
Evaluation of the impact of the ILO Declaration on Social Justice for a Fair Globalization, 2008

Summary of replies to the questionnaire

List of abbreviations

ASEAN	Association of Southeast Asian Nations
BRICS	Brazil, Russian Federation, India, China and South Africa
DWCP	Decent Work Country Programme
EAC	East African Community
FAO	Food and Agriculture Organization of the United Nations
FPRW	Fundamental principles and rights at work
ILS	International labour standards
ILO	International Labour Organization
IMF	International Monetary Fund
OIC	Organisation of Islamic Cooperation
OSH	Occupational Safety and Health
MLC, 2006	Maritime Labour Convention, 2006
MERCOSUR	Common Market of the Southern Cone
NGO	Non-governmental organization
SADC	Southern African Development Community
SMEs	Small and medium-sized enterprises
UN	United Nations
UNDP	United Nations Development Programme
WTO	World Trade Organization

Introduction

1. With a view to the preparation of the report *Advancing social justice: Reviewing the impact of the ILO Declaration on Social Justice for a Fair Globalization* (Report VI), submitted to the 105th Session of the International Labour Conference, June 2016, a questionnaire was sent to Members to collect information not otherwise available to the Office.
2. In total, 104 replies to the questionnaire were received from governments and 45 from employers' and workers' organizations, containing information on:
 - (1) the steps taken with a view to the implementation of the strategic objectives set out in the Declaration in an integrated manner, including the measures taken to ensure coordination with the social partners and other entities at the national, regional and international levels; and
 - (2) general views on the impact of the Declaration, including the mechanisms for its implementation, and any further steps to be considered in this regard.
3. The present summary provides additional information to that included in Report VI.

1. Members' awareness and approaches to the implementation of the Declaration

4. The information contained in the answers to **questions 1, 2 and 7** of the questionnaire provides indications of the awareness of Members and the approaches adopted for the implementation of the Declaration. These answers, which informed section 2.1 of Report VI, may be further summarized as follows.
5. **At the national level**, the Declaration has served as a guiding tool for the adoption of national strategies to achieve decent work and the implementation of the strategic objectives (paragraph 44).¹
6. Nine replies refer to consultations held to discuss the adoption or implementation of the Declaration at the national level. The questionnaire also resulted in the communication of the Declaration to the social partners. Two replies suggest that the translation of the Declaration into national languages would further enhance awareness among constituents. One reply indicates that an official event was organized to mainstream the Declaration at the national level, attended by representatives of the government, the social partners and the ILO.
7. While acknowledging the relevance of the Declaration, nine government replies from Europe and Central Asia and from Asia and the Pacific indicate that measures covering the strategic objectives existed prior to the adoption of the Declaration, or broadly reflect its spirit. However, they add that the Declaration has shed light on the human rights aspects of the world of work. Workers' organizations in these countries, while acknowledging this information, urge governments to adopt stronger measures for the implementation of the Declaration in an integrated manner.
8. While acknowledging that the Declaration has not been the main driving force for all policy discussions at **the regional and international levels**, 33 replies from across the regions indicate that it has facilitated the adoption of coherent positions in various forums for the

¹ The paragraph and section numbers given in brackets refer to the relevant parts of Report VI.

elaboration of comprehensive social, economic and environmental policies. Members report that they have taken steps for the use of the Declaration as a guiding tool to improve coverage of the strategic objectives and promote the Decent Work Agenda globally.

2. Contribution of the Declaration to the promotion of the strategic objectives in an integrated manner at the national, regional and international levels

2.1. Overview of action taken at the national level and its impact

9. Information provided under **questions 1, 3 and 4** of the questionnaire covers the steps taken at the national level for the implementation of the Declaration. These replies, which informed section 2.2 of Report VI, may be summarized as follows.

