal ratification of the eight fundamental Conventions, taking into account the low ratification of Conventions Nos 87 and 98 and focusing on regions with comparatively lower ratification rates.	4(a)	2018–22	350 000
A gap analysis for non-ratifying member States with respect to the fundamental Conventions.	4(a)–(b), 8(a)–(b)	2018–22	30 000

Component III: Taking into account other initiatives to promote fundamental principles and rights at work
Outcome 6: Expanded partnerships and linkages with SDGs

Some key outputs	Corresponding paragraphs in framework for action	Timeline	Estimated resources needed (US\$)
IV Global Conference for the Sustained Elimination of Child Labour to contribute to further consolidating global commitment and to sustain impact.	11(b)	2017 and 2021	2 000 000
Regional initiatives to achieve SDG target 8.7 and to identify regional indicators and accompanying recommendations for monitoring progress collectively; and provide a forum for sharing policies and good practices in partnership with international and regional organizations (see also outcome 3).	11(b), 6(e)	2017	500 000
EPIC launched, and regional meetings held to increase support, awareness and greater engagement of governments, constituents and other stakeholders at the global, regional and national levels, to take action towards the achievement of SDG target 8.5 on equal pay for work of equal value between women and men in partnership with international and regional organizations (see also outcome 3).	11(b), 12(d)	2017	500 000
Global and regional meetings to promote implementation of SDG target 8.8 to protect labour rights with a focus on freedom of association and the effective recognition of the right to collective bargaining in partnership with other international and regional organizations (see also outcome 3).	11(c)	2018–19	500 000
Series of SDG notes on all fundamental principles and rights at work.	12(b-d)	2017–20	100 000

Outcome 7: Strengthened partnerships with UN agencies and key stakeholders to promote fundamental principles and rights at work at all levels

Some key outputs	Corresponding paragraphs in framework for action	Timeline	Estimated resources needed (US\$)
Web-based capacity-building resource platform for decent work for sustainable development to include all fundamental principles and rights at work.	12(b), (f)	2017	100 000
Fundamental principles and rights at work integrated into the existing modular training programme for World Bank staff and borrowers on safeguard policies.	11(a)	2017–20	100 000
Child Labour Platform and the Global Business Network against Forced Labour and Human Trafficking.	11(a)	2017–21	200 000
International Partnership for Cooperation on Child Labour in Agriculture.	11(a)	2017–21	100 000
Agreements between the ILO and regional and international financial institutions to facilitate engagement with the ILO to provide expertise on issues related to the application of the lending safeguards with respect to fundamental principles and rights at work and other labour issues.	12(a), (f)	2018	20 000