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Matters arising out of the work of the 112th Session (2024) of the International Labour Conference

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

Purpose of the document

This document proposes a plan of action for the period 2024–30 to give effect to the conclusions concerning the third recurrent discussion on fundamental principles and rights at work adopted by the International Labour Conference in June 2024. The Governing Body is invited to provide guidance on the proposed plan of action (see the draft decision in paragraph 26).

Relevant strategic objective: Fundamental principles and rights at work.

Main relevant outcome: Outcome 1: Strong, modernized normative action for social justice.

Policy implications: The plan of action will guide the Office's work on fundamental principles and rights at work for the period 2023–30.

Legal implications: None.

Financial implications: Within existing budgetary resources (see paragraph 25).

Follow-up action required: Implementation of the plan of action, taking into account the guidance provided by the Governing Body.

Author unit: Governance and Tripartism Department (GOVERNANCE).

Related documents: [ILC.112/Resolution IV](#); [ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up](#) (1998), as amended in 2022, [ILO Declaration on Social Justice for a Fair Globalization](#) (2008), as amended in 2022, [ILO Centenary Declaration for the Future of Work](#); [Programme and Budget for 2024–25](#); [GB.331/INS/4/3\(Rev.\)](#).

► Background and context

1. At its 112th Session (2024), the International Labour Conference adopted a resolution concerning the third recurrent discussion on fundamental principles and rights at work,¹ in accordance with the ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022, and the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022.
2. The conclusions included in the resolution set out a framework for action to guide the work of the Organization and the Office in this area.
3. The resolution requests the Director-General, inter alia, to prepare a plan of action to give effect to the conclusions for consideration by the Governing Body at its 352nd Session; take into account the conclusions when preparing future programme and budget proposals and mobilize extrabudgetary resources; and keep the Governing Body informed of their implementation.
4. The proposed plan of action covering the period 2024–30 for consideration by the Governing Body is set out below.

► Proposed plan of action

Objective, structure and interlinkages

5. The proposed plan of action is guided by the recognition that the fundamental principles and rights at work are inseparable, interrelated and mutually reinforcing and that they are rights and enabling conditions that are necessary for the full realization of the strategic objectives of the ILO.
6. The plan fosters an Office-wide approach to the promotion of fundamental principles and rights at work in a balanced manner and aims to assist constituents in addressing gaps in implementation. It cuts across the five thematic priorities² identified by the Conference and will be implemented in close coordination with the relevant priority action programmes.
7. In line with the conclusions, the plan of action is structured along five means of action, namely:
 - (a) standards-related action;
 - (b) enhanced research and capacity;
 - (c) strengthening capacity and knowledge-sharing;
 - (d) policy coherence and partnerships; and
 - (e) planning, mobilization and allocation of resources and development cooperation.³

¹ ILC.112/Resolution IV.

² ILC.112/Resolution IV, point 19 of the conclusions.

³ ILC.112/Resolution IV, point 20 of the conclusions.

8. The proposed outputs and activities respond to the specific requests addressed to the Office by the Conference. They are also meant to provide support to the ILO's tripartite constituents in respect of the actions set out in the four areas of focus identified in the conclusions, namely:
 - (a) strengthening governance;
 - (b) freedom of association and social dialogue, including collective bargaining;
 - (c) formalization and sustainable enterprises;
 - (d) equality and inclusion.⁴

These areas of focus are used to group the high-level outputs under each of the five means of action mentioned in paragraph 7 in the appendix to this document.

9. The proposed plan of action builds on previously agreed actions and commitments contained in the Programme and Budget for 2024–25 and proposals made for 2026–27. It is aligned with and complements the plans of action relevant to the realization of fundamental principles and rights at work, such as the plan of action for the period 2024–30 concerning the ILO Global Strategy on Occupational Safety and Health. It is also aligned with other ILO strategies, including the ILO integrated strategy for the promotion and implementation of the right to collective bargaining,⁵ as well as conclusions and recommendations adopted in meetings of experts,⁶ sectoral technical meetings or sectoral meetings of experts that address the importance of the respect, promotion and realization of fundamental principles and rights at work in particular sectors.

Standards-related action

10. The Office will continue to support governments in advancing towards the universal ratification of the fundamental Conventions through particular efforts to promote ratification of the least ratified Conventions and the Protocol of 2014 to the Forced Labour Convention, 1930. It will assist constituents in addressing implementation gaps, including through research, technical advisory services and a closer connection between the comments of the ILO supervisory mechanisms and the Office's work, including technical assistance. It will make the information gathered through the annual follow-up to the 1998 Declaration more easily available to constituents, as well as to all ILO staff for them to take into account and address in a more systematic manner requests for assistance formulated by constituents through the annual reviews, as well as the comments of the ILO supervisory bodies, including when developing and implementing development cooperation projects, as appropriate.

Enhanced research and capacity

11. The Office will support the generation and dissemination of knowledge products in order to inform action to address critical fundamental principles and rights at work deficits, with a focus on fostering research by ILO constituents and the Office into those aspects of fundamental

⁴ ILC.112/Resolution IV, point 17 of the conclusions

⁵ Only outputs that directly address a specific need expressed under point 20 of the conclusions and those under plans that address more than one of the fundamental principles and rights at work are included in the appendix to this document. For a full picture of all work relating to freedom of association and recognition of the right to collective bargaining and to the right to a safe and healthy working environment, the appendix should be read in conjunction with the documents referred to in paragraph 9.

⁶ In particular, those adopted in the Meeting of Experts on wage policies, including living wages.

principles and rights at work violations on which research has been scarce. The Office will continue to produce reports aimed at raising awareness, advocating change and targeting a wide audience, such as the Global Estimates. Tools, guidelines, and measurement techniques to bridge knowledge gaps will be developed, and web-based platforms for fundamental principles and rights at work data and research will be enhanced using artificial intelligence (AI) innovations. National, sectoral and supply chain surveys will provide robust statistical insights, complemented by qualitative studies on the interlinkages among the fundamental principles and rights at work, as well as the intersection of fundamental principles and rights at work with trade and investment.