2.1.1. Measures at the national level

10. Reference is made in 13 replies to **national strategies to achieve decent work** (Declaration, Part II(B)(i)) aimed at covering the four strategic objectives in an integrated manner with a view to strengthening coherence between social, economic and financial policies. ILO technical assistance and the design of DWCPs have in some cases contributed to a better understanding and ownership of the integrated approach.
11. Of the 93 replies reporting measures taken under the strategic objective of **employment**, 61 refer to the development of national employment strategies to achieve decent work which encompass two or three strategic objectives with a view to strengthening coherence between social, economic and financial policies (paragraphs 45–50).
12. According to the replies, these policies have generally been discussed in tripartite settings, and alignment has been sought with the Global Jobs Pact, the Millennium Development Goals and the 2030 Agenda for Sustainable Development. They are generally presented as pursuing the dual goals of generating better employment and achieving economic growth. Other goals include:
 - combating unemployment, particularly for youth and women;
 - formalizing the economy; and
 - supporting youth entrepreneurship and emerging businesses by facilitating access to credit and providing training in business development and cooperative governance.
13. National employment agencies are usually described as being responsible for the implementation of these policies. Nine replies refer to the establishment of sub-national or sectoral agencies to respond better to the specific needs of workers and employers at the regional, municipal and sectoral levels, including the creation of employment portals to facilitate labour intermediation and improve the accessibility of employment policy measures.
14. Of the 90 replies that refer to measures taken under the strategic objective of **social protection**, 53 report linkages between the promotion of social protection and one or more other strategic objectives, particularly employment and social dialogue and tripartism.

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15. Measures covering the strategic objective of social protection include:
- the adoption of OSH policies, including national workplace policies on HIV and AIDS;
 - the adoption of social protection policies, including reforms of pension systems, particularly for workers engaged in atypical forms of work and temporary work;
 - minimum wage policies, sometimes with a view to eliminating regional disparities;
 - improved parental leave, including the establishment of day care systems, with a view to eliminating gender inequalities;
 - the reduction of working hours and the introduction of teleworking; and
 - the adoption or reform of unemployment insurance schemes.
16. These measures have usually been accompanied by reforms of labour administration and inspection systems, including the establishment of labour market information systems, which involve linkages between social protection and social dialogue and tripartism.
17. Of the 67 replies that refer to measures taken under the strategic objective of **social dialogue and tripartism**, 43 report linkages between the promotion of social dialogue and tripartism and one or more other strategic objectives, particularly FPRW. National task forces and social dialogue forums have been created to assist in resolving important economic and social issues, encourage good governance and advance social and industrial peace and stability.
18. For example, one reply indicates that the ILO and the IMF have implemented a pilot project at the national level with a view to enhancing social dialogue to identify the main obstacles to inclusive and sustainable growth and the corresponding reforms to foster sustained economic growth and increase the quality and number of jobs.
19. Measures to strengthen social dialogue have been accompanied by constitutional and legislative provisions on freedom of association, the institutionalization of collective bargaining processes and the development of comprehensive training programmes on FPRW and social dialogue.
20. Of the 53 replies that refer to measures taken under the strategic objective of **FPRW**, 23 report linkages between the promotion of FPRW and one or more other strategic objectives, particularly social dialogue and tripartism.
21. Measures covering the strategic objective of FPRW include:
- ratification of the fundamental Conventions, with the Declaration serving as a stimulus for the ratification process in some cases;
 - existing or recent constitutional and legislative measures establishing protection for workers' fundamental rights;
 - measures to combat discrimination in the workplace, particularly in relation to gender and equality, with the aim of strengthening the situation of women in the labour market;
 - the inclusion of a general clause in collective agreements requiring the parties to comply with the ILO's fundamental Conventions; and
 - the establishment of action plans to combat forced labour, human trafficking, child labour and violence.

