



International
Labour
Office
Geneva

Report V (2)

Employment and decent work for peace and resilience

Revision of the Employment (Transition from War to Peace)
Recommendation, 1944 (No. 71)



**International
Labour
Conference**

105th Session, 2016

International Labour Conference, 105th Session, 2016

Report V(2)

Employment and decent work for peace and resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71)

Fifth item on the agenda

ISBN 978-92-2-129723-9 (print)
ISBN 978-92-2-129724-6 (Web pdf)
ISSN 0074-6681

First edition 2016

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LIST OF ACRONYMS AND ABBREVIATIONS

Employers' and workers' organizations

	IOE	International Organisation of Employers
	ITUC	International Trade Union Confederation
Armenia	CTUA	Confederation of Trade Unions of Armenia
Austria	WKÖ	Austrian Federal Economic Chamber
	BAK	Federal Chamber of Labour
Azerbaijan	ATUC	Azerbaijan Trade Unions Confederation
Bangladesh	BEF	Bangladesh Employers' Federation
Belgium	CSC	Confederation of Christian Trade Unions
	FGTB	General Federation of Labour of Belgium
	CGSLB	General Confederation of Liberal Trade Unions of Belgium
Brazil	CNI	National Confederation of Industry
	CNA	Brazilian Confederation of Agriculture and Livestock
Bulgaria	CITUB	Confederation of Independent Trade Unions of Bulgaria
Canada	CLC	Canadian Labour Congress
Colombia	CGT	General Confederation of Labour
	CUT	Single Confederation of Workers of Colombia
Czech Republic	SP CR	Confederation of Industry of the Czech Republic
	CMKOS	Czech–Moravian Confederation of Trade Unions
Denmark	DA	Confederation of Danish Employers
	LO	Danish Confederation of Trade Unions
Estonia	ETK	Estonian Employers' Confederation
	EAKL	Estonian Trade Union Confederation

Finland	EK	Confederation of Finnish Industries
	SAK	Central Organization of Finnish Trade Unions
	Akava	Confederation of Unions for Professional and Managerial Staff in Finland
	STTK	Finnish Confederation of Professionals
Greece	SETE	Association of Greek Tourism Enterprises
	SEV	Hellenic Federation of Enterprises
	GSEE	Greek General Confederation of Workers
Islamic Republic of Iran	ICEA	Iranian Confederation of Employers' Associations
Italy	CGIL	Italian General Confederation of Labour
Japan	Keidanren	Japan Business Federation
	JTUC–RENGO	Japanese Trade Union Confederation
Kazakhstan	KRRK	Confederation of Employers of the Republic of Kazakhstan
	FPRK	Federation of Trade Unions of the Republic of Kazakhstan
Republic of Korea	KEF	Korea Employers' Federation
	FKTU	Federation of Korean Trade Unions
Latvia	LBAS	Free Trade Union Confederation of Latvia
Mexico	COPARMEX	Mexican Employers' Association
	CONCAMIN	Confederation of Industrial Chambers of the United States of Mexico
Montenegro	MEF	Montenegrin Employers Federation
	CTUM	Confederation of Trade Unions of Montenegro
Netherlands	FNV	Netherlands Trade Union Confederation
New Zealand	BusinessNZ	Business New Zealand
Niger	CNT	Confederation of Labour of the Niger
Norway	NHO	Confederation of Norwegian Enterprise
	LO	Norwegian Confederation of Trade Unions
Poland	BCC	Business Centre Club
	NSZZ “Solidarność”	Independent and Self-Governing Trade Union “Solidarność”
Portugal	CCP	Confederation of Trade and Services of Portugal
	CGTP–IN	General Confederation of Portuguese Workers
	UGT	General Union of Workers
Romania	UGIR	General Union of Romanian Industrialists
Spain	CCOO	Trade Union Confederation of Workers' Committees

Sudan	SWTUF	Sudan Workers' Trade Unions Federation
Switzerland	Travail.Suisse	
Tajikistan	UERT	Union of Employers of the Republic of Tajikistan
Trinidad and Tobago	ECA	Employers' Consultative Association of Trinidad and Tobago
Turkey	TÜRK-İŞ	Confederation of Turkish Trade Unions
Uzbekistan	CFTUU	Council of the Federation of Trade Unions of Uzbekistan
Yemen	FYCCI	Federation of Yemen Chambers of Commerce and Industry
Zimbabwe	EMCOZ	Employers' Confederation of Zimbabwe
	ZCTU	Zimbabwe Congress of Trade Unions

Other abbreviations

EU	European Union
FAO	Food and Agriculture Organization of the United Nations
g7+	group of fragile and conflict-affected countries
IASC	Inter-Agency Standing Committee
IDP	internally displaced person
IFRC	International Federation of Red Cross and Red Crescent Societies
IOM	International Organization for Migration
NGO	non-governmental organization
OCHA	Office for the Coordination of Humanitarian Affairs
OECD	Organisation for Economic Co-operation and Development
OSCE	Organization for Security and Co-operation in Europe
UN	United Nations
UNDG	United Nations Development Group
UNDP	United Nations Development Programme
UN-Habitat	United Nations Human Settlements Programme
UNHCR	United Nations High Commissioner for Refugees
UNISDR	United Nations Office for Disaster Risk Reduction
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WFP	World Food Programme
WHO	World Health Organization

INTRODUCTION

At its 320th Session in March 2014, the ILO Governing Body decided to place a standard-setting item on the agenda of the 105th Session (June 2016) of the International Labour Conference on decent work for peace, security and disaster resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71), for a double discussion, with a view to the elaboration of a Recommendation.¹ In accordance with article 39(1) of the Standing Orders of the Conference, the Office prepared a preliminary report setting out the law and practice in different countries, together with a questionnaire, which was transmitted to member States in April 2015.² Member States were invited to give their views by 25 September 2015, after consultation with the most representative organizations of employers and workers. This consultation is obligatory for Members that have ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

A total of 85 governments sent their replies to the ILO, most of them indicating that the most representative organizations of employers and workers had been consulted. The governments of several member States sent the replies of employers' and workers' organizations either separately or together with their own replies, and where these replies differ from those of the governments concerned this is indicated; in some cases, the replies were received directly by the Office from these organizations. Replies were also received directly from the International Organisation of Employers (IOE) and the International Trade Union Confederation (ITUC). Overall, at the time of drawing up this report, the Office had received replies from 85 governments, 32 workers' organizations and 27 employers' organizations. Replies were also received from intergovernmental organizations with experience in this area, including the Office for the Coordination of Humanitarian Affairs (OCHA), the United Nations High Commissioner for Refugees (UNHCR), the United Nations Office for Disaster Risk Reduction (UNISDR), and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). Their observations have been noted in the present report where appropriate. Replies were also received from the International Federation of Red Cross and Red Crescent Societies (IFRC) and the Parliamentary Assembly of the Mediterranean, and from other stakeholders, including civil society organizations (the Centre on Conflict, Development and Peacebuilding (CCDP), SOLIDAR,³ the World Academy of Art & Science, the World University Consortium (WUC)), cooperatives (the Confederation of Cooperatives of Guatemala (Confecoop), the Colombian Association of Cooperatives (ASCOOP) and the Cooperative Bank CoopCentral of Colombia), and the Swedish Migration Agency. Their replies have been noted but could not be included in the present report.

¹ GB.320/INS/2 and Record of Decisions, Mar. 2014.

² ILO: *Employment and decent work for peace and resilience*, Report V(1), International Labour Conference, 105th Session, Geneva, 2016. Available at: http://www.ilo.org/ilc/ILCSessions/105/reports/reports-to-the-conference/WCMS_358383/lang--en/index.htm.

³ SOLIDAR is a European network of NGOs working to advance social justice. See <http://www.solidar.org/>.

This report was prepared on the basis of the replies received for each question. It consists of a summarized compilation of the replies to each question, followed by an Office commentary. The proposed Conclusions appear at the end of the report. In preparing the proposed Conclusions, the Office has also taken into consideration a discussion in the ILO Governing Body at its 325th Session (November 2015), focusing on the question of the global refugee crisis in 2015,⁴ during which questions relevant to the present standard-setting exercise were raised.

⁴ GB.325/INS/17, Nov. 2015.

REPLIES RECEIVED AND COMMENTS

This section contains the substance of the replies received from governments and organizations of employers and workers, and in some cases from other international organizations, to the questionnaire contained in Report V(1). Each question is reproduced and followed by the number of replies received, grouped in accordance with the nature of the replies (affirmative, negative or other). A reply has been classified as “other” when it was neither affirmative nor negative and the idea expressed was different from the one proposed in the question. In cases where a reply was qualified or clarified by comments, the substance of these comments is summarized. Due to limitations of space, only a sample of replies has been summarized after each question, and similar responses have been grouped together, where possible. Comments which simply reaffirmed or responded negatively to the proposition contained in the question, without adding additional points, have not been reproduced. Some replies providing detailed information on specific national contexts have not been reproduced in this report, but have inspired the guidance contained in the proposed Conclusions.

In view of the restrictions on the length of Conference reports, instead of reproducing after each question the list of which constituents have replied “yes”, “no” or “other”, this enumeration will be found in tabular form in the appendix to the present report. In addition, instead of reproducing for each question the names of the workers’ or employers’ organizations that have replied to it in the same or in a similar way, a summary of the replies is presented as a consolidated reply. The workers’ organizations that have collaborated in this way are the following: CSC, FGTB and CGSLB (Belgium), CITUB (Bulgaria), CLC (Canada), CGT (Colombia), LO (Denmark), CGIL (Italy), FNV (Netherlands), and NSZZ “Solidarność” (Poland).⁵ The employers’ organizations concerned are CONCAMIN (Mexico),⁶ MEF (Montenegro),⁷ DA (Denmark), NHO (Norway) and ICEA (Islamic Republic of Iran).⁸

In cases in which other replies are received from some organizations, or when an organization furnishes a reply that differs from or adds to the consolidated reply, these are listed separately.

The structure of the proposed Conclusions has been adjusted in the light of replies from tripartite constituents. A number of linguistic and editorial adjustments were made to align the English and French versions of the proposed Conclusions, taking into account terminology used in relevant ILO Conventions and Recommendations.

⁵ Replies are the same as or similar to the ITUC’s, with few exceptions.

⁶ Replies are the same as or similar to the IOE’s, with some exceptions.

⁷ Replies are the same as or similar to the IOE’s, with few exceptions.

⁸ The replies of the DA, the NHO and the ICEA to questions 26(a) and (b) are the same as the IOE’s. In addition, the ICEA’s reply to question 25 is similar to the one provided by the IOE.

1. GENERAL OBSERVATIONS

All respondents considered that the revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71) (“the Recommendation”), is a timely and necessary initiative that will contribute towards an up-to-date body of international labour standards, and agreed that the scope should be expanded to include disasters. The Governments of Albania, Australia, Honduras, Lesotho and Syrian Arab Republic affirmed that the Recommendation should reflect better the problems of today’s world. The Governments of China and the Islamic Republic of Iran recognized the need to adapt it to the new economic and social contexts. The Governments of Belgium, Canada, Pakistan, Mali and Sudan emphasized the importance of taking into account the changed nature of conflicts, while the Governments of Costa Rica and Japan stressed the urgency of securing employment and livelihoods in the face of increasingly frequent disasters.

Overall, the Office observed a general convergence of the replies to the questionnaire.

A recurring comment governments and employers’ and workers’ organizations expressed in response to a number of questions was the importance of, and the need for, the provisions of the proposed instrument to be tailored to and consistent with national circumstances and priorities, and to take into account national capacities and available resources. It should be recalled here that a Recommendation carries no substantive obligations and is framed on the basis that States will apply it as appropriate to their own circumstances. In certain cases, however, especially when alternatives are offered in the text of the proposed instrument on the approaches to be taken, explicit mention has been made in the proposed Conclusions using terms such as “as appropriate”. Furthermore, in the proposed Conclusions, point 9(c) of the part on Guiding principles emphasizes the capacity for response.

A number of respondents called for the specific international Conventions and other instruments cited in the questionnaire to be included in an Annex as was done, for example, with the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204). This has been done, while retaining in the proposed Conclusions direct references to the fundamental instruments on principles and rights at work and governance, which are covered by the ILO Declaration on Fundamental Principles and Rights at Work (1998) and the ILO Declaration on Social Justice for a Fair Globalization (2008), when appropriate. The enumeration in the Annex has concentrated on the relevant ILO instruments, and includes relevant United Nations (UN) instruments. In the interest of conciseness, only a few key policy documents that set the international framework are mentioned.

As a general remark, the Government of Sweden stated that the ILO Decent Work Agenda should permeate everything: from preventive work, to increasing societies’ and countries’ resilience to the effects of conflicts and crises, to preparedness to cope with their consequences, and to reconstruction after crises.

Regarding the structure of the Recommendation, the Government of the Netherlands suggested making a clear distinction between general principles and specific aspects with regard to prevention of conflicts and disasters, (early) recovery and sustainable resilience.

The Japanese Trade Union Confederation (JTUC–RENGO) affirmed that the creation and securing of quality employment should always be placed at the centre of recovery, rehabilitation and reconstruction, and that the implementation of the Decent Work Agenda is crucial. The JTUC–RENGO indicated that the discussions on the revision of the Recommendation should take into account documents such as *Lessons learned on employment policy towards natural disaster response* (outcome of the Special Session by the Government of Japan at the 15th Asia and the Pacific Regional Meeting), and the *Sendai Framework for Disaster Risk Reduction 2015–2030*.

2. REPLIES AND COMMENTS ON THE QUESTIONNAIRE

Form of the instrument

Qu. 1 *Should the International Labour Conference adopt a Recommendation concerning employment and decent work for peace and resilience that revises and replaces the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71)?*

Governments

Number of replies: 85

Yes: 84

No: 0

Other: 1

Comments

Cameroon: Decent work is a factor of serenity and contributes to the preservation of peace through social dialogue. The revision of the Recommendation is necessary to integrate aspects linked to post-conflict reconstruction and the consideration of new threats, such as natural disasters, more and more frequent across the world.

Denmark, Iceland, Norway, Sweden: Yes, but it should only address issues that fall within the mandate and expertise of the ILO, it should be compatible with the work of other UN agencies and it should emphasize coordination among relevant organizations.

