

► Agenda

November 13–14, 2023

Improving compliance with labour protection Technical seminar

Key points

- **Objective:** This two-day workshop aims to develop the ILO's research agenda on labour compliance. Through critical discussions with international and ILO experts, the workshop seeks to generate insights that will guide ILO's understanding of the issues, improve sources of information as well as support the development of strategies that can inform technical work with ILO constituents.
- **Working principles:** The workshop is organized around four sessions. Each session is structured around key guiding questions. They will commence with a brief presentation, followed by reflections by designated experts on the guiding questions and then a general discussion.

Day 1: Tuesday, 14 November

9:00–9:30 Introduction and objectives of the project (Janine Berg)

9:30–12:30 **Session 1: Assessing Models of Compliance: Towards a holistic framework**

Guiding questions:

- How important is the distinction between 'models of compliance'? How different are the models of compliance across countries?
- How effective or critical is co-regulation for ensuring compliance?
- What are the deficiencies of the current approaches to compliance?
- To what extent do the problems stem from the different approaches or models of compliance (and its resourcing) versus structural problems that have been exacerbated by changing world of work

(outsourcing, fissuring, breakdown of SER; declining unionization), or long-standing issues, particularly in developing countries, associated with the lack of enterprise registration?

- How effective are complaint-driven systems? Why do they tend to be the main source of action for labour inspectorates? How severe are the shortcomings?
- How important is 'ability to pay' as a determinant of non-compliance?

Presentation: Fabiola Mieres

Reflections: Mark Anner, Juan Chacaltana, Li Kungang, Leah Vosko (around 10 min each)

Coffee break and general discussion

12:30–14:00 Lunch (ILO Cafeteria)

14:00–17:00 Session 2: Measuring compliance

Guiding questions:

- What have we been able to measure?
- What are we able to measure, but haven't spent enough effort doing?
- What have we not been able to measure but need to?
- What is the potential of ILO information (e.g., reports to and from the Committee on Freedom of Association (CFA) and Committee of Experts on the Application of Conventions and Recommendations (CEACR))?
- What are some novel sources of measurement (e.g. facebook surveys; big data) that would be worth pursuing?
- How can we better use data from labour inspectorates?
- What types of information are missing (e.g. different areas of labour protection)? Should we prioritize certain types of information (i.e., are there leading indicators)?

Presentation: Pawel Gmyrek

Reflections: Haroon Bhorat, Dora Sari (10-15 min each)

Coffee break and general discussion

Day 2: Wednesday, 15 November

9:00–11:15 Session 3: Improving compliance

Guiding questions:

- How to improve compliance with labour protection? Is it better to have many specific interventions or a more comprehensive approach?
- What interventions should be prioritized? Options: legal awareness of both workers and employers; co-enforcement/co-regulation; lead firm responsibility/liability; improved complaint systems; incentives to employers (especially in developing countries where enterprises may be unregistered); others?

Presentations:

- ILO's strategic compliance programme (Valkyrie Hanson)
- Evaluation of ILO's work on supply chains (Arianna Rossi)
- The experience of Women in Informal Employment: Globalizing and Organizing (WIEGO), (Pamhidzai Bamu)

Reflections: Ana Virginia Gomes, Stephen Clibborn

11:15–11:30 Coffee break

11:30–13:00 Session 4: ILO's research on compliance: The way forward

General discussion on future work:

- Two possible pilots in Latin America and Asia
- Employers and Workers' surveys
- Big data and methodologies for assessing degrees of compliance
- Associations and further networking

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