12. Key research initiatives will focus on improving governance, strengthening industrial relations and understanding how informality drives fundamental principles and rights at work deficits. Efforts in this regard will include the development of guidelines and training resources on data collection on freedom of association and collective bargaining, alongside technical support for evidence-based policymaking. Research will also examine the effects of emerging technologies such as AI on fundamental principles and rights at work, while global programmes such as the forced labour and human trafficking statistical programme will enhance the data collection and analysis capabilities of constituents and the Office.
13. Through global platforms and partnerships, the Office will broaden the reach and visibility of its research, providing ILO constituents with practical tools and reliable data.

Strengthening capacity and knowledge-sharing

14. As the major vehicle for promoting fundamental principles and rights at work, technical assistance and the promotion of good and innovative practices are central to this component. The Office will prioritize strengthening the governance of labour market institutions and their capacity to advance the realization of fundamental principles and rights at work.
15. The Office will offer ILO constituents made-to-measure technical assistance and capacity-building on all five fundamental principles and rights at work in order to strengthen the legal, policy and institutional frameworks that support the realization of fundamental principles and rights at work, in line with the comments of the ILO supervisory bodies and including targeted measures for groups more at risk. The Office will also support the development, implementation and monitoring of national policies and programmes, including on employment and, in particular, youth employment, apprenticeships, social protection, enterprise development and transition to formality, that explicitly support the realization of fundamental principles and rights at work.

Policy coherence and partnerships

16. Within the multilateral system, the ILO will seek to accelerate action for the realization of fundamental principles and rights at work and to enhance policy coherence in that regard. It will do so by encouraging the use of terminology and concepts that are fully aligned with international labour standards, and by including aspects of fundamental principles and rights at work into actions planned, including in the context of United Nations (UN) Sustainable Development Cooperation Frameworks (UNSDCFs). In this pursuit, it will use existing partnerships and develop new ones strategically.
17. The Office will seize the opportunities created by the UN reform in relation to country programming and build on and further expand partnerships such as Alliance 8.7, the Equal Pay International Coalition, the Latin America and the Caribbean Free of Child Labour Regional

Initiative, the Fair Recruitment Initiative and global business networks. At the same time, it will seek to leverage the platform provided by the Global Coalition for Social Justice to further widen its outreach. The focus of the Global Coalition on fundamental principles and rights at work and its goal of elevating social justice and decent work among the priorities of other multilateral organizations are particularly important in this context.⁷ Similarly, significant opportunities for addressing key root causes for deficits in the realization of fundamental principles and rights at work will be seized in the context of the Global Accelerator on Jobs and Social Protection for Just Transitions.

18. Through the Better Work programme, the International Programme on the Elimination of Child and Forced Labour (IPEC+) and the priority action programme on decent work outcomes in supply chains, cooperation with international financial institutions, including the World Bank Group and the regional development banks, will be redoubled to mainstream fundamental principles and rights at work in their policies and operations.

Planning, mobilization and allocation of resources and development cooperation

19. The Office will support domestic resource mobilization and the inclusion of fundamental principles and rights at work into integrated national financing frameworks. Furthermore, it will explore innovative ways to deliver technical assistance and development cooperation more efficiently, including South–South and triangular cooperation.
20. Development cooperation will remain an important mechanism for conducting research, providing capacity-building and technical assistance to constituents and sustaining partnerships. An Office-wide strategy to mobilize earmarked resources will be implemented with the aim of expanding development cooperation on all fundamental principles and rights at work, including to support projects around Sustainable Development Goals (SDGs) target 8.8.
21. The Office will ensure that development cooperation on all fundamental principles and rights at work is guided by the ILO supervisory bodies, reflects the mutually reinforcing nature of fundamental principles and rights at work and responds to thematic priorities, including by revising the IPEC+ and Safety + Health for All flagship programmes, as necessary. In addition, the Office will integrate fundamental principles and rights at work considerations in ILO development cooperation projects aimed at implementing all ILO strategic objectives.
22. Lastly, the Office will develop a more comprehensive and harmonized monitoring and evaluation framework to monitor progress and assess the results achieved with the support provided by the ILO on fundamental principles and rights at work, enhancing strategic understanding and reporting of results at national, regional and global levels and improving the design and implementation of future activities.

► Coordination and monitoring of implementation

23. The proposed plan of action was developed in cooperation with the whole Office through a multidisciplinary team set up for the purpose, consisting of focal points from headquarters,

⁷ GB.349/INS/4, paras 32, 36 and 46.

the field and the International Training Centre of the ILO (ITC-ILO). It is proposed that the same team, led by a working group comprising units with policy responsibility for one or more of the fundamental principles and rights at work, supervise, monitor and support the implementation of the plan of action and revision of the fundamental principles and rights at work strategy.

24. The appendix contains a list of high-level outputs to operationalize the elements of the proposed plan of action described above. The required budget, conservatively estimated at US\$215 million (excluding staff costs), will largely be mobilized through extrabudgetary funding.
25. While some outputs might be delivered using available resources within the approved regular budget level for the biennium or under existing development cooperation projects, others would require the mobilization of additional resources. In case sufficient resources are not available, the Office, in consultation with ILO constituents, will need to identify the priority outputs which it will be able to deliver within the available resource and time frame.

► Draft decision

26. **The Governing Body requested the Director-General to take into account its guidance in implementing and periodically reviewing the plan of action set out in GB.352/INS/3/1 giving effect to the conclusions concerning the third recurrent discussion on fundamental principles and rights at work, and to draw on it in preparing future programme and budget proposals.**