Estonia, Guatemala, Italy, Mexico, Portugal: The Recommendation must reorient and expand its scope, given that the social, economic and cultural context has changed and the required responses to crises have evolved significantly. A new instrument, not limited to a historical moment (as was the case with Recommendation No. 71), is needed to guide the development of capacities to confront crises and their impact on unemployment, poverty and discrimination, based on the creation of quality jobs and decent work, and to allow societal integration in the aftermath of a conflict or disaster, with the aim of restoring stability and preventing further instability, according to the legitimate objectives and competence of the ILO.

Ethiopia: Yes, in order to guide the actions and interventions of the ILO and its constituents.

Ukraine: Yes, and the following issues should be prioritized: the return to working life of demobilized military and other equivalent personnel, unemployment, the working poor, and inequality in wages.

Employers

Number of replies: 26

Yes: 22

No: 2

Other: 2

Comments

Consolidated reply: It is important to bring the Recommendation up to date and to take into account the work of the ILO and the international community in dealing with crisis situations caused by conflict or disaster.

ICEA (Islamic Republic of Iran): Fundamental development and changes over the past 70 years make it necessary to revise the Recommendation.

Keidanren (Japan): There is an essential difference between recovering from war and recovering from disaster. It may be appropriate to adopt two separate Recommendations. If both conflict and disaster are included, the difference between recovery from conflict and recovery from disaster should be considered fully.

Workers

Number of replies: 31

Yes: 30

No: 0

Other: 1

Comments

CUT (Colombia): The Recommendation contains an issue of great validity, especially for countries which are in the process of transitioning to peace. However, the Recommendation needs to be updated and to include other ILO principles, such as social justice, the promotion of decent work and social dialogue.

CNT (Niger): It is useful to put emphasis on crisis prevention in the political, social, environmental, climatic and technological spheres. People aspire to democratic and legitimate regimes that guarantee the respect of human rights, justice and good governance with just transition, decent work and resilience.

OFFICE COMMENTARY

All respondents agree that the International Labour Conference should revise Recommendation No. 71.

The vast majority of the respondents agree that the instrument should take a broader approach, which also follows the observations made by other international organizations, the ILO's partner institutions.

In response to some comments proposing that the new instrument should cover only the action and mandate of the ILO itself and requesting clarification regarding to whom the instrument applies, it is recalled that the very *raison d'être* of Recommendation No. 71 is rooted in the ILO's Constitution. As was explained in Report V(1), the ILO's involvement in crisis response dates back to its foundation, with its roots solidly set in post-First World War reconstruction and peace building. This was reaffirmed in the post-Second World War era, at which time the Recommendation was adopted. The Organization has a distinct mandate and long experience in contributing to crisis response through employment promotion and state building, and by promoting democratic participation, social dialogue and fundamental rights.

In recent decades, the ILO has significantly expanded its role in crisis-affected countries (disasters and armed conflicts), setting in place recovery and reconstruction programmes in more than 60 emergency situations and seeking durable solutions to the plight of affected people. The ILO's involvement intends primarily to influence the design and implementation of internationally supported crisis response and reconstruction programmes in line with decent work concerns and in response to constituents' requests. Its main work areas within the Decent Work Agenda – productive jobs, basic social protection, human and labour rights with a participatory tripartite approach – constitute a powerful strategy for socio-economic reconstruction, social inclusion and peace building among communities and nations.

Over the years, many operational activities geared to employment generation, reintegration, skills training, cash transfers and enterprise development were set up in partnership with Inter-Agency Standing Committee (IASC) members (for example, the United Nations Development

Programme (UNDP), the Food and Agriculture Organization of the United Nations (FAO), the World Food Programme (WFP), UNHCR, the United Nations Human Settlements Programme (UN-Habitat), and the World Bank).

The ILO is not a humanitarian organization and does not play a primary role during the humanitarian emergency phase when relief aid for victims of conflicts and disasters is the priority, although there are concerns relating to the treatment of those working in these situations, particularly with regard to personal safety and conditions of work. Specific provisions are included in the proposed Conclusions.

Furthermore, the debate around what defines “humanitarian response” has expanded considerably in recent years, and the centrality of employment and decent work promoting peace, security and disaster resilience is recognized unequivocally by the international community. Emphasis is placed on the transition between humanitarian and development activities. Consequently, the ILO’s critical role in both peace building and economic recovery has also gained international recognition.

Recommendation No. 71 is currently the only normative instrument in the United Nations and the international system for responding to crises through employment and job creation. Like any international labour instrument, this proposed revised instrument provides first and foremost guidance to member States and employers’ and workers’ organizations that find themselves in situations of crisis. It also provides guidelines to the group of organizations that work in this area. The other organizations concerned have been consulted on this approach and have clearly endorsed it through their replies. Their engagement will continue throughout the process of standard setting.

In response to the comment by Keidanren of Japan, the Office emphasizes that both post-conflict and disaster-affected environments are characterized by instability, insecurity, poverty and inequality that require member States to respond in similar ways. Lack of employment opportunities and livelihoods, unemployment and underemployment among young people, inequalities and lack of participation, often also caused by cyclical or sudden-onset disasters, can be catalysts for conflict. Therefore, the proposed instrument is intended to provide guidance to member States in all these settings, while recognizing different approaches to situations of disaster and of conflict when they appear to be needed.

Preamble

Qu. 2

Should the Preamble of the Recommendation refer to:

- (a) *the principle in the ILO Constitution that universal and lasting peace can be established only if it is based upon social justice?*

Governments

Number of replies: 85

Yes: 85

No: 0

Other: 0

Comments

Austria: It should also refer to human security, stability, justice and respect for human rights, as well as to the Sustainable Development Goals adopted in 2015.

Honduras: This element is particularly strategic for the reduction and elimination of the inequalities generated or exacerbated by a crisis context and the prevention or correction of practices that are prejudicial to the respect for human rights.

Mali: The notion of social justice that underlies respect for human rights and the achievement of decent work is the basis of all the ILO's work and the responses to crisis situations.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

BEF (Bangladesh): Without social justice, development is not sustainable.

SP CR (Czech Republic): No, social justice alone will not suffice to establish long-lasting peace.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Yes, but it should refer to all the objectives set out in the Declaration of Philadelphia, in particular to raising living standards and a minimum living wage.

OFFICE COMMENTARY

In light of the overwhelming affirmative replies received, this statement is included in point 3(a) of the proposed Conclusions.

Qu. 2 (b) *the need for full, productive, freely chosen and decent employment as a means of preventing crises, enabling recovery and building resilience?*

Governments

Number of replies: 85

Yes: 84

No: 0

Other: 1

Comments

Dominican Republic: Employment is a key instrument to prevent social crises, especially for young people.

Honduras: Yes, although the restoration of full employment will follow the evolution of the crisis, since the recovery process is gradual.

Mali: Most crises have a lack of jobs and stable incomes as a common source.

Mauritius: The creation of decent employment and income-generation opportunities is vital in the transition to peace, the recovery from crisis and building resilience.

Poland: Yes, although it is difficult to consider full employment as a crisis-prevention measure because unemployment and other social problems are the effects of the crisis, and full employment does not guarantee that a crisis will not appear, though it helps mitigate the consequences.

Romania: Yes, although reaching full employment is a long-term goal, while the employment of those unemployed as a result of conflicts may be a short-term priority.

Employers

Number of replies: 26

Yes: 22

No: 3

Other: 1

Comments

Consolidated reply: Employment plays an important role in reconstruction, peace building and integration of combatants and thus helps communities and societies to become more resilient.

CCP (Portugal): No, the goal of achieving full employment is too ambitious and it would be more realistic to refer to “the need to promote full employment”.

Workers

Number of replies: 30

Yes: 29

No: 0

Other: 1

Comments

Consolidated reply: Yes, a focus on a macroeconomic environment that places full, productive, freely chosen and decent employment at the centre of economic and social policies is an essential element.

CNT (Niger): Only productive work can reduce the vulnerability of many actors who take part in conflict only in order to subsist. Even when poverty is not the root cause of a conflict, it will still intensify the crisis. Sustainable and productive employment will contribute to eradicating poverty and consequently to preventing conflict.

OFFICE COMMENTARY

All replies agree that employment, the focus of Recommendation No. 71, has a central role to play in preventing and responding to conflict or disaster situations. A number of comments indicate that realizing “full” employment in a crisis context could only be seen as a long-term objective. The Office recalls that the expression “full, productive and freely chosen employment”, embedded in the Employment Policy Convention, 1964 (No. 122), indicates the direction towards which action and major efforts by member States should converge; it does not imply its immediate realization in crisis contexts.

Qu. 2 (c) *the need to develop and strengthen measures of social protection as a means of preventing crises, enabling recovery and building resilience?*

Governments

Number of replies: 85

Yes: 82

No: 2

Other: 1

Comments

Cameroon, Germany, Mali: Yes, since the impact of crises on social protection coverage can be huge and pre-existing deficits can be worsened, aggravating the situation of the most vulnerable.

China: Yes, but measures should adjust to the national circumstances, social environment and economic conditions.

Jordan: Social protection increases job security and this effectively contributes to stability.

Malta: No, the Preamble should be based on employment and productivity and only refer to social protection as a safety net and not as the means.

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

BEF (Bangladesh): Social protection is necessary to prevent social crises.

SP CR (Czech Republic): No, social protection measures need to be maintained, not necessarily to be strengthened.

Workers

Number of replies: 29

Yes: 29

No: 0

Other: 0

Comments

Consolidated reply: Refer to the need to extend social protection vertically and horizontally in order to achieve universal coverage, prevent crises, enable recovery and build resilience.

FNV (Netherlands): There is a clear link with the post-2015 development agenda and the importance of decent work and social protection for sustainable development.

OFFICE COMMENTARY

The vast majority of replies agree with this statement.

Qu. 2 (d) *the need to ensure respect for labour standards, including fundamental principles and rights at work, other human rights and the rule of law?*

Governments

Number of replies: 85

Yes: 85

No: 0

Other: 0

Comments

China: Yes, although these are for reference and member States should decide according to their national circumstances.

Costa Rica: These guidelines should be supported by court rulings in member States.

Netherlands: This may not be achieved quickly, but is part of a process. “Other human rights” is vague. The Preamble should state the different issues relevant for sustainable peace, but the Recommendation itself should focus on the ILO mandate.

Romania: Sometimes respect for labour standards is not guaranteed even during peace time.

Sudan: These provide a legal basis for dealing with crises.

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

CNI (Brazil): No, the human rights issue is best handled within the specific framework of the United Nations.

COPARMEX (Mexico), KRRK (Kazakhstan): The economic situation of each country should be taken into account.

BusinessNZ (New Zealand): There should be a special mention of safety and health.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

CITUB (Bulgaria): No compromise with universally recognized human rights and freedoms.

OFFICE COMMENTARY

The overwhelming majority of respondents agree with this statement.

In light of the replies received, and in order to keep the Preamble short and concise, the Office proposes to merge the text emerging from question 2(d) relating to international labour standards and the text of question 2(h) referring to other human rights instruments, and to include these issues in point 3(d) of the proposed Conclusions.

Qu. 2 (e) *the importance of developing adequate responses to crisis situations through social dialogue, taking into account the role of employers' and workers' organizations?*

Governments

Number of replies: 84

Yes: 83

No: 0

Other: 1

Comments

Albania, Mauritius, South Africa: Adequate responses to crisis situations are best found when governments act in consultation with representative organizations of workers and employers.

Honduras: Social dialogue should include government, employers' and workers' organizations and civil society at large.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

KRRK (Kazakhstan): Social dialogue should be continuously developed, as in most countries, trade unions and employers have not yet become equal partners with the government.

MEF (Montenegro): This helps social partners to develop a common vision and thus helps reduce tensions.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Collective bargaining is an essential tool for developing responses at company, sectoral and national levels.

CNT (Niger): Inclusive dialogue remains key to preventing crises through peaceful and consensual solutions. And when crises come, it is the only means to overcome them.

Other organizations

UN Women: Civil society and women's organizations should be included.

OFFICE COMMENTARY

A vast majority of governments and all employers' and workers' organizations agree with this statement.

Qu. 2 (f) *the importance of re-establishing an enabling environment for sustainable enterprises to stimulate economic recovery and development?*

Governments

Number of replies: 84

Yes: 84

No: 0

Other: 0

Comments

Cameroon, Lesotho, Netherlands: Establishing and strengthening an enabling environment can also be a factor in avoiding conflict and fragility.

Denmark, Pakistan: Insert "creating or" before "re-establishing".

Ecuador: This should exclude companies whose objectives are social dumping or the exploitative use of natural resources, or that seek to acquire companies in the country in crisis at bargain prices. Sustainable enterprises are those that effectively and sustainably contribute to stability.

Greece: The Recommendation should refer to the creation of a business-friendly environment and the encouragement of entrepreneurial spirit, powerful drivers for economic growth and job creation.

Switzerland, Tunisia: Yes, but the corporate social responsibility of enterprises should also be taken into account.

Uruguay: The concept of sustainable enterprises should be broad and also include social action and self-managed enterprises.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

Consolidated reply: Rebuilding institutions and physical and social infrastructure, and access to credit, markets, technology, skills and entrepreneurship, help in the creation and development of enterprises and hence stimulate economic recovery and development.

Workers

Number of replies: 30

Yes: 29

No: 0

Other: 1

Comments

Consolidated reply: Sustainable enterprises should include public and private companies as well as cooperatives and the social economy that will provide decent working conditions. Workers' organizations should be fully involved in the process.

CGT (Colombia): The generation of productivity will be more durable if there are offers of decent jobs and humanized companies, with full respect for human rights.

OFFICE COMMENTARY

All governments and employers' organizations and most workers' organizations agree with this statement.

The proposal to insert "creating or" in point 3(f) of the proposed Conclusions has been taken into account, while the reference to the social responsibility of enterprises is covered in point 17(h).

Qu. 2 (g) *the value of cooperation and partnerships among international organizations to ensure joint and coordinated efforts for preventing crises, enabling recovery and building resilience?*

Governments

Number of replies: 85

Yes: 83

No: 0

Other: 2

Comments

Costa Rica: Differences in development needs of the countries must be taken into account.

Cuba: This should take into account the ways in which States define the concepts concerned.

Finland: Add the value of cooperation and partnerships with host governments and civil society.

Italy: Cooperation among governments is also important.