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22. Eight replies also refer to the role of the 1998 ILO Declaration on Fundamental Principles and Rights at Work as a driving force in the ratification of the fundamental Conventions. Six replies from workers' organizations urge their respective governments to ratify the fundamental Conventions, and particularly 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).
23. Across the regions, 53 replies report measures to improve protection for certain categories of vulnerable workers, particularly youth, women, the unemployed and migrant workers, and to a lesser extent rural workers and persons with disabilities. These measures are generally aimed at improving access to employment and social protection, and protecting their rights, with particular reference to non-discrimination and equality.
24. Reference is made in 36 replies from all regions to the development of **indicators** (Declaration, Part II(B)(ii)), the establishment of labour market information systems or observatories and the conduct of surveys to monitor and collect data on the progress made in the implementation of the strategic objectives (paragraphs 51–52). For example, one reply refers to training for labour statisticians and the social partners on the new definitions of employment and employment measurement indicators developed in the context of the 19th International Conference of Labour Statisticians. The training also sought to strengthen capacity to construct indicators to measure and monitor labour migration.
25. Reference is made in 90 replies to specific ILO Conventions that have already been ratified or are being under consideration for ratification. Of these, 31 replies report steps, including in tripartite settings, to examine the possible **ratification** and/or **implementation** of ILO instruments, for example