► Appendix

Standards-related action

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Strengthening governance							
Global campaign implemented and technical advisory services delivered for the ratification of fundamental Conventions , focusing particularly on the least ratified Conventions (on freedom of association and occupational safety and health) and Protocol of 2014 to the Forced Labour Convention, 1930, considering the challenges identified under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, (1988), as amended in 2022	20(a), (c)		1.1	8.5, 8.7, 8.8	NORMES, FUNDAMENTALS, OSHE	LABGOV, GEDI, PARTNERSHIPS, DCOMM	2024–30
Sectoral and other international labour standards of particular relevance to the realization of fundamental principles and rights at work promoted, notably those pertaining to thematic priorities such as standards relating to specific occupational safety and health hazards, labour inspection, violence and harassment, work in the informal economy and work in rural areas	20(a)	19(a), (b)		8.5, 8.7, 8.8	SECTOR	NORMES, FUNDAMENTALS	2024–30
Workers organizations' campaigns developed and rolled out advocating for the ratification of fundamental Conventions	20(a)	19(a)	1.4, 1.5, 5.3, 6.1	8.5, 8.7, 8.8	ACTRAV, SECTOR, OSHE	LABGOV, GEDI, priority action programmes (APs)	2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Technical advisory services provided as a follow-up to comments of the ILO supervisory bodies and the annual follow-up to the 1998 Declaration , to foster the effective implementation of fundamental Conventions	20(a)		1.4, 2.2	8.5, 8.7, 8.8	NORMES	GOVERNANCE, ACTRAV, ACT/EMP	2024–30
Support provided to constituents to meet reporting obligations in respect of ratified fundamental Conventions and the annual review, as applicable	20(b)	19(a), (b), (c)	1.4, 5.1, 6.1	8.5, 8.7, 8.8	NORMES	ACTRAV, ACT/EMP FUNDAMENTALS, OSHE, LABGOV, GEDI	
Accessible global portal developed with the information gathered under the follow-up to the 1998 Declaration, disaggregating data by category of fundamental principles and rights at work and linking to the Office’s technical assistance and development cooperation	20(c)		1.2, 1.3, 1.4	8.5, 8.7, 8.8	NORMES	FUNDAMENTALS RESEARCH, PARTNERSHIPS	2024–30
Research undertaken and policy guidance provided on the extent to which children’s night work is formally recognized as hazardous work at national level and on children’s performance of light work and work in family undertakings, in response to relevant recommendations of the Standards Review Mechanism	20(d)	19(a)	1.1, 1.2, 1.4	8.7	INWORK, FUNDAMENTALS	NORMES, OSHE	2026–28
Policy advice on child and forced labour provided (including on root causes, sponsorship systems and state-imposed forced labour), based on comments of the ILO supervisory bodies, including those in Article 19 reports	20(b), (d)	19(a), (b), (c)	1.2, 1.4	8.5, 8.7, 8.8	FUNDAMENTALS	NORMES, SOCPRO, ENTERPRISES, EMPLOYMENT, OSHE, ACTRAV, ACT/EMP	2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Technical support to address challenges to ratification and implementation of fundamental standards incorporated in Decent Work Country Programmes (DWCPs) and development cooperation projects , particularly those on thematic priorities	20(d)	All	1.1, 1.4	8.5, 8.7, 8.8	FUNDAMENTALS, OSHE, LABGOV, GEDI	NORMES, ACTRAV, ACT/EMP	2024–30
Freedom of association and social dialogue, including collective bargaining							
Synergies enhanced to mainstream freedom of association and the effective recognition of the right to collective bargaining into DWCPs , taking into consideration the guidance of the ILO supervisory bodies	20(d)		1.2	8.8	NORMES	LABGOV, ACTRAV, ACT/EMP	2024–30
Equality and inclusion							
Technical advisory services provided for the implementation of the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and other international labour standards relevant to the elimination of discrimination in respect of employment and occupation	20(b)		1.2, 1.4, 5.1, 5.3	5.1, 8.5, 10.3	GEDI	FUNDAMENTALS, SECTOR, INWORK, OSHE, NORMES ACT/EMP, ACTRAV	2024–30
* All work will be carried out in collaboration and coordination with regional and country offices, except where its nature is purely global.							

Enhanced research and capacity

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Strengthening governance							
Latest developments in artificial intelligence (AI) leveraged and tools, guidelines and measurement techniques developed for addressing key knowledge gaps in under-addressed fundamental principles and rights at work categories	20(e), (j), (h)		1.4, 5.1, 6.1	8.5, 8.7, 8.8	FUNDAMENTALS	STATISTICS, OSHE, RESEARCH, GEDI, DCOMM, EMPLAB, NORMES	2024–30
ILO–United Nations Office for Project Services Delivering Responsibility in Vendor Engagement (DRiVE) pilot rolled out , gathering sustainability data on ILO bidders and suppliers to assess and address sustainability risks, including fundamental principles and rights at work, in ILO supply chains	20(e)	19(b)	1.4, 1.5, 8.4	12.6, 12.7	PROCUREMENT	INFOTEC	2024–26
Statistical information on fundamental principles and rights at work generated through national, subnational, sectoral and supply chain surveys, fostering institutional and financial sustainability for future data gathering	20(f)	19(b)	1.4, 4.2	8.5, 8.7, 8.8	FUNDAMENTALS	STATISTICS, ITC–ILO, AP/SUPPLYCHAINS, SECTOR	2024–30
Global Estimates on forced labour, child labour and other fundamental principles and rights at work issues, when data permit , developed and widely disseminated with agencies, funds, programmes and partners	20(g)		1.4	8.7, 8.8, 16.2	FUNDAMENTALS	STATISTICS, GEDI	2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Studies developed on the intersection of fundamental principles and rights at work and trade, including research on child and forced labour import bans and trade measures, and global knowledge-sharing. Additionally, an impact assessment toolkit on the impact and sustainability of trade that analyses the impact of trade on employment and fundamental principles and rights at work at country and sector levels is developed	20(i), (e)	19(a), (b)	1.4, 4.2	8.3, 8.5, 8.7, 17	RESEARCH	FUNDAMENTALS, STATISTICS, AP/SUPPLYCHAINS, SECTOR	2024–30
Visibility and accessibility of ILO data and research increased through global platforms, including the Forced Labour Observatory and the Durban Call to Action on the Elimination of Child Labour information repository	20(h)		1.4	8.7	FUNDAMENTALS	ENTERPRISES, INFOTEC, DCOMM	2024–30
Research studies conducted on “what works” for addressing fundamental principles and rights at work deficits, including freedom of association and the effective recognition of the right to collective bargaining, non-discrimination, worst forms of child labour, forced commercial sexual exploitation, State-imposed forced labour, occupational safety and health impacts of fundamental principles and rights at work violations, and fundamental principles and rights at work in crisis, fragility and transitions	20(n)		1.4, 2.4, 5.1, 6.1	8.5, 8.7, 8.8	FUNDAMENTALS	GEDI, OSHE, LABGOV, AP/CRISIS, AP/ JUSTTRANSITION, AP/SUPPLYCHAINS, MIGRANT, BETTERWORK	2025–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Research developed on indicators of effective governance in labour administration against the principles of effective governance adopted by the United Nations (UN) Committee of Experts on Public Administration, including a qualitative index of good governance in labour administration , taking as benchmarks the Labour Administration Convention (No. 150) and Recommendation (No. 158), 1978	20(p)		2.4	8.5, 8.7, 8.8, 16.6, 16.7	LABGOV		2024–27
Freedom of association and social dialogue, including collective bargaining							
Tools, statistical measurement methodologies, training and support developed for qualitative and quantitative data collection on the status of freedom of association and the effective recognition of the right to collective bargaining and for industrial relations , including a proposed international statistical standard on industrial relations data for adoption by the 2028 International Conference of Labour Statisticians	20(e), (f), (g), (k)		1.4, 2.3	8.8	STATISTICS	LABGOV, ADG/GRD	2024–30
Global Estimates on level of national compliance with freedom of association and the effective recognition of the right to collective bargaining developed based on international statistical standard	20(g), (k)		1.1, 1.2, 2.3	8.8	STATISTICS	NORMES	2024–30
Knowledge hub on freedom of association and the effective recognition of the right to collective bargaining established	20(h)		1.4, 2.3	8.8	LABGOV, STATISTICS, FUNDAMENTALS		2024–26