South Africa: Sharing of information and lessons learned is equally important.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

Consolidated reply: Organizations should not duplicate efforts but should collaborate with each other and contribute their comparative advantages.

KRRK (Kazakhstan): Political intervention in economic issues prevents the development of international economic cooperation.

Workers

Number of replies: 30

Yes: 29

No: 0

Other: 1

Comments

CUT (Colombia): Not only international organizations, but also States, businesses and trade unions can be part of this contribution.

OFFICE COMMENTARY

The vast majority of respondents agree that the Preamble should include a reference to the value of cooperation and partnerships among international organizations.

The Office proposes that issues concerning coordination with the host governments, social partners and civil society, as well as cooperation among governments, are included in points 9(h) and 11(b), 12(e) and 33 of the proposed Conclusions.

Qu. 2 (h) *ILO and other international instruments that are relevant to employment and decent work as a means for preventing crises, promoting recovery and building resilience?*

Governments

Number of replies: 83

Yes: 78

No: 4

Other: 1

Comments

Costa Rica: Also refer to the Convention on the Elimination of All Forms of Discrimination against Women.

Denmark, Iceland, Lithuania, Norway: To keep the Preamble short, other instruments could be placed in an Annex.

Switzerland: Refer to the OECD Guidelines for Multinational Enterprises, and to the principle that international technical cooperation should stop economic decline and promote progress.

Trinidad and Tobago: Refer to the Global Jobs Pact.

Employers

Number of replies: 25

Yes: 21

No: 4

Other: 0

Comments

ECA (Trinidad and Tobago): Refer to the Global Jobs Pact.

Workers

Number of replies: 30

Yes: 29

No: 1

Other: 0

Comments

Consolidated reply: Refer to other relevant standards in an Annex, following the model of Recommendation No. 204. Add references to the Declaration of Philadelphia, the ILO Declaration on Social Justice for a Fair Globalization, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the Universal Declaration of Human Rights.

CFTUU (Uzbekistan): No, the ILO standards relevant to employment and decent work are not always the means to prevent crises and to ensure effective economic recovery and resilience in the short term. The scope of this Recommendation should not include prevention of crises in general, but only the prevention of those caused by conflicts and disasters.

OFFICE COMMENTARY

The vast majority of respondents support this statement.

The Office proposes to merge points 2(d) and 2(h) into point 3(d) of the proposed Conclusions. None of the instruments concerned are enumerated in the proposed Preamble, but all have been included in the Annex.

Qu. 3 *Should other considerations be included in the Preamble?*

Governments

Number of replies: 76

Yes: 34

No: 39

Other: 3

Comments

Belgium, Denmark, France, Iceland, Lithuania, Sweden: The Preamble should be kept as short as possible and should not overlap with the General principles. Special attention should be given to the role of women in recovery and crises to be used as a window of opportunity to break down gender barriers and unequal gender roles. UN Security Council resolution 1325 (2000) on women and peace and security should be cited, calling for an increase in the participation of women at decision-making levels in conflict resolution and peace processes, and recognizing the impact of armed conflict on women and girls. Effective institutional arrangements to guarantee their protection and full participation in the peace process can significantly contribute to the maintenance and promotion of international peace and security.

Kuwait: Refer to UN instruments on human rights, children's rights and women's rights.

Latvia, Sweden: The Preamble could refer to gender equality and the prohibition of discrimination.

Netherlands: Refer to the "do no harm" principle, and to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the UN Guiding Principles on Business and Human Rights.

Romania: The term "conflict" should be extended to other situations of violence which destabilize the economy and the society. Recall that ILO supervisory bodies can make comments on situations under Conventions, including making recommendations to enable recovery and build resilience.

Saudi Arabia: Emphasis should be placed on human rights and decent work principles, and on a more accurate description of the definition and types of conflict and disaster and ways of measuring their direct impact and linking it to economies and societies.

South Africa: Refer to gender, disability, environmental protection and sustainable development.

Suriname: The vulnerability of women, young persons, minorities and persons with disabilities should also be considered, along with the risks regarding trafficking in persons and exploitation.

Sweden: The Preamble should recognize that conflict and violence impact both women and men, but affect them differently, and that the special situation of women in crisis should be taken into account.

Syrian Arab Republic: Include the need to support workers in order to contribute to the transition from war to peace and to resist disasters.

Trinidad and Tobago: Include references to small island developing States, given their particular vulnerabilities, and "the focus on employment generation as the engine of the ILO's approach to resolving crises" (paragraph 145 of Report V(1)).

Employers

Number of replies: 24

Yes: 9

No: 15

Other: 0

Comments

Keidanren (Japan): It is crucial to allow governments to ease existing regulations and introduce special measures because it is impossible to comply with laws strictly in the chaos after conflict or disaster.

KRRK (Kazakhstan): Discuss youth employment.

COPARMEX (Mexico): Respect the right of companies to direct their own affairs.

Workers

Number of replies: 28

Yes: 21

No: 5

Other: 2

Comments

Consolidated reply: Refer to the risks associated with business operations in conflict countries, as some companies have contributed to gross human rights violations and have exacerbated existing conflicts or sparked new ones due to their operations. Refer therefore to the importance of applying the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the UN Guiding Principles on Business and Human Rights. This should also be in the body of the Recommendation (see question 13(h)). It should also recognize that conflict and violence impact both women and men but affect them differently and that the special situation of women in crisis should be taken into account. The Preamble should recognize the role of women as actors in recovery and the potential of crises to be used as a window of opportunity to break down gender barriers and unequal gender roles.

FPRK (Kazakhstan): Include the establishment of social equality based on the basic abilities of a person, regardless of employment position or status of their parents, or their status in the society.

Other organizations

UN Women: Link to the Convention on the Rights of the Child and the Convention on the Rights of Persons with Disabilities.

OFFICE COMMENTARY

A large number of respondents provided additional considerations to be included in the Preamble.

The points raised under question 3 have been covered either in point 3(a)–(h) of the proposed Conclusions or in the operative parts, with the exception of a special reference to small island developing States, which has not been included. References to gender equality and specific groups of the population that require special attention and protection are extensively covered in various parts of the proposed Conclusions (see points 9(d), 11(a), 18, 23(c), 27(b)) and instruments in the Annex.

I. Purpose and scope

Qu. 4 *Should the Recommendation expand the purpose and scope of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71), which focused on the role of employment in the transition from war to peace, to provide broader guidance on employment and decent work in prevention, recovery and resilience with respect to crisis situations arising from conflicts and disasters that destabilize societies and economies?*

Governments

Number of replies: 85

Yes: 82

No: 1

Other: 2

Comments

Costa Rica: Include situations caused by natural, social, environmental and other disasters.

Cuba: This should also refer to other elements in addition to employment.

Ethiopia: The part on Purpose and scope of the instrument should be short, clear and concise.

Italy: Broader guidelines are essential in view of the profound changes in the socio-economic environment and of the new problems generated, in particular linked to migration and the consequent impact on the labour market.

Poland, Portugal, Uruguay: Include defence against crises of global and national financial institutions which may cause broad social conflicts.

Spain: Yes. Concepts such as “resilience” should be clarified further.

Ukraine: Its area of application should be expanded to also cover the effects of undeclared military operations.

Employers

Number of replies: 25

Yes: 22

No: 3

Other: 0

Comments

CNI (Brazil): No, Recommendation No. 71 focuses on the transition from war to peace and a possible extension of purpose must be consistent with the original purpose without mischaracterizing the instrument.

BusinessNZ (New Zealand): The purpose and scope should be expanded to encompass both conventional and asymmetric conflicts, as well as natural disasters, while recognizing that there is a difference between a conflict involving the whole or the greater part of any country, and a more localized event such as an earthquake or hurricane.

Workers

Number of replies: 30

Yes: 29

No: 0

Other: 1

Comments

Consolidated reply: The ILO is best placed to promote a rights-based approach to crisis prevention, recovery and resilience based on the four pillars of the Decent Work Agenda with the full involvement of workers' and employers' organizations.

CNT (Niger): Keeping the spirit of the Recommendation, the revision should proceed to an extension of the field of action to take account of modern, complex and multiform characters of contemporary crises and conflicts that can be political, civil, armed, environmental, biological and technological.

OFFICE COMMENTARY

There is general agreement on the need to revise Recommendation No. 71, and to expand its purpose and scope. As concerns the suggestion to also cover problems arising from financial collapses, it is recalled that the focus in Report V(1) reflected the problems encountered by member States and the joint and coordinated action to be taken by all the international actors in dealing with crises arising from conflicts and disasters. Though there are some similarities in the social problems arising in both these sets of circumstances, it appears that the source of the problems arising in the latter case, and the measures needed to deal with them, are very different from those contemplated here. Furthermore, there are other instruments that deal with financial crises, such as the Global Jobs Pact. In response to the comments regarding clear definitions, the concepts of resilience, conflict and disaster have been defined and included in point 5(a)–(c) of the proposed Conclusions.

Qu. 5 *Should the Recommendation provide that for the purposes of this instrument the term “conflict” should be understood as including international and non-international armed conflicts, as well as other situations of violence that destabilize societies and economies?*

Governments

Number of replies: 83

Yes: 78

No: 4

Other: 1

Comments

Albania, Costa Rica: It should cover all kinds of conflicts.

Austria: Regional, transnational, national and local contexts in conflict and fragile settings also have to be considered. Apart from “traditional” conflicts, criminal societal violence (gangs, urban violence), extremism, radicalization and their consequences need to be considered. Post-conflict and transitional phases also need to be considered.

Bahrain: Include the collapse of governments and military coups and other similar situations which affect daily life and disturb economic activities.

Brazil: The term “other situations of violence”, as proposed, would not maintain the fundamental conceptual distinction between “conflict” and “violence”. “Conflict” refers to situations of potential threat to peace and international security, the responsibility for which lies with the UN Security Council. “Violence” refers to domestic situations, which are subject to the jurisdiction of States.

Ecuador: This includes widespread violence linked to drug trafficking.

Guatemala: Clarify “situations of violence”.

Honduras: This should include peaceful situations that involve predictable outbreaks of violence or destabilize societies and economies without outright violence. In these cases, the Recommendation may be limited to suggesting preventive actions.

Mali: It should also cover riots and other isolated and sporadic acts of violence.

Netherlands: Not all armed conflicts destabilize countries so the focus should be on the destabilizing effects of conflict, endangering possibilities for member States to provide for human, security and socio-economic needs and opportunities.

Poland, Portugal: Include economic disasters and conflicts.

South Africa: No, armed conflicts are not the only forms of violence that destabilize economies and prevent growth. The Recommendation should cover any form of instability that causes job losses and causes investors to leave.

Syrian Arab Republic: Terrorism has become more dangerous than armed conflict between countries. The definition should also include external interferences in the affairs of sovereign States.

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

COPARMEX (Mexico): No, these concepts are ambiguous and would encourage instability.

BusinessNZ (New Zealand): The definition should be reasonably wide but should stay focused on damage to people, infrastructure and civil functions. It is presumed that “non-international armed conflicts” refers to civil wars and unrest, asymmetric or unconventional warfare, and terrorism.

Workers

Number of replies: 29

Yes: 29

No: 0

Other: 0

Comments

Consolidated reply: In respect of other situations of ethnic or gender-based violence that destabilize societies and economies, establish a link to the grounds of discrimination under Convention No. 111.

CFTUU (Uzbekistan): Delete the wording “other situations of violence” because it is ambiguous.

OFFICE COMMENTARY

Almost all governments and employers’ organizations and all workers’ organizations agree with the definition of “conflict” proposed by the Office.

See Office commentary to question 6.

Qu. 6 *Should the Recommendation provide that for the purposes of this instrument the term “disaster” should be understood as including serious disruptions of the functioning of a community or a society, involving widespread human, material, economic or environmental losses or impact, arising from natural or man-made causes, including technological and biological phenomena?*

Governments

Number of replies: 84

Yes: 79

No: 4

Other: 1

Comments

Australia, Canada, Japan: It is coherent with the definition of “disaster” used in relevant frameworks.

Austria: The notion of disaster is probably outdated and should be newly defined. The Recommendation could use the definitions of fragility used by the OECD Development Assistance Committee, which point to missing or very weak state structures and absence of political will, strong institutions and high political, social and economic volatility. Five dimensions of fragility are defined: violence, justice, institutions, economic bases, and resilience.

China: Both natural and man-made causes are core factors leading to “disaster”.

Mexico: No, disasters should be understood as “the result of the occurrence of one or more severely or extremely disrupting events, of natural origin or arisen as a product of human activity, within a specific moment or area, causing damage whose magnitude exceeds the response capacity of the affected community”.

Spain: The notion of crisis is much broader than military confrontation. It implies an emergency situation regardless of its origin (war, natural disasters, epidemics, other).

Employers

Number of replies: 24

Yes: 21

No: 3

Other: 0

Comments

BEF (Bangladesh), SP CR (Czech Republic): The definition is sufficiently clear and comprehensive.

KRRK (Kazakhstan): The concept of disaster should also include the results of destruction of critical infrastructure by terrorism.

KEF (Republic of Korea): No, there is no need to mention the definition of disaster since it is a common sense concept.

COPARMEX (Mexico): No, the concepts are ambiguous, moreover there is no organism to determine when “serious disruptions” are occurring.

Workers

Number of replies: 29

Yes: 29

No: 0

Other: 0

Comments

Consolidated reply: Yes, but social losses and impacts should also be part of the definition, including loss of income, livelihoods, access to land or other assets, and the right to employment.

CNT (Niger): This definition has the advantage of regrouping all situations of natural, human and technological origin.

OFFICE COMMENTARY

A large majority of governments and employers’ organizations and all workers’ organizations agree with the proposed definition of “disaster”.

In response to Austria’s comment on the use of “fragility” as an overall concept, Report V(1) examined in paragraphs 16 et seq. the evolving nature of international responses in both fragile and conflict-affected States; it indicated that dealing with crises arising from both conflicts and disasters is consistent with present-day international usage, and appears to be more inclusive than the notion of fragility.

In light of the comments received, questions 5 and 6 have been brought together into point 5 in the proposed Conclusions, which now contains three subparagraphs ((a)–(c)). In order to clarify further the terms used, the Office proposes adding an explicit mention of climate change in point 5(b), as this has already been invoked in Report V(1) – see, for example, paragraph 47. Moreover, in light of the questions raised by several respondents, a definition of the term “resilience” is included in point 5(c) based on the explanations in paragraph 125 of Report V(1).