through reforms of labour codes (Declaration, Part II(B)(iii)) (section 2.2.3). Ten replies refer to the recent ratification of the Domestic Workers Convention, 2011 (No. 189), which they consider affords better integrated coverage of the four strategic objectives for this category of vulnerable workers. Ten other replies highlight the recent ratification of the Maritime Labour Convention, 2006 (MLC, 2006), which affords better protection for a specific category of workers. The role of international labour standards in providing guidance for national labour legislation is also mentioned under the strategic objective of FPRW (paragraph 38).
26. Three replies from the Americas report the establishment of tripartite commissions on international labour affairs to discuss the ratification and implementation of ILO Conventions.
27. Reference is made in 36 replies (paragraphs 57–58) to the adoption in the context of national employment strategies of measures to promote the development of **sustainable enterprises** (Declaration Part II(B)(v)) through:
- tax reductions, microcredit and subsidized loans;
 - training and counselling programmes;
 - hiring incentives, such as tax reductions and subsidies for social insurance contributions for enterprises;
 - public services for SMEs, including incubators and targeted Internet platforms; and
 - the mainstreaming of corporate social responsibility programmes.
28. These initiatives generally include a gender-based approach with a view to empowering businesses run by women and the development of cooperatives, which mainly operate in informal sectors of the economy.

Figure 1. Percentage of replies referring to measures taken at the national level in light of Part II(B)(i), (ii), (iii) and (v) of the Declaration, by region

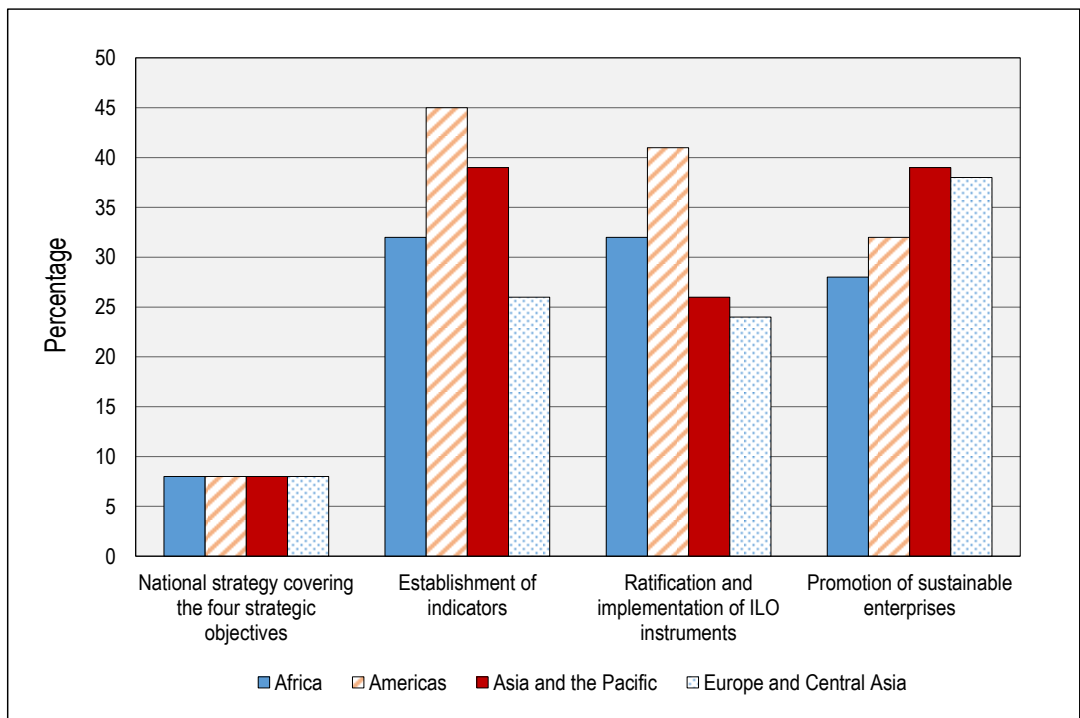
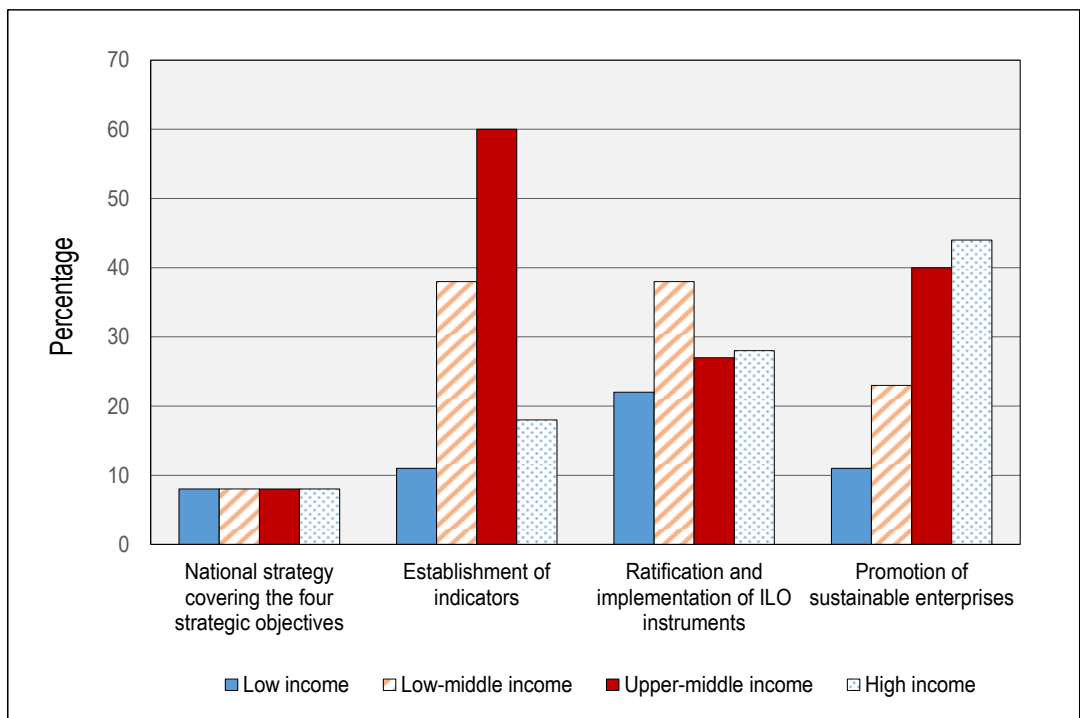