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Formalization and sustainable enterprises							
Research on the link between productivity growth, job creation, job quality and fundamental principles and rights at work undertaken; capacity-building for measuring and using productivity statistics for collective bargaining provided; effectiveness of policy packages supporting sustainable enterprises to advance fundamental principles and rights at work evaluated	17(k)	19(b)	4.1, 4.3	8.3, 8.5	ENTERPRISES, EMPLOYMENT	EMPLOYMENT, FUNDAMENTALS	2024–25
Informal economy indicator framework revised to better reflect fundamental principles and rights at work	20(m)	19(a)	1.4, 8.2	8.3, 8.5, 8.7, 8.8	AP/ FORMALIZATION	FUNDAMENTALS, STATISTICS	2024–30
Research on informality as a root cause undertaken through regional and country-level analysis using existing labour force surveys, household data and the revised ILO informality diagnostic tool, including at the sectoral and supply chain levels	20(m)	19(a)	8.2, 1.4	8.3, 8.5, 8.7, 8.8	AP/ FORMALIZATION	FUNDAMENTALS, AP/SUPPLYCHAINS, SECTOR	2025–30
Mapping and analysis of the impact and effectiveness of global, regional and national regulatory and non-regulatory initiatives addressing decent work deficits, including fundamental principles and rights at work, in supply chains developed and incorporated into ILO work	20(n)	19(b)	1.4, 8.4	8.7, 8.8	NORMES	RESEARCH, AP/SUPPLYCHAINS, FUNDAMENTALS	2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Research undertaken on the legal framework and impact of new technologies , including neurotechnology and AI, on working conditions, job quality, psychosocial well-being, discrimination, freedom of association and the effective recognition of the right to collective bargaining and industrial relations, as well as AI ethical guidelines and their relation to international labour standards and fundamental principles and rights at work	20(o), (j)	19(e)	6.1, A	8.5, 8.8	RESEARCH	OSHE	2024–25
Equality and inclusion							
Global forced labour and human trafficking statistical programme and multidisciplinary research hub on forced labour and human trafficking established to support constituents in implementing sustainable data collection programmes and to research root causes	20(f)		1.4	8.5, 8.7, 8.8	FUNDAMENTALS	STATISTICS, RESEARCH	2026–30
Post-disaster needs, recovery and peacebuilding assessments systematically include specific analysis on crisis impact on fundamental principles and rights at work and advocate for a recovery addressing all fundamental principles and rights at work	20(f), (g)	19(c)	8.5	16.2	AP/CRISIS	EMPLOYMENT, FUNDAMENTALS	2024–30
Research and data collection undertaken on workplace-related injuries, accidents, diseases and fatalities and on emerging occupational safety and health risks and psychosocial risks	20(f), (g), (j)		6.1	8.8	STATISTICS, OSHE		2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Feasibility study conducted on innovative financing mechanisms for disability-lens investing and innovations of financial service providers tested to establish empirical evidence and business case for promoting fundamental principles and rights at work	20(i), (n)	19(b)	5.1	8.5, 10.3	ENTERPRISES, GEDI	FUNDAMENTALS	2025–30
ILO flagship report on social justice published highlighting link to fundamental principles and rights at work	20(l)	19(a)	A	8,3, 8.5, 8.8	RESEARCH	STATISTICS, FUNDAMENTALS	2024–25
Enhanced research, knowledge and tools on equality and non-discrimination developed, including comparative studies on: proactive equality measures and their impacts; the impact of digitalization and new technologies and related policy responses; and effective policies and measures both on equal pay and on violence and harassment	20(o)	19(e)	5.1, 5.3	8.5, 10.3	GEDI	LABGOV, INWORK	2025–30
Observatory on AI and Work in the Digital Economy launched to enhance evidence, research and dialogue on the impact of AI on labour demand, working conditions and fundamental principles and rights at work in the digital economy	20(o)	19(e)	6.1, 6.3	8.8	RESEARCH	OSHE	2025–30

* All work will be carried out in collaboration and coordination with regional and country offices, except where its nature is purely global.