Qu. 7 *Should the Recommendation apply to all crisis situations arising from conflict and disaster that destabilize societies and economies and to all workers and sectors of the economy affected by such situations, and provide for employment and decent work measures for prevention, recovery and resilience?*

Governments

Number of replies: 84

Yes: 81

No: 2

Other: 1

Comments

Austria: It must be applicable to all crisis situations, and should take into account the uniqueness of each one.

Costa Rica: Refer also to those who, due to a protracted conflict, have given up looking for work.

Czech Republic: Add an explicit reference to enterprise support.

Mali: It should apply in particular to workers in the informal economy and rural workers.

Mexico, Trinidad and Tobago: Delete “all” in the first line.

Romania: It should also apply to crisis situations that destabilize social security systems, with a direct impact on unemployment.

Employers

Number of replies: 26

Yes: 21

No: 3

Other: 2

Comments

SPCR (Czech Republic): Add “to support enterprises and their ability to create jobs”.

EK (Finland): The scope of application can be expanded but it must explicitly cover only genuine and significant catastrophic events, such as natural disasters, civil wars or other intra-State unrest, which can lead to major human repercussions and paralyse society’s functions.

KRRK (Kazakhstan): Society usually responds to any crisis only after a disaster has taken place. Every country, region and company should develop plans of action beforehand.

KEF (Republic of Korea): Replace “sectors of the economy” with “companies”.

COPARMEX (Mexico): No, the conditions to be met for an event to be considered a “crisis” should be defined clearly.

Workers

Number of replies: 30

Yes: 28

No: 1

Other: 1

Comments

Consolidated reply: It should specifically recognize that the notion of crisis should include internal conflicts and disasters, not only international warfare.

CFTUU (Uzbekistan): Member States should determine through tripartite consultations to what extent the crisis situations arising from conflicts and disasters destabilize society and the economy, and are considered applicable to this Recommendation.

ZCTU (Zimbabwe): It should cover the informal economy workers.

OFFICE COMMENTARY

The large majority of the respondents support this statement.

In light of the replies received, the Office proposes to deal with the scope of application in points 6 and 7 of the proposed Conclusions and the purpose of the Recommendation in point 8. In consideration of the difficult conditions in which emergency service workers operate, point 7 includes a reference to the protection of fundamental human rights, safety and working conditions for responders, which covers both “first responders” – those who are among the first people to arrive at and assist at the scene of an emergency – as well as those who become involved at a later stage of the emergency or for a longer period of time (for example in a protracted crisis). In response to comments made under other questions, the Office proposes to also include in this point a reference to volunteer workers, who are often among the first responders and, in the immediate aftermath of a disaster or a conflict, for instance, may be working without training, preparation and appropriate protective equipment. Therefore, it is particularly important to assure basic respect for their rights in these conditions.

II. General principles

Qu. 8 *Should the Recommendation provide that full, productive, freely chosen and decent employment is indispensable for promoting peace, preventing crises, enabling recovery and building resilience?*

Governments

Number of replies: 84

Yes: 80

No: 2

Other: 2

Comments

Armenia: This is important but it is not the only factor for the creation of favourable conditions to prevent crises.

Germany, Netherlands: Replace “indispensable for” with “central to”.

Netherlands, South Africa: In the early phase of recovery, peace and security should be ensured. It may not be realistic to achieve full employment.

Romania: Replace the words after “indispensable for” with “generating incomes and for enabling recovery and building resilience for the alleviation of poverty and elimination of imbalances”.

Suriname: It should call for employment “for all”.

Switzerland: Refer to Convention No. 122 and the Decent Work Agenda.

Employers

Number of replies: 25

Yes: 22

No: 3

Other: 0

Comments

Keidanren (Japan): Replace “indispensable” with “targeted”. It will have to be achieved gradually.

BusinessNZ (New Zealand): Employment is only one aspect of recovery and cannot necessarily be guaranteed.

Workers

Number of replies: 30

Yes: 29

No: 0

Other: 1

Comments

Consolidated reply: See under question 2(b).

Other organizations

UN Women: Conflicts can arise for many reasons that are not necessarily related to employment.

OFFICE COMMENTARY

The vast majority of governments and employers’ organizations and almost all workers’ organizations agree on this statement.

In light of the suggestions by several respondents on how to characterize the role of full employment in preparing for and dealing with crises, the Office proposes replacing the word “indispensable” with “central to” in point 9(a) of the proposed Conclusions. This solution appears to respond to the concerns raised, without diminishing the importance of employment and rights-based measures. See also Office commentary above, with reference to question 2(b).

Furthermore, in order to provide a better representation of the different parts of the proposed Conclusions, the Office proposes to change the title of the part to Guiding principles, and to augment its content with text initially found under other questions that correspond better to this description and apply to all the points in the proposed Conclusions. In particular, the Office proposes to add references to: the nature and impact of crises, and response capacities; the most vulnerable groups of the population; gender equality; the “do no harm” approach (from

question 11(f)); discrimination (from question 12(e)); national ownership; coordination between humanitarian and development assistance (from question 11(c)). See points 9(a)–(i) of the proposed Conclusions.

Qu. 9 *Should the Recommendation provide that in taking measures to prevent crises, enable recovery and build resilience, Members should take into account the relevant international labour standards and respect, promote and realize the fundamental principles and rights at work?*

Governments

Number of replies: 84

Yes: 84

No: 0

Other: 0

Comments

China: This should be done through advocacy and not imposition.

Mali: The main concern should be to ensure equality of treatment, particularly for the parts of the population who have been made the most vulnerable by the crisis.

Mauritius: International labour standards form part of the international architecture for crisis response.

Mexico, Myanmar, Trinidad and Tobago: In accordance with national circumstances.

Employers

Number of replies: 25

Yes: 22

No: 3

Other: 0

Comments

KEF (Republic of Korea): Respecting, promoting and realizing the fundamental principles and rights at work does not meet the purpose of the proposed instrument, which is aimed at the contingency period.

COPARMEX (Mexico): If these Conventions have been ratified.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Include an Annex with a list of international labour standards that are relevant for preventing crisis, promoting recovery and building resilience. A list is provided.

CUT (Colombia): In the case of conflict, international standards on human rights and international humanitarian law should also be taken into account.

OFFICE COMMENTARY

Almost all governments and workers' organizations and a majority of employers' organizations agree with this statement.

As explained in more detail in "1. General observations" above, taking into account the suggestions made in response to several questions, the most relevant ILO and other international standards and documents are listed in an Annex. In response to points raised here and in replies to other questions, it is clear that Conventions are not binding on States that have not ratified them, though there are certain obligations to respect fundamental principles and rights at work that arise directly from the ILO Constitution. In addition, as a proposed Recommendation is being examined here, its provisions will not of themselves be binding on member States.

In line with the text of point 3(d) of the Preamble of the proposed Conclusions, the Office proposes to include the notion of respect for human rights generally in point 9(b) of the proposed Conclusions.

- Qu. 10** *Should the Recommendation provide that the objectives of post-conflict and post-disaster response should include, as appropriate, taking into account the particular vulnerability of certain groups of the population:*
- (a) *stabilizing livelihood and income generation, and providing social protection and emergency employment?*

Governments

Number of replies: 84

Yes: 81

No: 1

Other: 2

Comments

Dominican Republic: Prioritize children, persons with disabilities, the elderly and single mothers.

Mali: This would help to ensure that women, children and young people, who are the most vulnerable, will not fall back into the vicious cycle of forced labour, and to prevent that of the worst forms of child labour.

Malta: While the right to social protection should be safeguarded, it should not be listed as one of the objectives to which vulnerable groups should aspire.

Netherlands: Add "including for refugees and internally displaced persons".

South Africa: Prioritize women and elderly persons with disabilities.

Uruguay: Call for simultaneous implementation of the four components under this question to solve problems in the short-, medium- and long-term.

Employers

Number of replies: 25

Yes: 21

No: 4

Other: 0

Comments

CNI (Brazil): No, the mandatory extension of benefits already provided in law undermines social dialogue and collective bargaining, and may discourage new employment.

SP CR (Czech Republic): No, governments in developing countries and countries at risk will not be able to commit to this.

KRRK (Kazakhstan): Response plans should be accompanied by the appropriate financial and other resources.

Workers

Number of replies: 29

Yes: 28

No: 0

Other: 1

Comments

Consolidated reply: The value of labour-intensive reconstruction programmes directed at physical infrastructure, institutions and support services should be recognized. These provide low-skilled workers with income and act as economic stimulus on the aggregate level by stimulating demand. The building or rebuilding of social infrastructure, including affordable and quality public services (such as education, health, water and energy) should be a priority. The role of public employment agencies should also be enhanced in post-conflict/post-disaster responses.

CNT (Niger): Successful responses include actions to guarantee people's livelihoods in order to satisfy their basic needs during the crisis and to enable them to contribute with their own efforts to post-crisis recovery.

OFFICE COMMENTARY

A large number of governments and employers' organizations and almost all workers' organizations agree with this statement.

For the sake of clarity, the Office proposes a slight rewording of the objectives in point 10(a) of the proposed Conclusions. See also the Office commentary to question 10(d).

Qu. 10 (b) *promoting local economic recovery for employment opportunities and reintegration?*

Governments

Number of replies: 81

Yes: 81

No: 0

Other: 0

Comments

Mali: With an accent on employment-intensive approaches.

Mauritius: In post-conflict situations, employment is vital to short-term stability, reintegration, economic growth and sustainable peace.

Netherlands: Add the word “sustainable” and add “stimulating private sector development, domestic resource mobilization and foreign investment as a means to generate employment”.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

SP CR (Czech Republic): Including support to enterprises as they create jobs and increase employment.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Local employment programmes should be prioritized and coordinated with programmes being implemented at regional and national levels, ensuring the necessary collaboration between different ministries.

ZCTU (Zimbabwe): Focus on people-centred economic development.

Qu. 10 (c) *promoting sustainable employment creation, social protection systems and decent work?*

Governments

Number of replies: 84

Yes: 84

No: 0

Other: 0

Comments

Bahrain: Rights and privileges acquired under the prior social protection system should remain intact.

Mali: This should be done especially through the tripartite constituents and the Decent Work Country Programmes.

Switzerland: Countries should set objectives for workers' protection through the definition of legal principles and their enforcement by the labour inspectorate.

Employers

Number of replies: 25

Yes: 22

No: 3

Other: 0

Comments

COPARMEX (Mexico): This should not put additional burdens on enterprises and society.

CCP (Portugal): No, the concept of "sustainable" contradicts the need for occupational mobility.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

ZCTU (Zimbabwe): Covering all people in all sectors, including the unemployed.

Qu. 10 (d) *building or restoring labour market institutions and social dialogue?*

Governments

Number of replies: 84

Yes: 83

No: 0

Other: 1

Comments

Romania: Rephrase as “restoring labour market institutions and social dialogue and creating new institutions based on Conventions Nos 87 and 98 and on Convention No. 144 and Recommendation No. 152”.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

COPARMEX (Mexico): Yes, but dialogue must not be imposed.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Collective bargaining should be recognized as a key institution.

OFFICE COMMENTARY

Almost all governments and workers’ organizations and the vast majority of employers’ organizations support the general approach envisaged in question 10. In response to the questions asked and suggestions made by many respondents regarding the sequence and relative priority of the approaches, it should be noted that these are not intended necessarily to be sequential, and may be carried out simultaneously, or at different stages in different parts of the territory as the recovery process proceeds.

For the sake of coherence, the Office proposes to move the text resulting from question 10 to a new part on Strategic approaches in the proposed Conclusions, as it appears to correspond better to this description. The Strategic approaches part (points 10–12 of the proposed Conclusions) also includes concepts resulting from questions 11 and 12.

- Qu. 11** *Should the Recommendation provide that measures to be taken in the immediate aftermath of a conflict or disaster should include:*
- (a) *an urgent response to satisfy basic needs and provide care for the population, taking into account the particular vulnerability of certain groups of the population?*

Governments

Number of replies: 83

Yes: 82

No: 1

Other: 0

Comments

Austria: This should also cover fragile situations characterized by the lack of provision of livelihoods by the State.

Iceland: Policies within the mandate of the ILO targeting women, children, young people, ethnic minorities, indigenous and tribal peoples and persons with disabilities would be particularly important, as would employment-generation measures ensuring access to an adequate level of affordable quality care.

Mali: This should be done particularly in the areas of health, education, employment and social protection, with an emphasis on women, children and rural populations.

Norway: No, this would be outside the mandate of the ILO.

Employers

Number of replies: 26

Yes: 23

No: 2

Other: 1

Comments

KRRK (Kazakhstan): Plans for emergency response measures should be made at all levels of government and industry, and should be supported by appropriate resources.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Policies targeting women, children, young people, ethnic minorities, indigenous and tribal peoples and persons with disabilities are particularly important. Employment-generation measures ensuring access to an adequate level of affordable quality care for the population are also critical.

OFFICE COMMENTARY

A large number of governments and employers' organizations and almost all workers' organizations agree with this statement. The Office recognizes that the provision of care could be misunderstood; it should include services and support to livelihoods, employment and income-generation opportunities.

For the sake of clarity, the Office proposes a slight rewording of the concepts presented in point 11(a) of the proposed Conclusions.

Qu. 11 (b) *emergency assistance, to the extent possible by national authorities, supported by the international community, engaging civil society and community organizations?*

Governments

Number of replies: 82

Yes: 81

No: 1

Other: 0

Comments

Cuba: Emergency aid must respect the guiding principles on humanitarian assistance, adopted by UN General Assembly resolution 46/182.

Cyprus: Recognizing that government at all levels cannot manage disasters alone, communities are allowed to lead crisis management locally, identifying priorities, organizing support, implementing programmes and evaluating outcomes.

Denmark, Iceland, Netherlands: Provided that these lie within the mandate and expertise of the ILO and are not traditionally handled by other UN agencies or other international organizations.

Islamic Republic of Iran: Provide for empowerment of non-governmental organizations (NGOs) to contribute to these initiatives.

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

CNI (Brazil): No, this violates the classic tripartism adopted in ILO instruments, in particular Convention No. 144.