Figure 2. Percentage of replies referring to measures taken at the national level in light of Part II(B)(i), (ii), (iii) and (v) of the Declaration, by national income ²

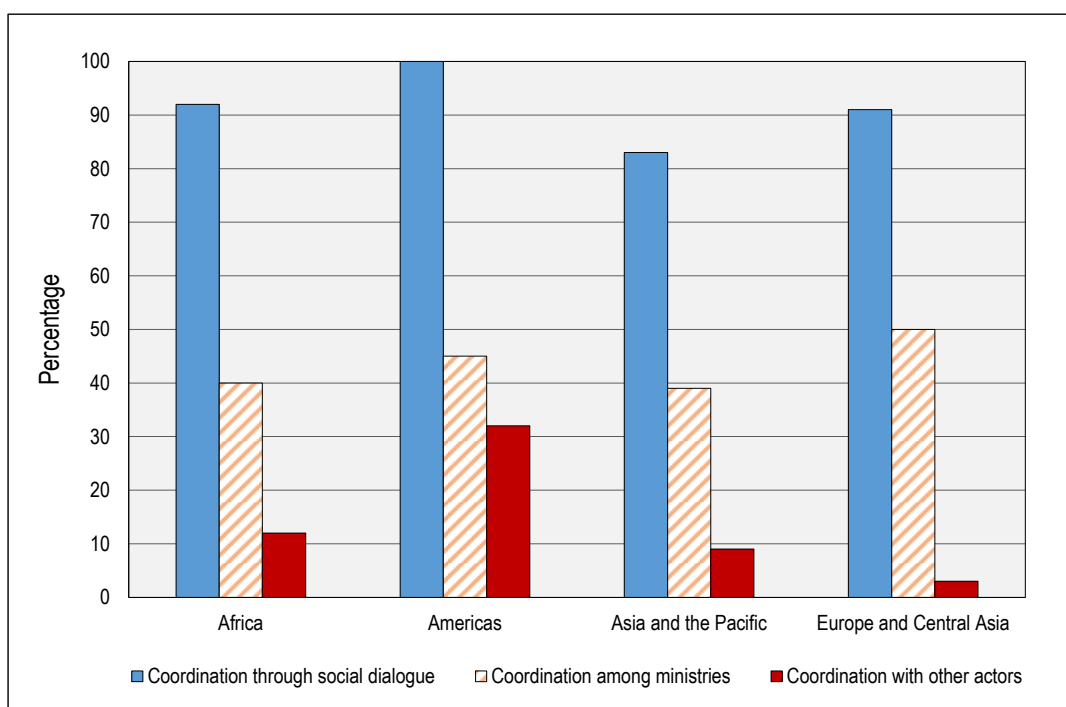


² According to the classification of the World Bank Group, see <http://data.worldbank.org/about/country-and-lending-groups>.

2.1.2. Coordination of action through social dialogue and between different entities

29. Across all regions, 95 replies refer to national tripartite social dialogue mechanisms in which legislative and policy measures are discussed. These mechanisms, which in some cases exist at the national, regional, sectoral and municipal levels, are acknowledged to improve ownership of the measures adopted (paragraphs 59–61). For example, one reply indicates that the composition of the national tripartite committee for social partnership includes the social partners and representatives of the ministries of labour, health and social affairs, justice, economy and sustainable development, regional development and infrastructure and education and science.
30. Reference is made in 46 replies to coordination between ministries with a view to improving policy coherence in general and mainstreaming decent work across national activities (paragraphs 63–65).
31. There are indications in 13 replies of the establishment of coordination with educational institutions, civil society organizations, international NGOs and foundations and private actors to improve coverage of the strategic objectives, and particularly FPRW. Of these, four replies refer to partnerships established with the private sector and/or educational institutions to develop strategies, capacity-building and awareness-raising activities to eliminate child labour with the technical assistance of the ILO. Three replies refer to the involvement of NGOs in discussions on the elaboration of national strategies to achieve decent work. Six replies describe partnerships with educational institutions, private actors and foundations for the development of indicators, employment policies and labour law reforms.
32. For example, one reply reports a partnership with industries in the cocoa sector for the elimination of child labour through awareness-raising activities among communities and the private sector, the implementation and monitoring of action to combat child labour and the provision of social protection for the children concerned and their families.

Figure 3. Percentage of replies reporting coordination at the national level in relation to the strategic objectives



2.1.3. Assistance provided by the ILO

33. The replies refer to ILO technical assistance in the following areas:

Employment

- the development of national employment policies;
- the integration of employment policies in budgetary planning processes;
- the establishment of employment agencies and labour market information systems;
- the development of sustainable enterprises; and
- promotion of the school-to-work transition.

Social protection

- assessments of the social protection situation at the national level with a view to the revision of national legislation on OSH;
- the development of HIV and AIDS workplace policies; and
- the strengthening of technical and vocational education and training.

Social dialogue

- strengthening the capacity of constituents to establish or reinforce effective tripartite institutions, in line with international labour standards.

34. For example, one reply indicates that ILO technical assistance has been received for the adoption of labour laws in the process of transition to democracy, which also led to the creation of employers' and workers' organizations.

FPRW

- the reinforcement of the capacity of national constituents for the ratification of the fundamental Conventions;
- the revision or amendment of constitutional and legislative dispositions to align them with the fundamental Conventions; and
- capacity building and training on freedom of association and collective bargaining.

35. Replies from across the regions refer to ILO technical assistance on labour migration, the transition to the formal economy, gender and equality, the elimination of child labour, the establishment of DWCPs and the integration of international labour standards in all labour-related activities (section 3.3.3).

36. The ILO International Training Centre is also described as playing a key role in training and capacity building for governments and the social partners.