Strengthening capacity and knowledge-sharing

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Strengthening governance							
Capacity-building on fundamental principles and rights at work through specific academy and integrated into ITC-ILO academies and other courses , including region- or country-specific courses	20(p)		1.4, 8.2	8.3, 8.5, 8.7, 8.8	ITC-ILO	AP/FORMALIZATION, FUNDAMENTALS, GEDI, OSHE, LABGOV	2024–30
Training modules and an Academy on labour administration developed	20(p)		2.4	8.5, 8.7, 8.8, 16.6, 16.7	LABGOV	ITC-ILO, DCOMM	2024–25
Support developed for mainstreaming fundamental principles and rights at work into training of young people and educational sector plans	20(p)		1.4	4.4, 4.5, 8.7	EMPLAB, FUNDAMENTALS	SECTOR, OSHE	2024–30
Technical assistance and capacity-building provided on labour law reform, inspection and compliance, access to justice and labour dispute prevention and resolution in relation to all fundamental principles and rights at work with emphasis on promoting freedom of association and the effective recognition of the right to collective bargaining	20(p), (q), (u)		2.3, 2.4	8.8, 16.3	LABGOV		2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Technical assistance and capacity-building provided on developing, implementing and monitoring regional and national action plans on the elimination of child labour or forced labour , Alliance 8.7 road maps and accelerated plans that are evidence-based and guided by the ILO supervisory bodies and that promote other fundamental principles and rights at work, include targeted measures for groups more at risk of serious fundamental principles and rights at work deficits and are crisis-sensitive	20(p), (q), (b), (x)	19(c)	1.4	8.7	FUNDAMENTALS	OSHE, GEDI, LABGOV, SOCPRO, ENTERPRISES, EMPLOYMENT	2024–30
Technical assistance and capacity-building provided to develop, implement and monitor national (youth) employment policies and programmes explicitly supporting the realization of fundamental principles and rights at work	20(p), (q), (b)		3.1	8.5	EMPLOYMENT	FUNDAMENTALS, OSHE, GEDI, LABGOV	2025–30
New policy guidance, tools and e-solutions developed and disseminated to promote the Quality Apprenticeships Recommendation, 2023 (No. 208), and social dialogue and contributions of social partners to shape national apprenticeship policies and to promote fundamental principles and rights at work for apprentices	20(p), (q), (t), (u)		3.2	4.4	EMPLOYMENT	FUNDAMENTALS, OSHE	2024–30
Technical assistance provided on developing, implementing and monitoring national social protection policies and programmes which advance the realization of fundamental principles and rights at work and universal access	20(p), (q)		7.1	1.3	SOCPRO	FUNDAMENTALS	2025–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Technical advisory services delivered and capacity-building provided on improving the adequacy of wage-setting systems and estimation of living wage	20(p), (q)		6.2	8.5	INWORK	FUNDAMENTALS	2024–30
Technical assistance provided on overcoming barriers to fundamental principles and rights at work in domestic work	20(p), (q)		1.4, 5.2	5.4, 8.7	INWORK	FUNDAMENTALS	2024–30
ILO frameworks of action on child labour (supporting the Durban Call to Action and the conclusions of future sessions of the Global Conference on Child Labour) and on forced labour implemented through advisory services and development cooperation, including models of intervention with an integrated approach on all fundamental principles and rights at work	20(p), (q), (b), (x)		1.4	8.7	FUNDAMENTALS	SOCPRO, LABGOV, ENTERPRISES, EMPLOYMENT, OSHE	2024–30
Integrated and area-based interventions developed and replicated to promote and realize fundamental principles and rights at work in supply chains and advance towards a just transition	20(p), (q)	19(b), (d)	1.4, 6.1, 8.4	8.6, 8.7, 8.8	FUNDAMENTALS	ACT/EMP, ACTRAV, MULTI, OSHE, LABGOV AP/JUSTTRANSITION, AP/SUPPLYCHAINS	2024–30
Guidance and capacity-building systematically include occupational safety and health in emergency, recovery and pre-crisis interventions and better integrate climate change adaptation and mitigation into occupational safety and health policies	20(p)	19 (c)	6.1, 8.3, 8.5	8.8	OSHE, AP/CRISIS	AP/JUSTTRANSITION	2024–30
Support provided to the Government of Morocco for the Sixth Global Conference on Child Labour ; preparations for the Seventh Global Conference	20(t)		1.4	8.7	FUNDAMENTALS	SOCPRO, ENTERPRISES, EMPLOYMENT, OSHE	2025–26 and 2030