Keidanren (Japan): Replace “national” with “public”.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: To foster solidarity, promote national and local ownership and build or rebuild resilient institutions, in particular quality public services. Reconstruction offers an opportunity to create sustainable livelihoods, acknowledging the key role to be played by the public sector and promoted through public procurement policies.

LO (Norway), SWTUF (Sudan): Including workers' and employers' organizations.

ZCTU (Zimbabwe): This should be supervised by a national steering committee of tripartite social partners.

OFFICE COMMENTARY

The large majority of governments and employers' organizations and almost all workers' organizations agree with this statement.

In light of the suggestions received, the Office proposes to replace "national" with "public" in point 11(b) of the proposed Conclusions.

Qu. 11 (c) *close coordination between humanitarian relief efforts and the promotion of employment and decent work?*

Governments

Number of replies: 83

Yes: 82

No: 1

Other: 0

Comments

Costa Rica: This coordination should also lead to longer-term planning.

Cuba: The priorities set by States should be respected.

Mali: This should be done through monetary transfers to create activities to generate decent incomes.

Netherlands: "Support" close coordination would be more suitable.

Tunisia: Coordinating humanitarian relief efforts and the promotion of employment leads to better use of the workforce under decent work conditions. It is suggested to establish a tripartite organization to supervise humanitarian relief efforts, while respecting the principles of transparency and impartiality.

Employers

Number of replies: 25

Yes: 22

No: 3

Other: 0

Comments

COPARMEX (Mexico): No, humanitarian aid must not be subordinated to employment creation.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

CTUM (Montenegro): Relief efforts should be directed towards the creation of employment and decent work in order to have an exponential and long-lasting effect.

OFFICE COMMENTARY

The large majority of governments and employers' organizations and almost all workers' organizations agree with this statement.

As explained in the Office commentary to question 8, the Office proposes to include the text resulting from question 11(c) among the Guiding principles, in point 9(i) of the proposed Conclusions.

Qu. 11 (d) *a coordinated needs assessment to be carried out as quickly as possible?*

Governments

Number of replies: 81

Yes: 79

No: 1

Other: 1

Comments

Cyprus: Involve a variety of agencies and organizations, including government entities, NGOs and community partners with clear roles and responsibilities.

Netherlands: Add assessment of possibilities to stimulate local markets and employment.

Employers

Number of replies: 25

Yes: 24

No: 0

Other: 1

Comments

BusinessNZ (New Zealand): In emergency situations, coordinated needs assessments should only come after any immediate response that might be needed.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

LO (Norway): The ILO and the social partners should participate actively in the needs assessment process.

SWTUF (Sudan): This will make it possible to solve the crisis without turning it into a major crisis.

OFFICE COMMENTARY

The majority of governments and almost all employers' and workers' organizations agree with this statement.

In response to some comments, the Office clarifies that in the aftermath of a disaster the ILO provides direct support to member States and social partners in undertaking a post-disaster needs assessment (PDNA) in the "employment, livelihoods and social protection" sector. This assessment is implemented on the basis of a methodology developed by the ILO, and complements earlier humanitarian livelihoods assessments to link the disaster recovery with national development objectives. A PDNA is launched at the request of a government and with the support of the UNDP, the World Bank and the European Union (EU). Its aim is to assess damage and losses across all sectors of the economy, as well as recovery, relief, reconstruction and risk management needs. A PDNA also provides guidance to governments and the international donor community on a country's short-, medium-, and long-term recovery priorities. Since 2005, nearly 50 PDNAs have been conducted in more than 40 countries. The ILO has supported 27 assessments, six of which were conducted in 2014–15.

Similarly, post-conflict needs assessments are used by national and international actors (the United Nations Development Group (UNDG), the European Commission, the World Bank and regional development banks) to contribute to the development of a strategy for recovery and development in fragile, post-conflict settings. The post-conflict needs assessment methodology is going through a global review to identify lessons and improve future exercises. In the meantime, the methodology of the PDNA is increasingly adapted and also used for post-conflict settings, the most recent cases being the rapid needs assessments in Gaza in 2014 and Yemen in 2015.

- Qu. 11** (e) *a guarantee of decent working conditions for workers engaged in rescue and rehabilitation activities, including the provision of personal protective equipment and medical assistance?*

Governments

Number of replies: 84

Yes: 82

No: 2

Other: 0

Comments

China, Denmark, Iceland, Norway, Spain: The formulation is too rigid. It should recognize the need to prioritize saving lives, while endeavouring to ensure decent working conditions, stressing the health and safety of the workers concerned. It is the obligation of the employer to ensure that these requirements are met.

Cyprus: Including security provided by police and other security personnel.

Czech Republic: Add “when possible”.

Guatemala: The Recommendation should be as precise as possible regarding who is responsible for guaranteeing decent working conditions.

Japan: The demolition of buildings damaged by earthquakes and tsunamis entails higher than normal risks of collapse and asbestos exposure.

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

SP CR (Czech Republic), CONCAMIN (Mexico), BusinessNZ (New Zealand): “Guarantee” is too strong.

KRRK (Kazakhstan): Rescue services should be equipped with the most modern equipment and technology.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Emergency and short-term employment programmes must respect decent work principles in relation to wages, occupational safety and health, hours of work and other employment conditions. Many workers engaged in rescue and rehabilitation activities are public sector workers, so the

responsibility belongs to national and local governments. Job creation in rescue, rebuilding and resilience should be considered as an opportunity to formalize jobs. The Recommendation should contain clear provisions in respect of hazards and risks as well as of workers' rights and employers' and governments' responsibilities in the area of occupational safety and health (see Convention No. 155).

LO (Norway): "Guarantee" is too strong, but there should be an effort to secure safe working conditions.

OFFICE COMMENTARY

The majority of governments and employers' organizations and almost all workers' organizations agree with this statement.

In light of the replies received, the Office proposes a slight rewording in point 11(d) of the proposed Conclusions.

Qu. 11 (f) *crisis response programmes that avoid harmful spillover effects on individuals, communities, the environment and the economy?*

Governments

Number of replies: 82

Yes: 79

No: 1

Other: 2

Comments

Austria, Finland: Apply the "do no harm" principle to react to possible side effects. Conflicts and conflict drivers need to be understood and considered. In the context of conflicts, disasters and fragility, a conflict-sensitive approach should be applied.

Costa Rica: Extend this part to include the health and well-being of those affected, and the care and recovery of cultural and religious heritage.

Latvia: These programmes should be developed before the crisis, and people need to know how to respond and who should be asked for help in a crisis.

Employers

Number of replies: 24

Yes: 23

No: 1

Other: 0

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: The aim should be to empower individuals, communities and the economy to build or rebuild sustainable livelihoods.

CLC (Canada): Protecting the environment is also essential.

CCOO (Spain): These programmes should help replace war economies that encourage violence and generate increased discrimination.

OFFICE COMMENTARY

The large majority of governments and employers' and workers' organizations agree with this statement.

As explained above, the Office proposes to include the text resulting from question 11(f) among the Guiding principles, in point 9(f) of the proposed Conclusions.

Qu. 11 *(g) the re-establishment of organs of government, the reintegration into employment of civil servants, and the re-establishment of employers' and workers' organizations and other civil society organizations, whenever necessary?*

Governments

Number of replies: 84

Yes: 81

No: 2

Other: 1

Comments

Austria: People responsible for conflicts should be excluded from certain aspects of reintegration, for example, the return to civil service. Transitional governments and other conflict parties should not be included in these measures and integrated into the labour market.

Bosnia and Herzegovina (Republika Srpska): Delete "the reintegration into employment of civil servants".

Costa Rica: Please clarify "whenever necessary".

Finland: After the conflict it is important to focus on peace-building and state-building measures, where national capacity building and the use of country systems are among the key principles. In a fragile context, the New Deal for Engagement in Fragile States, for example, provides a good framework.

Netherlands: These structures may not all have been available before the crisis.

Suriname: The re-establishment of mechanisms for social dialogue is also important.

Zimbabwe: Add “particularly those responsible for labour administration” after “organs of government”.

Employers

Number of replies: 25

Yes: 22

No: 2

Other: 1

Comments

KRRK (Kazakhstan): Government bodies and employers’ and workers’ organizations would still be in place unless they were implicated in the conflict or disaster.

Workers

Number of replies: 29

Yes: 27

No: 2

Other: 0

Comments

BAK (Austria): People responsible for conflicts should be excluded from certain reintegration measures, for example, the return to civil service.

FNV (Netherlands): Where these organs and institutions did not exist before the crisis they should be established.

UGT (Portugal): The re-establishment of workers’ and employers’ organizations should be accompanied by the re-establishment of the rights associated with their activity and the resulting bipartite and tripartite dialogue.

OFFICE COMMENTARY

There is general agreement on the points arising from question 11.

The Office observes, however, the concern expressed by several respondents about the return to office of people who have been implicated in events leading to conflict.

The Office proposes to leave out the reference to the reintegration of civil servants in the proposed Conclusions, and to include a reference to measures deemed necessary to allow national reconciliation in the part on Guiding principles (point 9(g)) of the proposed Conclusions.

Qu. 12 *Should the Recommendation provide that Members should adopt coherent and comprehensive strategies for preventing crises, enabling recovery and building resilience that include:*

- (a) *employment-intensive investment programmes and other active labour market programmes and employment services for stabilization and recovery?*

Governments

Number of replies: 83

Yes: 83

No: 0

Other: 0

Comments

Armenia: It is necessary to clarify the legal status of agencies (governmental or non-governmental), and to allow the States themselves to decide in which agencies to invest.

Austria: There should be a special focus on youth, as unemployed young people can present a high potential for violence. Some fragile States will be able to count on an increasing economic potential due to the expansion of their workforce through a “youth bulge”.

Belgium: This should not only be done in traditionally “masculine” areas of the economy.

China: Focus on active public employment agencies.

Guatemala: Employment services also contribute to prevention.

Mali: Give priority to rural areas and to youth employment schemes.

Romania: Aspects regarding prevention appear to have been omitted.

Russian Federation: Delete “and employment services”.

Switzerland: This should be better defined. The programmes to be put into place depend on the nature of the crisis and the level of development of the State concerned.

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

UERT (Tajikistan): Serious problems are caused by the absence of financial services and investment funding, and by demands for collateral.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: See under 10(a). Equal access to job opportunities should be ensured, in line with Conventions Nos 100, 111 and 143.

OFFICE COMMENTARY

Almost all governments and workers' organizations and the vast majority of employers' organizations agree with this statement.

In light of the replies received, the Office proposes to expand point 12(b) of the proposed Conclusions to include "local economic recovery initiatives and enterprise development".

Qu. 12 (b) *employment impact assessment of all national recovery programmes in order to prioritize those that facilitate rapid attainment of full, productive, freely chosen and decent employment?*

Governments

Number of replies: 84

Yes: 84

No: 0

Other: 0

Comments

Colombia, Denmark, Latvia: Taking national circumstances into account.

Iraq: This should be carried out by a national crisis unit.

Netherlands: It would be better to distinguish between early recovery and development plans after the early recovery phase has been completed. "Rapid attainment of income-generating activities" would be a more realistic goal for early recovery. Employment impact assessment should be gender sensitive, to prevent women being pushed out of the labour market when men return from war.

Pakistan: Assessments must be gender sensitive and analyse whether there is discrimination on the grounds enunciated in Convention No. 111.

South Africa: Communities and civil society groups should be included.

Employers

Number of replies: 25

Yes: 22

No: 3

Other: 0

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Employment impact assessments should be gender sensitive.

OFFICE COMMENTARY

Almost all governments and workers' organizations and the large majority of employers' organizations support this point.

In light of the replies received and in order to avoid repetition, the Office proposes a slight rewording in point 12(a) of the proposed Conclusions, to include a reference to gender sensitivity.

- Qu. 12** (c) *measures to support the employment and social protection of those in the informal economy and to encourage the transition to the formal economy, in a manner consistent with the Recommendation expected to be adopted on this subject in 2015?*

Governments

Number of replies: 83

Yes: 81

No: 1

Other: 1

Comments

Guatemala: This is important well beyond situations of crisis.

Islamic Republic of Iran: International assistance will be necessary for the transition to the formal economy.

Netherlands: This can be encouraged but is not a prerequisite for peace.

Tunisia: The transition from the informal to the formal economy also necessitates supporting decent work and social protection for people working in it.

Employers*Number of replies: 24**Yes: 21**No: 3**Other: 0***Comments**

KEF (Republic of Korea): Encouraging the transition to the formal economy does not meet the purpose of the Recommendation.

COPARMEX (Mexico): This must not impose additional burdens on the formal economy.

CCP (Portugal): This appears to support the informal economy.

Workers*Number of replies: 30**Yes: 29**No: 0**Other: 1***OFFICE COMMENTARY**

There is strong support from governments and employers' and workers' organizations for this point (*point 12(c) of the proposed Conclusions*). Recommendation No. 204 has been included in the Annex.

Qu. 12 (d) *the creation at the national level of an economic, social and legal framework to encourage lasting and sustainable peace and development, with respect for rights at work?*

Governments*Number of replies: 84**Yes: 80**No: 3**Other: 1***Comments**

Austria: This is particularly important for vulnerable groups.

South Africa: Also introduce levels of governance and accountability, including peer reviews.

Tunisia: Add a reference to gender equality.

Zimbabwe: The proposed text wrongly presupposes the inadequacy of existing frameworks.

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

SP CR (Czech Republic): No, this is not necessary. It should be left to national practice.

KRRK (Kazakhstan): It is necessary to continue to develop economic, social and legal frameworks, particularly concerning the world of work.

Workers

Number of replies: 29

Yes: 29

No: 0

Other: 0

Comments

CNT (Niger): A framework to foster sustainable peace should be developed in compliance with national legislation and international conventions to promote employment, the only guarantee for lasting stability.

OFFICE COMMENTARY

All workers' organizations and the vast majority of governments and employers' organizations support this point (*point 12(f) of the proposed Conclusions*).

Qu. 12 (e) *special measures to combat discrimination, prejudice and hatred on the basis of ethnicity, religion or other grounds, and to promote national reconciliation?*

Governments

Number of replies: 84

Yes: 82

No: 1

Other: 1

Comments

Austria: Access of ethnic, linguistic and religious minorities to public services contributes to preventing discrimination. Take account of various international instruments.

Denmark: The Recommendation should focus on non-discrimination in the world of work.

Mali, Romania: Based on Convention No. 111.

Mexico: These actions should be “specific” instead of “special”.