2.2. Action taken at the regional and international levels, including bilateral action and action by groupings of States, and its impact

37. The information provided under **questions 1, 5, 6 and 7** of the questionnaire covers the steps taken at the regional and international levels, including bilateral measures and action by groupings of States, for coordination to improve coverage of the strategic objectives. These replies, which informed section 2.3 of Report VI, may be further summarized as follows.
38. Eight replies refer to bilateral and multilateral free trade agreements which include labour clauses, particularly focusing on FPRW (paragraphs 74–76). Information provided by workers’ organizations highlights differences of views on the impact of such labour clauses. For example, in the Americas, one workers’ organization indicates that such agreements have led to the erosion of workers’ rights, although one workers’ organization indicates that these clauses have resulted in an improvement of protection for workers’ rights.
39. Ten replies from all regions indicate that ILO regional meetings are a platform where Members can exchange good practice, establish cooperation and discuss labour issues.
40. Five replies from **Africa** report that the Declaration has served as a guiding tool for the implementation of regional decent work agendas, including the Southern African Development Community (SADC) Decent Work Programme (2013–19) and the East African Community (EAC) subregional decent work programme. Workers’ organizations in Kenya report that the EAC has helped the East African Trade Union Confederation to advance the Decent Work Agenda in the region. Five replies refer to the Inter-African Conference on Social Security, the West African Economic and Monetary Union and the African Regional Labour Administration Centre, where social protection and social dialogue are discussed (paragraph 80).
41. Four replies from the **Americas** refer to the adoption of the Social and Labour Declaration (*Declaración Sociolaboral*) in 2015 under the auspices of MERCOSUR, which places employment at the centre of public policies and regional development plans, focusing on an integrated approach to the achievement of the strategic objectives. Three other replies refer to the Council of Ministers of Labour of Central America and the Dominican Republic, which recommended its members to incorporate productive employment and decent work in the post-2015 Development Agenda discussions as a poverty reduction strategy. Two replies also refer to the Community of Latin American and Caribbean States (paragraph 79).
42. Six replies from **Asia and the Pacific** refer to action taken under the auspices of the Association of Southeast Asian Nations, including:
- the adoption of the Declaration on Strengthening Social Protection (2013), which incorporates key principles of the Social Protection Floors Recommendation, 2012 (No. 202), and the establishment of a related regional database on social protection;
 - the establishment of an Occupational Safety and Health Network;
 - the establishment of an ASEAN Social Security Association; and
 - the Tripartite Action for the Protection of the Rights of Migrant Workers in the ASEAN Region (ASEAN TRIANGLE) Project.
43. Two replies also refer to the Abu Dhabi Dialogue which, bringing together 18 member States from Asia and the Pacific, has launched a collaborative approach to addressing development in temporary labour mobility in Asia (paragraph 81).

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44. In 19 replies from **Europe and Central Asia**, the European Union is described as being the main vector for the implementation of the strategic objectives, particularly through Europe 2020, a strategy for the creation of better employment opportunities and poverty reduction. Emphasis has also been placed on employment and social dialogue through the European social dialogue (paragraph 82).
45. At the level of **groupings of States**, four replies refer to the Asia–Europe Meeting, which brings together the 28 Member States of the European Union, two other European States and the European Union with 21 Asian States and the ASEAN Secretariat, as a forum for social dialogue.
46. Two replies indicate that the Community of Portuguese-speaking Countries has engaged in cooperation for the exchange of experience and information, joint awareness campaigns, the harmonization of methodologies and technical cooperation in relation to social protection.
47. Two replies refer to the adoption of the Framework for Cooperation on Labour, Employment and Social Protection (2013), under the auspices of the Organisation of Islamic Cooperation, with a view to enhancing cooperation and the exchange of good practice in the fields of OSH, social protection, employment, labour migration and capacity building.
48. Two replies make reference to the 2014 Riyadh Declaration, adopted under the auspices of the Second Arab Forum for Development and Employment, which seeks to engage Members in reforms with a view to building the human capital of the poorest and most vulnerable categories, while enhancing economic growth.
49. In the context of steps taken to coordinate positions with other groupings of States, two replies refer to the meetings of the Iberoamerican Ministers of Labour and two other replies refer to the BRICS.
50. At the **international level**, 29 replies indicate that the Declaration has helped Members to coordinate their positions in other international organizations, including the United Nations, International Monetary Fund, World Trade Organization, International Organization for Migration and World Health Organization. This was the case, for example, for the formulation of the Millennium Development Goals, Sustainable Development Goals, post-2015 Development Agenda, United Nations Development Assistance Framework, as well as in climate change conferences (paragraphs 89–91).
51. It is noted in 63 replies that coordination has been established at the **bilateral and international levels** through the development of joint action plans, the hosting of conferences, capacity building, training and the exchange of good practices, particularly in the following areas (paragraphs 69–73):
- tripartism and capacity building for ministries of labour and the social partners;
 - employment, including employment policies and employment agencies;
 - labour inspection;
 - elimination of child labour;
 - labour migration;
 - transition to the formal economy;
 - labour market information systems;

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- OSH policies, including policies on HIV and AIDS in the workplace; and
 - corporate social responsibility.