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Knowledge-sharing mechanisms created and constituents' partnerships supported to promote fundamental principles and rights at work, including through events organized in collaboration with regional and subregional organizations (including the African Union and the Association of Southeast Asian Nations)	20(t), (u)		1.4	8.7	FUNDAMENTALS		2024–30
Updated guidance available on sustainable child labour monitoring systems , including on potential linkages with private compliance initiatives	20(u)		1.4	8.7	FUNDAMENTALS	SOCPRO, ENTERPRISES, EMPLOYMENT	2024–30
Partnerships among trade unions and good practices guide to end child and forced labour developed	20(u)		1.4	8.7	FUNDAMENTALS, ACTRAV		2024–30
Freedom of association and social dialogue, including collective bargaining							
Capacity-building provided to promote and ensure freedom of association and the effective recognition of the right to collective bargaining rights for migrant workers , including in bilateral labour migration agreements and through strengthening of migrant resource centres	20(p)		6.4	8.8, 10.2, 10.7	MIGRANT		2024–30
Meetings of the Joint Maritime Commission Subcommittee on Wages held to determine shipping minimum wage	20(p)		1.5, 6.2	10.4	SECTOR		2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Capacity-building for employers and workers' organizations on all fundamental principles and rights at work provided, with focus on retaining and expanding membership, providing services and engaging in social dialogue, including in countries with significant fundamental principles and rights at work deficits	20(q)		2.1, 2.2		ACTRAV, ACT/EMP	FUNDAMENTALS, OSHE, GEDI, LABGOV, MIGRANT, ITC-ILO	2024–30
Good and innovative practices of workers' and employers' organizations in promoting freedom of association and the effective recognition of the right to collective bargaining in relation to other fundamental principles and rights at work shared and documented	20(u)	19 (a), (b), (d), (e)	1.4, 2.1, 2.2	8.8	FUNDAMENTALS, LABGOV	ACTRAV, ACT/EMP, APs	2024–30
New, self-guided e-courses/classes provided on freedom of association and the effective recognition of the right to collective bargaining	20(u)		2.3	8.8	ITC-ILO	FUNDAMENTALS, NORMES	2024–30
Formalization and sustainable enterprises							
Technical assistance and capacity-building provided on strategies on the transition to formality which support the realization of fundamental principles and rights at work in line with the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)	20(p), (d)	19(a)	8.2	8.3	AP/FORMALIZATION	FUNDAMENTALS, OSHE, GEDI, LABGOV	2024–30
Technical assistance provided to organizations in the formalization ecosystem to identify barriers, facilitate transitions to the formal economy and encourage compliance	20(p)	19(a)	8.2	8.3	ENTERPRISES(SME)	LABGOV	2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
New policy assessment tools and approaches developed to support the design and operationalization of policies that contribute to an enabling environment for sustainable enterprises conducive to realizing fundamental principles and rights at work	20(p)		4.1	8.3	ENTERPRISES	RESEARCH, EMPLOYMENT, ACT/EMP	2024–30
Technical assistance to micro, small and medium-sized enterprises on improving working conditions (including fundamental principles and rights at work) and productivity through workplace cooperation (the Sustaining Competitive and Responsible Enterprises (SCORE) programme)	20(p)		4.3	8.3, 8.5	ENTERPRISES	MIGRANTS, AP/FORMALIZATION	2024–30
Technical support to social and solidarity economy organizations and institutions provided to promote fundamental principles and rights at work	20(p)		4.5	8.5	ENTERPRISES	FUNDAMENTALS, OSHE	2024–30
Recognition of prior learning e-solutions developed and disseminated to facilitate the entry into formal jobs of vulnerable individuals at risk of fundamental principles and rights at work violations	20(p)		4.4, 8.2	8.5	EMPLOYMENT		2024–30
Policy paper developed on the trade, investment, and labour nexus: fundamental principles and rights at work and trade union participation in the emerging trade and investment landscape	20(p)	19(b)	2.2, 4.2	8.8	ACTRAV	ENTERPRISES, AP/SUPPLYCHAINS	2024–30
Tools, data and training modules on trade and investment policies and responsible business conduct to promote compliance with fundamental principles and rights at work	20(p)	19(b)	4.2	8.4, 8.7, 8.8	RESEARCH, ENTERPRISES, NORMES, FUNDAMENTALS, ITC-ILO	AP/SUPPLYCHAINS	2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
A workers' guide is developed and disseminated on the strategic use of instruments promoting responsible business conduct in multinational enterprises , including in supply chains, in relation to respect for international labour standards and fundamental principles and rights at work	20(p)	19(b)	2.2, 4.2	8.8	ACTRAV	ENTERPRISES, AP/SUPPLYCHAINS	2024–30
Capacity-building provided to employers' and workers' organizations on the promotion of freedom of association and the effective recognition of the right to collective bargaining in relation to the informal economy , including for sectors with significant rates of informal employment such as agriculture, construction, domestic work and the care sector	20(q)		1.5, 4.4, 8.2	8.8	ACTRAV, ACT/EMP	AP/FORMALIZATION, FUNDAMENTALS, LABGOV, INWORK, SECTOR	2024–30
Innovative practices of impact investors in addressing fundamental principles and rights at work through their investment strategies documented and results measured	20(u)		8.1	17.3	ENTERPRISES		2024–30
Equality and inclusion							
Technical assistance and capacity-building provided to constituents to strengthen legal, policy and institutional frameworks for equality and non-discrimination , including equal remuneration for women and men for work of equal value, and their application in practice, and to advance gender equality and social inclusion in the context of just transition policies	20(p)		5.1, 6.2	8.5	GEDI	FUNDAMENTALS, LABGOV, INWORK, NORMES, ITC-ILO	2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Implementation of the ILO Guiding principles on the access of refugees and other forcibly displaced persons to the labour market supported at local, regional and global levels	20(p)	19(c)	6.4	10.7	MIGRANT	GEDI, FUNDAMENTALS	2024–30
Capacity-building and technical assistance provided on establishing/strengthening institutions and mechanisms for consultation and participation of indigenous and tribal peoples, including in just transition policy-formulation	20(p)		5.1	10.2	GEDI	NORMES	2024–30
Capacity-building and technical assistance provided on strengthening legal and policy frameworks as well as institutions for ensuring equality and non-discrimination in respect of employment and occupation, trade union rights and social protection, with a focus on temporary labour migration programmes	20(p)		5.1, 6.4	8.5, 10.7	MIGRANT	SOCPRO	2024–30
Courses provided on breaking barriers to diversity, inclusion and non-discrimination and on gender equality, responsible business conduct and human rights due diligence (complemented by training package on responsible business conduct and indigenous populations)	20(p)		4.2, 5.1	8.5, 10.2	ITC-ILO	GEDI, FUNDAMENTALS, ENTERPRISES	2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/ entities	Collaborating units/entities *	Time frame
Capacity-building provided for workers' organizations to enhance cooperation and include in their ranks representatives of membership-based representative organizations of women and marginalized and underserved workers from the informal economy, with a view to removing barriers to freedom of association and the effective recognition of the right to collective bargaining	20(q)		2.2	16.7	GEDI		2024–30
* All work will be carried out in collaboration and coordination with regional and country offices, except where its nature is purely global.							

Policy coherence and partnerships

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/ entities	Collaborating units/entities *	Time frame
Strengthening governance							
Collaboration with international financial institutions , including the World Bank Group, and regional development banks strengthened to mainstream fundamental principles and rights at work, including in relation to performance standards, as well as through the Better Work programme, the International Programme on the Elimination of Child and Forced Labour (IPEC+) and the AP on supply chains	20(v)(i)			8.1	8.8, 17.3	NORMES, FUNDAMENTALS OSHE, LABGOV, PARTNERSHIPS, AP/SUPPLYCHAINS	2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Engagement commenced with international initiatives convening the financial sector (including the Finance Against Slavery and Trafficking Initiative, the Taskforce on Inequality and Social-related Financial Disclosures, the United Nations Development Programme Sustainable Finance Hub, the United Nations Environment Programme Finance Initiative and the United Nations Global Compact) on the integration of fundamental principles and rights at work into their frameworks and guidance	20(v)(i)	19(a), (b), (d)	1.4, 8.1	8.7, 17.3	ENTERPRISES, FUNDAMENTALS	PARTNERSHIPS	2024–30
High-level and local events held to raise awareness and advocate for policy coherence on fundamental principles and rights at work in collaboration with constituents and agencies, funds and programmes (including the United Nations Children’s Fund or the United Nations Entity for Gender Equality and the Empowerment of Women) around international days , including World Day for Safety and Health at Work, World Day against Trafficking in Persons, International Equal Pay Day and World Day Against Child Labour	20(v)(i)		1.4	8.5, 8.7, 8.8	FUNDAMENTALS, OSHE, GEDI	DCOMM	2024–30
Compendium of emerging good practices at the national, regional and global levels created on inter-agency coordination in promoting fundamental principles and rights at work , including in specific sectors	20(v)(i)		1.4	8.7	FUNDAMENTALS	OSHE, SECTOR	2024–30
Continued ILO leadership of the High-Level Committee on Management Procurement Network’s Task Force for Combating Human Trafficking and Forced Labour in UN Supply Chains	20(v)(i)	19(b)	8.4	8.8, 12.7	PROCUREMENT	FUNDAMENTALS, AP/SUPPLYCHAINS, MIGRANT	2024–26