Switzerland: These should already be included in national legislation.

Trinidad and Tobago: Delete “special” and add “in accordance with national circumstances”.

Employers

Number of replies: 25

Yes: 21

No: 4

Other: 0

Comments

WKÖ (Austria): No, this is already regulated comprehensively in other ILO standards.

SP CR (Czech Republic): Concentrate on the enforcement of existing measures.

Workers

Number of replies: 29

Yes: 29

No: 0

Other: 0

Comments

Consolidated reply: This should also provide guidance on policies aimed at addressing gender inequality and discrimination. It should address the specific circumstances of women victims of rape during conflicts, who may suffer rejection and discrimination by family and society in addition to medical (including HIV infection) and psychological problems.

FNV (Netherlands): In cooperation with multi-religious and multi-ethnic trade unions, which can play a crucial role in creating social solidarity and reconciliation.

LO (Norway): It is better not to enunciate specific grounds.

ZCTU (Zimbabwe): Cover all grounds specified in the national constitution.

OFFICE COMMENTARY

The large majority of governments and employers’ organizations and almost all workers’ organizations agree with this statement.

In light of the replies emphasizing the importance and the general relevance of the concept, the Office proposes to include the text in the Guiding principles (point 9(g)) of the proposed Conclusions.

Qu. 12 (f) *urgent measures for the social and economic reinsertion and reintegration of persons who had taken an active part in hostilities?*

Governments

Number of replies: 82

Yes: 75

No: 4

Other: 3

Comments

Austria: This should be accompanied by reconciliation, dialogue and mediation programmes. The responsibility and extent of involvement of people who have been an active part of a party to conflict need to be determined beforehand.

Cyprus, Denmark, France, Germany, Saudi Arabia: It might not be appropriate to reinsert and reintegrate everyone who has taken an active part in hostilities, for example, people under prosecution for crimes committed during hostilities.

Czech Republic: Especially former child soldiers.

Finland: Focus on disarmament, demobilization and reintegration.

Mali: With attention to those who have been wounded and disabled.

Netherlands: Add “sustainable” before “measures”.

South Africa: To eliminate the possibility of people using the same skills to perpetrate violence and resort to violence or crime.

Employers

Number of replies: 24

Yes: 22

No: 2

Other: 0

Comments

ICEA (Islamic Republic of Iran): The reinsertion and reintegration of persons engaging in hostile activities are among the prime conditions for a peaceful society.

Workers

Number of replies: 29

Yes: 28

No: 0

Other: 1

Comments

BAK (Austria): People's active involvement in conflicts needs to be assessed prior to any measures being taken. People responsible for conflicts should be excluded from socio-economic reintegration programmes.

LO (Norway): The involvement of the social partners through social dialogue might be very useful for successful reintegration through various employment and vocational training schemes.

ZCTU (Zimbabwe): Whether people can be rehabilitated or must face the wrath of the law needs to be examined.

OFFICE COMMENTARY

A large majority of governments and almost all employers' and workers' organizations agree with this statement, although several respondents expressed concerns about the challenges of reintegrating persons who might have perpetrated crimes and acts of hatred during conflicts.

The Office draws attention to the fact that social and economic reintegration following conflicts is of vital importance, and the question was intended to be directed towards those who had suffered from being caught up in these conflicts. These problems have been addressed in a number of countries through mechanisms such as prosecution for crimes, or truth and reconciliation procedures, in ways adapted to national situations.

In light of the replies received, the Office proposes to take account of this point in a broader setting within the Guiding principles, referring to procedures that may be necessary to promote reconciliation (point 9(g) of the proposed Conclusions). The application of this principle to children and young persons is dealt with in points 14(c) and 19(b) of the proposed Conclusions.

Qu. 12 (g) *full and active collaboration of employers' and workers' organizations, and of other civil society organizations, as appropriate, in planning and monitoring recovery measures?*

Governments

Number of replies: 82

Yes: 82

No: 0

Other: 0

Comments

Japan: These organizations understand the actual conditions on the ground.

Latvia: They should be the most representative organizations.

Mali: The state of disaster preparedness should be included in collective bargaining.

New Zealand: Delete "full".

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

Keidanren (Japan): Delete “full”.

FYCCI (Yemen): Governments should be required to include them.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: See under 20(c).

OFFICE COMMENTARY

The large majority of governments and employers’ organizations and all workers’ organizations agree with this statement.

In light of the replies received, the Office proposes a slight rewording in point 12(e) of the proposed Conclusions.

Qu. 12 *(h) the creation of an enabling environment to enhance the capacity of governments and of employers’ and workers’ organizations for crisis prevention and preparedness and for resilience?*

Governments

Number of replies: 83

Yes: 82

No: 0

Other: 1

Comments

Austria: Capacity development for conflict management, peaceful transitions and peace building, mediation, dialogue, reconciliation, and trust-building measures would be very important.

Guatemala: If possible the Recommendation should specify the minimum elements of this kind of enabling environment.

Netherlands: Vague. Define “enabling environment” and “enhance the capacity” or delete to keep focus in this Recommendation.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

KRRK (Kazakhstan): The social partners should ensure social security in the event of conflicts and disasters.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

CITUB (Bulgaria): The active involvement of trade union organizations in the planning and monitoring of recovery measures is necessary.

OFFICE COMMENTARY

The vast majority of governments and employers’ organizations and workers’ organizations support this statement. The Office takes note of the observations made concerning the enabling environment.

In light of the replies received, the Office proposes a slight rewording in point 12(d) of the proposed Conclusions.

III. Employment generation for recovery and resilience

- Qu. 13** *Should the Recommendation provide that Members should promote employment and income-generation opportunities through:*
- (a) employment-intensive investment programmes and other public employment programmes?*

Governments

Number of replies: 85

Yes: 84

No: 0

Other: 1

Comments

Germany: On point 13 as a whole, which concrete measures are meaningful depends on the context, so the listed measures should be mentioned as possible examples. Also, point out that short-, medium- and long-term measures should be interrelated.

Mali: Notably through employment-intensive investment programmes and the development of micro-, small and medium-sized enterprises and cooperatives.

Mauritius: These should complement other investment efforts.

Netherlands: Add “necessary skills development for available jobs”. Public investment and employment programmes are not always required; private sector approaches facilitated by the public sector may also be appropriate.

Pakistan: Refer to “decent and productive employment”.

South Africa: Low-skill and labour-intensive programmes should be considered, as well as training for launching new businesses.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

Keidanren (Japan): Employment-intensive investment is generally short term and used in emergencies, and is not long lasting.

KEF (Republic of Korea): Private employment programmes should be used as well.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: This should refer to decent and productive employment. See also the reply to question 10(a). The Labour Clauses (Public Contracts) Convention, 1949 (No. 94), provides useful guidance.

CTUM (Montenegro): Employment-intensive investment should be the core of the investment policy of any country as it has a preventive anti-crisis role. Public employment programmes in synergy could give significant results in the recovery process.

CFTUU (Uzbekistan): Delete “employment-intensive”, which might not reflect the strategy of using the comparative advantages of each country.

OFFICE COMMENTARY

Almost all governments and employers’ organizations and all workers’ organizations agree that employment-intensive investments and public employment programmes should be promoted.

In light of the replies received, the Office proposes a slight change in point 17(a) of the proposed Conclusions to better reflect the ILO strategy of employment-intensive investment programmes that integrate direct, indirect and induced job creation, including through the private sector, in addition to public employment programmes. The Office also clarifies that measures listed in point 17 of the proposed Conclusions may be applied as appropriate in different situations.

Qu. 13 (b) *local economic development, with a special focus on livelihoods in both rural and urban areas?*

Governments

Number of replies: 82

Yes: 82

No: 0

Other: 0

Comments

Cambodia: This will prevent and reduce labour migration from the countryside to the city and to other countries.

Islamic Republic of Iran: Emphasize small and micro-enterprises and homeworkers.

Mali: This should be done by financing broad programmes for income generation, developing farmland, supporting agriculture with technologies based on local resources, supporting commercial activities and providing assistance for housing and reinstallation.

Zimbabwe: Add “on incentives for local enterprise opportunities and” before “on livelihoods”.

Employers

Number of replies: 24

Yes: 24

No: 0

Other: 0

Comments

ICEA (Islamic Republic of Iran): Local economic development is a fundamental path for sustainable job creation.

Workers

Number of replies: 30

Yes: 29

No: 0

Other: 1

Comments

Consolidated reply: Recognize the need for rural infrastructure and the promotion of decent rural employment. Also, address the need to promote industrial policies that foster industrial development and structural transformation.

CGSLB, CSC, FGTB, (Belgium): The post-conflict period should be used to redefine the distribution of property rights and rights to use fertile agricultural land, in order to promote substantial food production.

CMKOS (Czech Republic): Does this cover self-sufficient farmers and suppliers?

FNV (Netherlands): Workers should have a say in these policies, which should focus on the development of local economies, including cooperatives and social enterprises.

OFFICE COMMENTARY

All governments and employers' organizations and almost all workers' organizations agree that local economic development should be promoted (*point 17(b) of the proposed Conclusions*).

Qu. 13 (c) *measures to support enterprises to ensure business continuity?*

Governments

Number of replies: 83

Yes: 83

No: 0

Other: 0

Comments

Armenia, Sudan: It is important to clarify which enterprises, and develop criteria and clear guiding principles.

Austria: By developing capacities.

Ecuador: These measures should be linked to the capacity of enterprises to generate decent and sustainable jobs.

Employers

Number of replies: 26

Yes: 25

No: 0

Other: 1

Comments

BCC (Poland): Business continuity does not necessarily mean either maintaining the level of employment or creating new jobs. Rephrase as follows: "measures to support enterprises to ensure business continuity and maintain the level of employment as well as measures facilitating and enabling creation of new jobs".

Workers

Number of replies: 30

Yes: 29

No: 0

Other: 1

Comments

ATUC (Azerbaijan): This should be done only with state or joint private state capital.

Consolidated reply: Business continuity and planning should also involve workers' organizations. Social dialogue and collective bargaining should be key elements of business continuity. Employers should also include commitments to support their workers by paying agreed wage levels. Business continuity should also be maintained by public authorities for the provision of quality public services.

OFFICE COMMENTARY

All governments and almost all employers' and workers' organizations agree that business continuity should be promoted, with the aim of maintaining or generating jobs.

In light of the replies received, the Office proposes a slight rewording of point 17(c) of the proposed Conclusions.

Qu. 13 *(d) the creation or restoration of an enabling environment for sustainable enterprises, including the promotion of small and medium-sized enterprises?*

Governments

Number of replies: 85

Yes: 85

No: 0

Other: 0

Comments

Guatemala: Include the minimum guarantees that an enabling environment should have.

South Africa: Also consider protection of small and medium-sized enterprises from subsidized international competition.

Uruguay: This should cover other forms of enterprises.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

ECA (Trinidad and Tobago): This should include micro-enterprises.

Workers

Number of replies: 30

Yes: 29

No: 1

Other: 0

Comments

Consolidated: Give priority also to the establishment or re-establishment of quality public services that help to shape a sustainable recovery and resilience.

ZCTU (Zimbabwe): With consideration to workers' needs and perspectives.

OFFICE COMMENTARY

All governments and employers' organizations and almost all workers' organizations support this point (*reflected in point 17(d) of the proposed Conclusions*).

Qu. 13 (e) cooperatives and other social economy initiatives?

Governments

Number of replies: 84

Yes: 83

No: 1

Other: 0

Comments

Colombia: The State and social economy organizations will work to ensure access to goods and services needed to overcome the crisis, and the social cohesion generated by social economy organizations will help boost the resilience of communities.

Costa Rica: This would promote the social solidarity economy as a means of contributing to a more equitable society, and it requires making visible the results obtained locally and internationally.

Denmark: This might not be equally relevant across all societies.

Latvia: This question highlights only one type of economic initiative. Members should choose the most appropriate economic initiatives for the promotion of employment and income-generation opportunities. Other employment and income-generation opportunities might yield better results.

Poland: The social economy can play an important role in social integration to allow those at risk of poverty and exclusion to attain a decent standard of living.

Employers

Number of replies: 24

Yes: 21

No: 3

Other: 0

Comments

KEF (Republic of Korea), COPARMEX (Mexico): Definitions of cooperatives and other social economy initiatives are not clear and a regulatory framework must be created to prevent abuse and distortion of social economy initiatives and cooperatives.

Workers

Number of replies: 30

Yes: 29

No: 1

Other: 0

Comments

ATUC (Azerbaijan): Focus on initiatives that enable income generation.

CUT (Colombia): As long as these initiatives comply with labour norms and contribute to creating decent jobs.

OFFICE COMMENTARY

A large majority of governments and employers' and workers' organizations support this point (*point 17(e) of the proposed Conclusions*).

Qu. 13 (f) *support to workers, enterprises and other economic units in the informal economy, encouraging transition to the formal economy?*

Governments

Number of replies: 84

Yes: 82

No: 1

Other: 1

Comments

Albania: This should specify "special measures" for workers, enterprises and other economic units in the informal economy, and not just support.

Austria: This should specify support to value chains and the informal sector when they present a high economic potential, only where the formal sector is underdeveloped, with the aim of a transition to the formal sector. Empowerment of women is important.

Cambodia: This will ensure the preservation and improvement of existing livelihoods.

Lesotho: This could result in strengthening the informal economy.

Mali: Concentrate on employment creation in decent conditions, and the protection of existing enterprises.

Saudi Arabia: Merge with 12(c).

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

CCP (Portugal): The focus should be placed on support for measures promoting the transition to the formal economy.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: This should be based on Recommendation No. 204.

OFFICE COMMENTARY

Almost all governments and employers' organizations and all workers' organizations agree that transition to the formal economy should be facilitated (*point 17(f) of the proposed Conclusions*). *Recommendation No. 204 is referenced in the Annex.*

Qu. 13 *(g) public-private partnerships for skills development and employment-generation schemes?*

Governments

Number of replies: 84

Yes: 84

No: 0

Other: 0

Comments

Cambodia: These contribute to development by increasing skills on the basis of labour market demand.

Spain: Focus on programmes for young people.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

CONCAMIN (Mexico): In coordination with the requirements of enterprises and considering the jobs and technology available to workers and employers.

FYCCI (Yemen): Ensuring good governance through the appropriate legal framework.