3. Information on the impact, challenges and lessons learned in the implementation of the Declaration

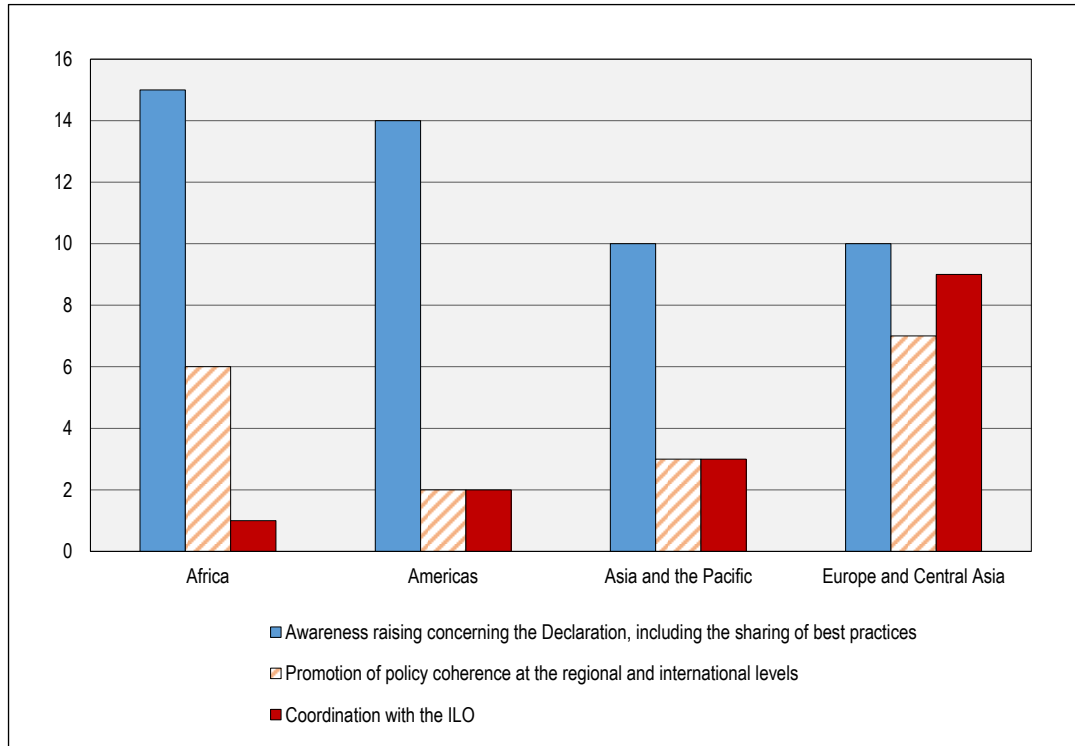
52. The answers to **questions 1, 2 and 6** of the questionnaire provide indications on the impact, challenges and lessons learned in relation to efforts to give effect to the Declaration, and may be summarized as follows.
53. Among the challenges arising out of **national social and economic conditions across the regions**, the replies refer to the economic crisis, poverty, war and terrorism, labour migration, the transition to democracy, the ageing of the population, youth unemployment, the informal economy, gender inequality and the mismatch between the skills required and the quality of the labour force.
54. In the context of the economic crisis and the rise in unemployment rates, 12 replies from all regions refer to the challenge of achieving a balance between the qualitative and quantitative aspects of work, while maintaining economic growth. The role of social dialogue in overcoming this challenge is referred to in one reply from an employers' organization and eight replies from workers' organizations (paragraph 93).
55. Across the regions, the **lack of human, financial and technical resources** is described as a challenge for the development and implementation of coherent initiatives in line with the Declaration and the strategic objectives. Five replies indicate that the lack of coherence at the national level has an impact on effective coordination between ministries, leading in some cases to duplication in the implementation of the strategic objectives.
56. The lack of adequate **indicators**, combined with the broad definition of the strategic objectives, is identified in 13 replies from all regions as a challenge for the monitoring and measurement of the progress made in the implementation of the strategic objectives and/or DWCPs.
57. One of the main challenges identified by six workers' organizations and four employers' organizations across the regions is the lack of effective **social dialogue**, despite the existence of tripartite institutional mechanisms. Replies from 16 governments across the regions identify the lack of human resources, the limited capacity of the social partners and, to a lesser extent, the lack of involvement of all the relevant stakeholders, as challenges for the establishment of effective tripartite dialogue.
58. **Recurrent discussions** are recognized in 43 replies from all regions as a knowledge tool informing the development of national measures. For example, ten replies from Africa indicate that recurrent discussions have been key for the implementation of national policies affording a better coverage of the strategic objectives, notably through the adoption of social protection floors, the establishment of indicators and the ratification of the fundamental Conventions. One reply adds that the recurrent discussion on FPRW (2012) led to the establishment at the national level of universal primary education and secondary education systems (section 3.1.2). Three replies from employers' organizations across the regions call for recurrent discussions to be more action-oriented and to build on the experiences of constituents.