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Mainstreaming of fundamental principles and rights at work under way in collaboration with agencies, funds and programmes such as the Food and Agriculture Organization of the United Nations (FAO) and the International Maritime Organization on illegal, unregulated and unreported fishing ; the Organisation for Economic Co-operation and Development and the World Health Organization on strengthening labour rights of health workers ; and FAO on the banana sector	20(v)(i), (w)	19(a), (b), (d)	1.4, 1.5	1.1, 2.4, 3.c, 8.5, 8.7	SECTOR	FUNDAMENTALS, MIGRANT, SKILLS, SOCPRO, WORKQUALITY	2024–30
Collaboration and coordination with Special Rapporteurs expanded on issues linked to fundamental principles and rights at work	20(v)(i)		1.4	8.5, 8.7, 8.8	FUNDAMENTALS	OSHE, GEDI, LABGOV	2024–30
Discussion promoted on the relationship between productivity growth and fundamental principles and rights at work, including inclusive structural transformation, in multilateral forums such as the G20 and Brazil, the Russian Federation, India, China and South Africa (the BRICS countries) , as well as in environment-related forums	20(v)(ii)	19(b), (d)	4.3	8	ENTERPRISES, EMPLOYMENT	OSHE, AP/JUSTTRANSITION	Since 2021
Continued leveraging of opportunities to promote fundamental principles and rights at work in trade and investment agreements , such as by providing support to ILO constituents in their consideration of negotiation/ implementation where fundamental principles and rights at work are referred to in trade agreements	20(v)(ii)	19(b)	1.4	8.4, 8.5, 8.7, 8.8	NORMES, FUNDAMENTALS	OSHE, AP/SUPPLYCHAINS	2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Mainstreaming of fundamental principles and rights at work promoted in DWCPS , UN Sustainable Development Cooperation Frameworks (UNSDCFs), implementation of the Global Compact for Safe, Orderly and Regular Migration and the Global Compact on Refugees and in UN humanitarian response plans taking into account comments of the ILO supervisory bodies	20(v)(iii)			1.2 8.5, 8.7, 8.8	Field offices	NORMES, FUNDAMENTALS, OSHE, GEDI, LABGOV, AP/CRISIS, MIGRANT	2024–30
Technical assistance and capacity-building provided and knowledge shared on ensuring policy coherence between migration, employment, labour and social protection policies, including in DWCPS and other relevant policies including on the care economy and just transition	20(v)(iii)			6.4 8.7, 10.7	MIGRANT	GEDI, FUNDAMENTALS, SOCPRO, AP/JUSTTRANSITION	2024–30
Platform provided by the Global Coalition for Social Justice leveraged both to help high-level agenda-setting in support of Alliance 8.7 and further the reach of business networks	20(w)	19(b)	1.4, 8.1	8.5, 8.7, 8.8	FUNDAMENTALS, ACT/EMP, MIGRANT	GEDI, OSHE	2025–30
Alliance 8.7 strengthened , particularly in the provision of support, including through regional initiatives, to pathfinder countries for the inclusive development and implementation of national road maps and to raise the profile of Sustainable Development Goals (SDGs) target 8.7 issues, including in major multilateral processes such as the World Social Summit	20(w)(i), (p)	19(a), (b)	1.4	8.7	FUNDAMENTALS	ACTRAV, ACT/EMP, ITC–ILO	2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Capacity of businesses and other supply chain actors strengthened to promote and scale up innovative approaches on responsible business conduct and due diligence in supply chains at the global level and in country working groups through the Child Labour Platform	20(w)(iii)	19(b)	4.2	8.7	FUNDAMENTALS	ACT/EMP, ACTRAV, MULTI	2024–30
Guidance provided to companies and employer and business membership organizations by the Global Business Network on Forced Labour and country working groups in order to drive innovative strategies to foster dialogue with other stakeholders such as governments	20(w)(iii)	19(b)	4.2	8.7	FUNDAMENTALS	ACT/EMP	2024–30
Stronger integration of fundamental principles and rights at work in the implementation of the Global Accelerator on Jobs and Social Protection for Just Transitions	20(w)(iv)		8.1	8.7, 8.8, 17.14	EMPLOYMENT, SOCPRO	FUNDAMENTALS, LABGOV, GEDI, OSHE	2024–30
Assistance provided to Global Business School Network in integrating fundamental principles and rights at work in the business school curriculum and expanding outreach to countries to promote wider use of curriculum	20(w)		1.4	8.7	FUNDAMENTALS, MIGRANT		2024–30
ILO Fair Recruitment Initiative strengthened, expanded and consolidated as a fully Office-wide strategy covering recruitment of migrant workers and nationals; generation of global knowledge and provision of advisory services to countries to develop and implement road maps/strategies on fair recruitment	20(w)		6.4	8.7, 10.7	MIGRANT, FUNDAMENTALS	EMPLOYMENT, MULTI, AP/SUPPLYCHAINS	2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Freedom of association and social dialogue, including collective bargaining							
Effective recognition of the right to collective bargaining promoted within the multilateral system , including outreach to UN resident coordinators to raise awareness of the relevance of freedom of association and the effective recognition of the right to collective bargaining	20(v)(i)		1.2, 1.4	8.8	FUNDAMENTALS, NORMES	PARTNERSHIPS	2024–30
Using the supply chain approach, networking platforms established, partnerships among key actors in the supply chain strengthened and champions identified to promote freedom of association and the effective recognition of the right to collective bargaining	20(w)	19(b)	1.4, 8.4	8.7	FUNDAMENTALS	AP/SUPPLYCHAINS	2024–30
Formalization and sustainable enterprises							
Strengthened partnership within the UN and other international organizations on the business and human rights agenda , based on the promotion of the UN Guiding Principles on Business and Human Rights and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)	20(v)(i)	19(b)	4.2	8	ENTERPRISES	NORMES, FUNDAMENTALS, OSHE, AP/SUPPLYCHAINS, PARTNERSHIPS	2024–30
Advocacy conducted with the United Nations Global Compact on updating its Ten Principles to include “a safe and healthy working environment” among the labour principles	20(v)(i)	19(b)	4.2, 6.1	8.8	ENTERPRISES	FUNDAMENTALS, OSHE, ACT/EMP, ACTRAV	Depends on revision schedule