Workers

Number of replies: 30

Yes: 28

No: 2

Other: 0

Comments

Consolidated reply: Public–private partnerships (PPP) can play a role in recovery but should not replace the key role of member States and public services. In some instances PPPs have been abused and prone to corruption. Workers’ organizations should have a key role to play in shaping and deciding on PPPs in the area of skills and employment-generation schemes.

CGIL (Italy): PPPs should play a role only if they are in compliance with the implementation, respect and monitoring of international labour rights, especially fundamental principles and rights at work.

OFFICE COMMENTARY

All governments and employers’ organizations and almost all workers’ organizations agree that PPPs, together with other mechanisms for skills development and employment generation, should be included in the Recommendation.

In light of the replies received, the Office proposes a slight rewording of point 17(g) of the proposed Conclusions.

- Qu. 13** (h) *stronger linkages of multinational enterprises with national enterprises and implementation of responsible workplace practices, taking into account the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy?*

Governments

Number of replies: 83

Yes: 81

No: 2

Other: 0

Comments

Cambodia: Members should promote tripartite dialogue in both national and multinational enterprises.

Cuba: Remove the reference to multinational enterprises and refer to responsible practices.

Iraq: This presumes that these linkages already exist.

Employers

Number of replies: 24

Yes: 21

No: 3

Other: 0

Comments

Keidanren (Japan): Replace “stronger linkages” with “cooperation”.

COPARMEX (Mexico): These linkages should be voluntary and not imposed.

Workers

Number of replies: 29

Yes: 28

No: 1

Other: 0

Comments

Consolidated reply: Replace “taking into account” with “respecting the principles laid down in”.

BAK (Austria): Replace “and implementation of responsible workplace practices” with “if responsible workplace practices are being implemented”. It is important to stress corporate social responsibility activities that foster decent and productive work.

OFFICE COMMENTARY

The vast majority of governments, employers’ and workers’ organizations support the inclusion of this point in the Recommendation.

In light of the suggestions made, the Office proposes a slight rewording of point 17(h) of the proposed Conclusions.

Qu. 14 *Should the Recommendation provide that in enabling recovery, Members should develop and apply active labour market policies that address disadvantaged and marginalized groups and others particularly affected by crises?*

Governments

Number of replies: 83

Yes: 83

No: 0

Other: 0

Comments

Belgium: Special attention should be paid to the situation of women, who are discriminated against in the labour market but who also play a particularly important role in recovery.

Germany: This should refer to women and persons with disabilities.

Mali: Particular attention should be paid to young people, women, persons with disabilities, refugees and workers in the informal economy.

Romania: Add “taking into consideration the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy”.

Spain: Employment policies do not begin with the job search but respond to a policy of training and formal and informal education that empowers young people. This should include positive attitudes and motivation regarding entrepreneurship and innovation.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

BEF (Bangladesh), ICEA (Islamic Republic of Iran), CONCAMIN (Mexico): Yes, while maintaining a focus on urgent situations and possibly integrating them.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Should also provide for a rigorous gender analysis in macroeconomic policy formulation.

OFFICE COMMENTARY

There is overwhelming support for the inclusion of this point.

In light of the replies received, the corresponding proposed Conclusion remains a general statement in point 18, while specific groups are referred to under various points in the proposed Conclusions.

- Qu. 15** *Should the Recommendation provide that Members should give special attention to socio-economic reintegration measures that provide young people with stable employment and income-generation opportunities, including through:*
- (a) *integrated packages of employment and labour market programmes that address the specific situations of young people entering the world of work?*

Governments

Number of replies: 83

Yes: 82

No: 1

Other: 0

Comments

Austria: Particularly in or after crisis situations, young people's access to good and affordable vocational training needs to be secured, in order to enable continuing reconstruction.

Cambodia: A specific youth employment policy is needed.

Costa Rica: Refer also to gender differences.

New Zealand: Highlight the need to support young people entering the world of work, and encouraging them to stay, or to attract them to the region after a crisis.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

CNI (Brazil): Delete "stable" in the chapeau.

FYCCI (Yemen): Include entrepreneurship.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: The quality dimension of employment for young people should be a priority based on the guidance provided by the 2005 and 2012 Conference discussions on youth employment.

BAK (Austria): For point 15 as a whole: Measures against child labour should be taken during and after crises. Special reintegration, apprenticeship and re-education programmes need to be undertaken for children and young people recruited by military forces or armed groups.

CGIL (Italy): Gender mainstreaming is needed.

OFFICE COMMENTARY

All replies received but one supported this point (*point 19(b) of the proposed Conclusions*).

- Qu. 15** *(b) specific youth employment components in conflict and disaster response, such as in disarmament, demobilization and reintegration programmes, including psychosocial counselling and other interventions to address anti-social behaviour and violence?*

Governments

Number of replies: 82

Yes: 79

No: 2

Other: 1

Comments

Austria: Add accompanying measures for conflict management and peace-building education.

Denmark, Norway: This should focus on areas of ILO expertise. Other organizations might be better suited to do this.

Netherlands: Youth employment should also be addressed in relation to building resilience and avoiding conflict and crisis.

Poland: Measures for young unemployed persons who are not in education or training can be a specific youth employment component in conflict and disaster response.

Tunisia: Psychological counselling and social reintegration should be emphasized, to avoid the danger these young people pose to themselves and to society.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

NCI (Brazil), COPARMEX (Mexico): It should be a public duty and responsibility, and companies can engage on a voluntary basis.

Workers

Number of replies: 30

Yes: 29

No: 1

Other: 0

Comments

Consolidated reply: Principles of lifelong learning should ensure that young people can access skills development training in relevant technical skills as well as participate in the planning and delivery of employment services. Labour market programmes need to take into account the gap in opportunities for training of those in demobilization programmes, who have spent time in armed conflict.

CUT (Colombia): Amend to include “counselling services and other benefits”, “a policy of education, vocational training, science and technology”, and “aimed at correcting antisocial and violent behaviour”.

CGIL (Italy): Gender mainstreaming is needed.

ZCTU (Zimbabwe): This may encourage child labour, so it must be clear on age criteria.

OFFICE COMMENTARY

The vast majority of respondents supported the inclusion of the provision in the Recommendation. Programmes for the rehabilitation and reintegration of young people who have been involved in conflict and other situations have long been an active part of the ILO’s approach. Questions relating to education and training are taken up in points 20 and 21 of the proposed Conclusions.

As concerns the comment by the Netherlands, the proposed Conclusion on this point is intended to cover the whole range of crisis response programmes that are directed towards young people.

In light of the replies received, the Office proposes to include a reference to gender in the chapeau of provision 19 of the proposed Conclusions, and to training in 19(a).

Qu. 16 *Should the Recommendation provide that, in building resilience, Members should promote and implement a comprehensive employment strategy to promote full, productive, freely chosen and decent employment, taking into account the Employment Policy Convention, 1964 (No. 122), and guidance provided in relevant resolutions of the International Labour Conference?*

Governments

Number of replies: 80

Yes: 79

No: 1

Other: 0

Comments

Mali: This should be supported by Decent Work Country Programmes.

Netherlands: The Recommendation needs to be more specific as to which elements are essential for which specific phase in order to contribute to peace.

Employers

Number of replies: 25

Yes: 22

No: 3

Other: 0

Comments

SP CR (Czech Republic): This applies mostly to developing countries.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Guidance should also be drawn from the 2014 conclusions of the recurrent discussion on employment, particularly paragraph 7.

OFFICE COMMENTARY

Most governments and employers' organizations and all workers' organizations support this question, which deals with the overall objective of adopting and implementing an employment policy.

The Office suggests moving this to the start of the part on Employment generation of the proposed Conclusions (point 16). It has been slightly reworded to emphasize gender equality and to clarify that it refers to promoting recovery as well as to building resilience.

IV. Education, vocational training and guidance

- Qu. 17** *Should the Recommendation provide that in responding to crisis situations Members should:*
- (a) *ensure that the provision of education is not disrupted, or is restored, and that children have access to free quality education at all stages of the crisis and recovery?*

Governments

Number of replies: 83

Yes: 80

No: 1

Other: 2

Comments

Austria: Educational opportunities should also be secured in refugee and internally displaced persons (IDP) camps.

Germany: Points 17(a)–(c) and (k) are particularly important.

Honduras: Include support programmes provided by international organizations and NGOs.

Lesotho: Ensure that education is not disrupted, but not at the expense of children's safety (for example, the Ebola crisis where schools were potential contagion vectors).

Netherlands, Norway: Not within the ILO's mandate. It should be done in very close cooperation with UNESCO.

Poland: Add "without undue delay" after "restored".

Romania: Add the need to ensure urgent measures on the basis of Members' reports on Convention No. 182, particularly regarding education and vocational training, and access of children to free education of good quality during the crisis and the recovery.

Spain: Include a reference to combating early school leaving and the improvement of educational quality to guarantee equity and personal and professional development. General comment on part IV: strong coordination and cooperation are required among all the parties involved in this process, calling for the creation of a common forum where a strategy can be discussed for the implementation of effective quality education, training and vocational guidance services, suitable for all segments of the population, under the guidance of the public services.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

Keidanren (Japan): Insert "easy" after "have" and delete "free". It is not realistic for all children under 18 years to have access.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Add “public” after “free”.

CGSLB, CSC, FGTB (Belgium): Add “accessible to all”.

LO (Norway): This should focus only on vocational education and training, and apprenticeship, not general education.

OFFICE COMMENTARY

For question 17 as a whole, analysis of the replies suggests that a certain amount of regrouping and redrafting would best correspond to the observations made. First, it seems judicious to separate the proposed text into two points in the proposed Conclusions, partly because of the length, but principally in order to separate the considerations into those aimed at children and young people on the one hand, and education, guidance and vocational training for the whole population on the other.

As concerns the proposed new point on training and retraining programmes more generally, the Office considers that a more proactive approach, as a point of general orientation, should be put up front. The specific reference to Recommendation No. 195 has been moved to the proposed Annex.

In the proposed Conclusions on the need to adapt curricula and train teachers, a reference has been added to the need to ensure that training is also provided on disaster risk education, awareness and management for recovery, reconstruction and resilience.

Finally, special measures to ensure that women are not excluded from educational opportunities have been moved to this point on the basis of question 24(d).

In light of the replies received, the Office proposes a regrouping and redrafting of the questions 17(c)–(l).

Regarding question 17(a), all employers’ and workers’ organizations, as well as the vast majority of governments, support this point.

In response to comments concerning the ILO’s mandate, it is recalled that the ILO has long carried out activities for child and youth education, particularly in relation to child labour, and does so in cooperation with other concerned organizations, including UNESCO.

To reflect the suggestions made in the replies, the Office proposes that the text from this question include rapid response and the provision of public education in the proposed Conclusions (point 20(a)). The Office also proposes adding a separate subparagraph (20(b)) providing for education opportunities in camps for refugees and IDPs.

- Qu. 17** (b) *ensure that second chance programmes for children and youth are available and that they address key needs arising from the interruption of education and training?*

Governments

Number of replies: 85

Yes: 80

No: 2

Other: 3

Comments

Cambodia: Providing more flexible and alternative paths to accessing education and training.

Latvia: Adults should also be covered.

Mali: This can contribute to establishing democracy.

Poland: Clarify “second chance programmes”.

Employers

Number of replies: 25

Yes: 24

No: 0

Other: 1

Comments

Keidanren (Japan): Clarify “second chance programmes”.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

CUT (Colombia): Deschooling and the use of children as soldiers should be addressed by States with programmes that enable a tangible transformation of young people whose age does not correspond to the required level of education.

OFFICE COMMENTARY

There is strong support for this point by most governments and employers’ organizations and all workers’ organizations.

The meaning of “second chance programmes” was discussed in paragraph 58 of Report V(1), which stated: “There may also be a need to ensure that “second chance” programmes are available

for children and young people in order to allow them to resume earlier education and training, and that they address key needs arising from the interruption of their education and training”.

The Office considers that the phrase “any interruption” better represents the fact that not all crises will result in the interruption of education and training programmes (*point 20(c) in the proposed Conclusions*).

Qu. 17 (c) *take urgent measures to ensure access to and the availability of vocational education and training, on the basis of the principle of equal opportunity?*

Governments

Number of replies: 84

Yes: 81

No: 2

Other: 1

Comments

Cambodia: Provide support for employment and self-employment, with assistance such as stipends, food and transportation, and skills training to men, women, persons with disabilities and vulnerable groups.

Cyprus: Limitations on resources should be taken into account.

Mali: This should apply to both boys and girls.

Netherlands: As suggested earlier, specifying the needs for pre- and post-crisis situations as well as furthering resilience would be needed. Add a reference to equal access. The quality and content of vocational training must meet the needs of the private and public sectors. Closer cooperation with the private sector and the creation of internships is recommended.

South Africa: This should also take into consideration the needs of women in rural communities.

Spain: This will facilitate the transition of young people into adulthood.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: The post-crisis scenario should provide the opportunity to establish or strengthen lifelong learning opportunities along the lines of Recommendation No. 195. A focus on skills alone may be too narrow and may become obsolete in the long term. The Recommendation should stress the need to remove barriers to equal access for women and girls to quality public education, vocational training and science and technology.

OFFICE COMMENTARY

Most governments and all employers' and workers' organizations support this point (*included under regrouped and reworded point 21 of the proposed Conclusions*).

Qu. 17 (d) *coordinate training and retraining services at national, regional and local levels and engage fully all relevant public and private stakeholders?*

Governments

Number of replies: 84

Yes: 82

No: 1

Other: 1

Comments

Mali: They should be planned and implemented together with the social partners.

Netherlands: This is not easy even in a stable situation. Add: "to the extent possible".

Portugal: Businesses can contribute by making space and resources available, as a matter of corporate social responsibility.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

CNI (Brazil): Participation should be voluntary.

Keidanren (Japan): Insert "as far as possible".

KRRK (Kazakhstan): Coordination among institutions of training and retraining at all levels, with the participation of the social partners, provides quality training to meet the needs of employers.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Social dialogue should be at the heart of such coordination.

OFFICE COMMENTARY

Most governments and employers' organizations and all workers' organizations support this point (*included under point 21 of the proposed Conclusions*).

Qu. 17 (e) *provide public vocational guidance and training services that assess and respond to the emerging skills needs in relation to recovery and reconstruction?*

Governments

Number of replies: 84

Yes: 83

No: 0

Other: 1

Comments

Italy: Also in collaboration with private entities that deliver these services.