4. Views expressed by Members on action to raise awareness and the implementation of the strategic objectives in an integrated manner

59. The replies to **question 9** of the questionnaire provide indications on further action to reinforce awareness and strengthen implementation of the strategic objectives in an integrated manner. These replies, which informed sections 2.4, 3.4 and 4.5 of Report VI, may be summarized as follows.
60. The need is highlighted in 42 replies for the ILO to improve the **mainstreaming of the Declaration** at the national, regional and international levels through technical assistance and awareness raising. These replies invite the ILO to prioritize the implementation of the Declaration through improved operationalization of the integrated approach.
61. In addition to the information provided in paragraph 94 of Report VI, the replies suggest that the ILO should enhance technical assistance, particularly focusing on a more systematic integration of the four strategic objectives in the design and implementation of DWCPs and the strengthening of the institutional capacities of constituents, especially in relation to labour inspection systems and national employment agencies. Ten replies also suggest that the ILO should reinforce its own technical expertise, including through greater decentralization of its activities to improve its response to the specific needs of Members. Eight other replies call on the ILO to strengthen its research capacity, empirical knowledge and understanding of the operationalization of the integrated approach.
62. Eleven replies add that the ILO should help Members to share **best practices** for the implementation of the Declaration. One reply suggests the institution of a coordination mechanism to review the measures taken to promote the implementation of the strategic objectives. Another reply proposes that the ILO draw attention to successful practices for the implementation of the Declaration by presenting a “Social Justice for Fair Globalization Award” for initiatives that achieve the principles of the Declaration.
63. Nine workers’ organizations and one employers’ organization share the view that technical assistance should be reinforced with a view to promoting the Declaration, including through the establishment of a roadmap to guide constituents in the implementation of the strategic objectives in an integrated manner. Five workers’ organizations and two employers’ organizations are also of the view that the ILO should further enhance its research capacity.
64. It is suggested in 28 replies that the ILO should improve **coordination within the Organization and enhance policy coherence at the regional and international levels**, particularly in relation to the United Nations. In this context, 15 replies suggest that coordination within the ILO could be achieved through greater collaboration between the various departments, the Turin Centre and Regional and Country Offices. The Declaration and the outcomes of recurrent discussions could better guide the ILO’s programme and allocation of resources, inform the review and adoption of ILO standards and provide a governance and evaluation framework for ILO activities, including the design and implementation of DWCPs. Two replies call for the four strategic objectives to be systematically integrated in ILO activities at the national, regional and international levels (section 3.4).

65. With a view to promoting greater **multilateral policy coherence**, particularly in development initiatives, 18 replies also identify the need for better coordination with other regional and international organizations, and particularly UN agencies (UNDP, FAO, UNICEF) and international financial institutions (WTO, IMF and the World Bank Group). The Declaration should also inform the elaboration and monitoring of the United Nations Development Assistance Framework and the 2030 Agenda for Sustainable Development (section 4.5).

Figure 4. Number of replies calling for further action to reinforce the awareness and implementation of the strategic objectives in an integrated manner



Geneva, 21 April 2016