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
Formalization of sanitation workers and realization of their fundamental principles and rights at work promoted under the UN-Water framework, especially freedom of association and the effective recognition of the right to collective bargaining and occupational safety and health	20(v)(i)	19(a)	1.5	6.b	SECTOR	OSHE	2024–30
Multi-stakeholder collaboration on supply chains supported through the Alliance 8.7 Action Group on Supply Chains	20(w)(i)	19(b)	1.4, 8.4	8.7	FUNDAMENTALS	AP/SUPPLYCHAINS	2024–30
Bipartite, tripartite and multi-stakeholder, cross-sector and home and host-country dialogues on fundamental principles and rights at work in supply chains	20(w)(iii)	19(b)	1.4, 8.4	8.7	FUNDAMENTALS	AP/SUPPLYCHAINS, SECTOR	2024–30
Equality and inclusion							
Collaboration conducted with the Office of the United Nations High Commissioner for Refugees, the Office of the High Commissioner for Human Rights and the International Organization for Migration in global advocacy for States to ensure protection of human and labour rights of stateless and refugees , including access to decent work and education	20(v)(i)		1.4, 6.4	8.5, 8.7, 10.7	FUNDAMENTALS	MIGRANT	2024–30
Advocacy conducted in the context of the Equal Pay International Coalition on measures to address the gender wage gap, including in the informal economy	20(w)(ii)		1.4, 5.1. 6.2	8.5, 10.3	FUNDAMENTALS, GEDI		2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
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ILO Global Business and Disability Network

membership base expanded, facilitating the creation of national business and disability networks, disseminating experiences and good corporate practices, and promoting social dialogue on equality of opportunity and treatment for persons with disabilities to strengthen national policies

20(w)(iii)

5.1

10.2, 10.3

GEDI

ACTRAV,
ACT/EMP

2024–30

* All work will be carried out in collaboration and coordination with regional and country offices, except where its nature is purely global.

Planning, mobilization and allocation of resources and development cooperation

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
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Flagship programme IPEC+ is aligned with the ILO frameworks on child labour and forced labour, guided by the ILO supervisory bodies, reflects the mutually reinforcing nature of fundamental principles and rights at work and their interconnectedness, includes targeted measures for groups more at risk of fundamental principles and rights at work deficits, responds to thematic priorities and further develops strategic partnerships, including through pooled funding

20(d), (x)

1.4

8.7

FUNDAMENTALS

NORMES,
LABGOV, GEDI,
OSHE,
ACTRAV, ACT/EMP

2024–30

Flagship programme Safety + Health for All reflects the mutually reinforcing nature of fundamental principles and rights at work and their interconnectedness with all ILO strategic objectives, focusing on workers in vulnerable conditions

20(x)

6.1

8.8

OSHE

FUNDAMENTALS,
LABGOV, GEDI,
NORMES,
MIGRANT
ACTRAV, ACT/EMP

2024–30

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/ entities	Collaborating units/entities *	Time frame	
Fundamental principles and rights at work considerations integrated into the design and implementation of ILO development cooperation projects aimed at implementing all strategic objectives of the ILO	20(x)		2, 3, 4, 7		8	PARTNERSHIPS, country offices and decent work teams	FUNDAMENTALS, OSHE, LABGOV, SOCPRO, GEDI, AP/CRISIS	2024–30
Technical advice provided to constituents and partners on financing fundamental principles and rights at work through domestic resource mobilization , including through new guidance for mainstreaming fundamental principles and rights at work in integrated national financing frameworks	20(y)		1.4	8.7. 8.8, 17.1		FUNDAMENTALS, ENTERPRISES	GEDI, LABGOV, OSHE	2024–30
Implementation of social impact bond to reduce child labour in selected supply chains at country level	20(y)	19(a), (b)	1.4	8.7	ENTERPRISES	FUNDAMENTALS		2024–30
Office-wide strategy to mobilize predictable and lightly earmarked resources for development cooperation on all fundamental principles and rights at work at the country, regional and global levels, including in situations of crisis and fragility, in collaboration with UN resident coordinators	20(z)		1.4, 5.1	8.5, 8.7, 8.8	FUNDAMENTALS	PARTNERSHIPS, GEDI, LABGOV, OSHE		2026
Strategic, harmonized monitoring and evaluation framework developed to comprehensively monitor and evaluate the impact and sustainability of the support provided by the ILO on fundamental principles and rights at work, enhancing strategic understanding and reporting of results across national, regional and global levels and improving the design and implementation of future activities	20(ab)		1.4	8.5, 8.7, 8.8	FUNDAMENTALS	GEDI, LABGOV, OSHE, NORMES, PARTNERSHIPS, EVAL		2025–26

High-level outputs	Corresponding points in the 2024 conclusions (ILC.112/ Resolution IV)	Corresponding thematic priorities	Programme and Budget outputs (2024–25)	SDG targets	Lead units/entities	Collaborating units/entities *	Time frame
High-level evaluation on fundamental principles and rights at work conducted	20(ab)		1.4	8.5, 8.7, 8.8	EVAL	FUNDAMENTALS, NORMES, LABGOV, GEDI, OSHE	2029
Plan of action developed for resource mobilization to support projects around 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	20(ac)		2.3	8.8	LABGOV	PARTNERSHIPS, FUNDAMENTALS, NORMES, STATISTICS	2025
* All work will be carried out in collaboration and coordination with regional and country offices, except where its nature is purely global.							