Mauritius: Collaboration among training institutions, employment services and developers of various active labour market policies must be encouraged at all stages of the recovery process in order to enhance coherence between the labour market and the available skills.

Netherlands: Combine with (c).

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

LO (Norway): Consider merging subparagraphs (e) and (g), and focus only on vocational training and apprenticeship.

OFFICE COMMENTARY

All governments and all employers' and workers' organizations support this point.

In light of the replies received, the point is merged with (g) below and included under regrouped and reworded point 21 of the proposed Conclusions.

- Qu. 17** (f) *enable men and women whose education and training (including higher education, vocational training and apprenticeship) have been prevented or interrupted to enter or resume and complete their education and training?*

Governments

Number of replies: 82

Yes: 79

No: 1

Other: 2

Comments

South Africa: Including persons with disabilities. Where possible, national authorities should fund such programmes.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

OFFICE COMMENTARY

Most governments and all employers' and workers' organizations support this point (*point 21 of the proposed Conclusions*).

Qu. 17 (g) *extend and adapt training and retraining programmes to meet the needs of all persons whose employment has been interrupted?*

Governments

Number of replies: 84

Yes: 82

No: 0

Other: 2

Comments

Cambodia: This will promote re-entry to the labour market.

Czech Republic, Poland: Add: "taking into account the needs of economies in crisis situations".

Ecuador: This should be prioritized.

Spain: The specific measures to be taken must be decided at the national level, while this Recommendation should set the general objectives.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

KRRK (Kazakhstan): The revised programmes should compensate for the time lost due to the crisis, so that it does not impact on future work.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: This should include recognition of prior studies and the adaptation of curricula.

OFFICE COMMENTARY

All employers' and workers' organizations and most governments support this point (*merged with (e) above under point 21 of the proposed Conclusions*).

Qu. 17 (h) *encourage the establishment of apprenticeship programmes in the context of recovery and reconstruction?*

Governments

Number of replies: 84

Yes: 81

No: 1

Other: 2

Comments

Cambodia: Encourage private sector involvement.

China: This depends on the circumstances.

Denmark: Apprenticeship programmes should also help to provide job opportunities following the period of recovery and reconstruction.

Greece: Entrepreneurial training for young people is very productive.

Japan: Add "and other training".

Latvia: Replace "apprenticeship" with "apprenticeship-type". Apprenticeship programmes should be developed to encourage practical experience and skills within the education system, but it is very important to avoid job substitution and similar effects, to assess the capacity of the particular labour market to generate such apprenticeships in the specific sector, and to ensure that there is an appropriate quality framework established.

Lesotho: Specify paid apprenticeship programmes, since unpaid ones may involve exploitation.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

Keidanren (Japan): Replace "apprenticeship programmes" with "training programmes including apprenticeship".

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Ensure that apprenticeship programmes have high and enforceable standards for educational quality and working conditions and that they are regulated in respect of labour law and labour market policies.

OFFICE COMMENTARY

All employers' and workers' organizations and most governments support this point. In response to the comments received, the reference to apprenticeship programmes is also included (*point 21 of the proposed Conclusions*).

Qu. 17 (i) *adapt curricula in order to promote peaceful coexistence and peacebuilding?*

Governments

Number of replies: 83

Yes: 80

No: 1

Other: 2

Comments

China: There is also a need to strengthen awareness of ethics and legal knowledge in professional training to increase the quality of the labour force.

Latvia: Include these themes in the curriculum on different education levels, instead of creating a separate study subject or education programme.

Trinidad and Tobago: This point should be expanded given 12(e).

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

BusinessNZ (New Zealand): Add “where necessary”, and recognize that adaptation should not involve the concealment of known facts.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

CLC (Canada): Curricula should also take into consideration institutional, structural, cultural, and direct forms of violence and peace.

Consolidated reply: Curricula should seek to break down stereotypes based on sex, race, disability, religion and sexual orientation, among others.

OFFICE COMMENTARY

All employers' and workers' organizations and most governments support this point. The Office observes that it appeared appropriate to eliminate duplication (*point merged with (j) below and included under regrouped and reworded point 21 of the proposed Conclusions*).

Qu. 17 (j) *train teachers and instructors to deliver training programmes that contribute to recovery and reconstruction?*

Governments

Number of replies: 81

Yes: 78

No: 2

Other: 1

Comments

Austria: Include conflict-sensitive programmes with conflict management, reconciliation, mediation and trust building.

Denmark: It is not clear what this would entail, and whether it lies within the mandate and expertise of the ILO.

Pakistan: This is too generic.

South Africa: Include the promotion of justice.

Employers

Number of replies: 24

Yes: 24

No: 0

Other: 0

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

OFFICE COMMENTARY

All employers' and workers' organizations and most governments support this point (*merged with (i) above under point 21 of the proposed Conclusions*).

Qu. 17 (k) *give special attention to the training and economic empowerment of affected populations in rural areas and the informal economy?*

Governments

Number of replies: 84

Yes: 79

No: 3

Other: 2

Comments

Armenia: Delete "in rural areas".

Denmark: Yes, if there is theoretical and practical backing that the fastest possible, most inclusive, and sustainable recovery is best achieved through the focus as currently drafted. Otherwise, the text should be reconsidered in light of the overall objective.

Latvia, New Zealand: Clarify "special attention".

Netherlands: Include refugees and IDPs.

Poland: Equating the rural population with the informal economy is not justified.

Spain: Each country should determine which groups are the most affected and the most appropriate measures for them.

Trinidad and Tobago: Clarify "economic empowerment".

Employers

Number of replies: 24

Yes: 24

No: 0

Other: 0

Comments

KRRK (Kazakhstan): Workers in the informal economy should not feel left behind by training systems, and they should have the same economic rights as other citizens in a crisis situation.

BusinessNZ (New Zealand): Add “where possible”.

Workers

Number of replies: 30

Yes: 29

No: 0

Other: 1

Comments

CLC (Canada): Attention should also be paid to the transition from the informal to the formal economy.

OFFICE COMMENTARY

All employers’ and workers’ organizations and most governments support this point. The Office observes that the term “special attention” should be understood according to the specific circumstances concerned (*point 21 of the proposed Conclusions*).

- Qu. 17** (1) *formulate, in consultation with employers’ and workers’ organizations, a national training and retraining programme, taking into account the Human Resources Development Recommendation, 2004 (No. 195)?*

Governments

Number of replies: 83

Yes: 80

No: 0

Other: 3

Comments

Latvia: There should be an integrated approach to curriculum development, not a separate programme, which would not fit all crises and recovery situations, and could rapidly become outdated.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

BusinessNZ (New Zealand): This should not limit the participation of employers' and workers' organizations.

Workers

Number of replies: 30

Yes: 29

No: 0

Other: 1

Comments

CLC (Canada): Should ensure that consultations with workers' organizations are meaningful and transparent.

OFFICE COMMENTARY

All employers' and workers' organizations and most governments support this point.

In light of the replies received, the point has been reformulated in point 21(a) of the proposed Conclusions and a reference to vocational guidance has been included here.

V. Social protection

Qu. 18 *Should the Recommendation provide that in responding to crisis situations Members should as quickly as possible:*

(a) ensure basic income, including by means of cash transfer, for disadvantaged and marginalized groups of the population whose jobs or livelihoods have been disrupted by the crisis?

Governments

Number of replies: 85

Yes: 80

No: 2

Other: 3

Comments

China: These are urgent measures for special circumstances.

Finland: There are better means than cash transfer.

Honduras: This should be temporary and conditional on participation in community redevelopment efforts.

Lithuania: Ways should be sought to ensure basic incomes, having regard to the financial and economic resources of the State.

South Africa: The impact on national resources should be remembered.

Spain: These measures should be accompanied by social support measures aimed at social and employment integration, including job training, health care, education and all social services.

Switzerland: Basic income should be understood in the way it is in Recommendation No. 202.

Employers

Number of replies: 25

Yes: 21

No: 4

Other: 0

Comments

WKÖ (Austria): No, this should not cover only disadvantaged and marginalized groups.

KEF (Republic of Korea): For all of question 18, the action that can be taken will depend on available resources.

CONCAMIN (Mexico): This can be done if feasible and if it does not make the problems worse.

EMCOZ (Zimbabwe): No, this should be done only when provided for in national practice.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: As a general comment on question 18: In cases of war and conflict, establishing shared institutions, including basic income, social protection and public services, has a strong potential for building societies based on solidarity. Post-conflict societies usually suffer from trauma, division, lack of solidarity (or solidarity confined within ethnic or other groups formerly in conflict with each other) and loss of trust. Shared institutions are an important element in recovery strategies and directly address citizens' needs.

BAK (Austria), UGT (Portugal): The provision of a basic income should not interfere with existing social support structures.

OFFICE COMMENTARY

The large majority of governments and employers' organizations and almost all workers' organizations agree with this statement.

In light of the replies received, the Office proposes to remove the direct mention of cash transfers, which continue to be one option among others, in point 23(a) of the proposed Conclusions.

Qu. 18 *(b) restore social security benefits?***Governments**

Number of replies: 84

Yes: 79

No: 2

Other: 3

Comments

Lithuania: Account has to be taken of the resources available.

Mali: These measures should be extended to the entire population if possible.

Netherlands, Pakistan: Add: “establish and/or” before “restore”.

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

Consolidated reply: Taking into account national circumstances.

EMCOZ (Zimbabwe): No, these benefits can be restored only when they existed previously.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Or establish them if they did not exist previously. See also under 18(a).

OFFICE COMMENTARY

The vast majority of governments and employers’ organizations and almost all workers’ organizations agree with this statement.

In light of the replies received, the Office proposes to merge this point and the one raised in question 18(d) into point 23(b) of the proposed Conclusions.

Qu. 18 (c) *provide basic care and services for groups of the population in particularly vulnerable situations?*

Governments

Number of replies: 85

Yes: 83

No: 1

Other: 1

Comments

Bulgaria: This should cover services of common economic interest, including basic elements of social protection such as health care and long-term care, child care, access to the labour market and reintegration, residential accommodation and social inclusion of vulnerable groups.

Denmark, Netherlands: This should be linked to the world of work.

South Africa: Prioritize women, children and persons with disabilities. Basic care and services should be a fundamental right, not a privilege of vulnerable groups.

China: No, this should not be imposed.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

SETE (Greece): Basic care and services should be provided to all population groups, with priority for those who are in vulnerable situations.

UGIR (Romania): As long as the measures do not privilege any group in a way that would lead to inter-ethnic tensions.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

OFFICE COMMENTARY

The large majority of governments and almost all employers' and workers' organizations agree with this statement.

In light of the concerns expressed over unnecessarily privileging certain groups, while some parts of the population may not have benefited from generally applicable measures, the Office proposes to reflect this in point 23(c) of the proposed Conclusions.

Qu. 18 (d) *create or restore systems of social protection?***Governments***Number of replies: 85**Yes: 82**No: 1**Other: 2***Comments**

Bahrain: No, assure the continuation of prior protection systems and protect acquired rights, in particular under contributory systems.

Cambodia: This must be done with tripartite participation.

Iraq: Special measures are required in crisis situations.

Lithuania: Having regard to the financial and economic resources of the State, ways should be sought to ensure payment of social benefits in order to reduce social exclusion and the risk of the poverty trap while ensuring the motivation of residents to work.

Mali: Develop small local social protection programmes.

New Zealand: Maintaining or establishing social protection systems allows governments to respond quickly to a crisis.

Employers*Number of replies: 25**Yes: 25**No: 0**Other: 0***Workers***Number of replies: 30**Yes: 30**No: 0**Other: 0***OFFICE COMMENTARY**

The large majority of governments and almost all employers' and workers' organizations agree with this statement.

In light of the replies received, the Office proposes to merge the text resulting from questions 18(b) and 18(d) into point 23(b) of the proposed Conclusions.

Qu. 19 *Should the Recommendation provide that Members should establish or maintain social protection floors taking into account the Social Protection Floors Recommendation, 2012 (No. 202)?*

Governments

Number of replies: 82

Yes: 80

No: 1

Other: 1

Comments

Ecuador: Amend to read “should establish an accelerated time frame towards a social protection floor or minimum level of protection”.

Honduras, Lesotho: This should be implemented gradually, in consultation with stakeholders and taking into account the financial capacity of the country.

Lithuania: The economic situation has to be taken into account.

Employers

Number of replies: 25

Yes: 21

No: 4

Other: 0

Comments

ICEA (Islamic Republic of Iran): Efforts should be made to apply social protection floors in all circumstances.

CNI (Brazil), EMCOZ (Zimbabwe): No, the national context should be considered.

Workers

Number of replies: 30

Yes: 29

No: 1

Other: 0

Comments

SWTUF (Sudan): Take long-term measures, such as the restoration, establishment or strengthening of social protection floors.

CFTUU (Uzbekistan): No, available resources may not allow this.

OFFICE COMMENTARY

There is broad agreement on the need to establish or maintain social protection floors.

The Office proposes a slight rewording in point 24 of the proposed Conclusions in order to put the creation of social protection floors into the context of crisis prevention, recovery and resilience. The mention of Recommendation No. 202 has been moved to the Annex.

VI. Social dialogue

- Qu. 20** *Should the Recommendation provide that in responding to crisis situations Members should:*
- (a) *ensure that social and economic stability, recovery and resilience are promoted through social dialogue?*

Governments

Number of replies: 85

Yes: 84

No: 0

Other: 1

Comments

Japan: In executing measures to recover from a disaster, cooperation with workers' and employers' organizations that understand prevailing labour conditions is important.

Mali: This will require strengthening workers' and employers' organizations, the collaboration of other civil society organizations and real collective bargaining.

South Africa, Spain: Social dialogue should include civil society organizations.

Ukraine: Social dialogue is an instrument for resolution of the most topical problems of societies and individuals, especially during economic crises, social instability and military conflicts.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

KRRK (Kazakhstan): A mechanism for a joint response of the social partners at various levels would contribute to crisis response.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Crisis response can only be effective and sustainable if it is grounded in genuine democratic ownership of affected populations. Institutions promoting social dialogue are therefore crucial for developing and implementing measures to ensure social and economic stability, recovery and resilience. Moreover, social dialogue is essential as an accountability mechanism, not only at local and enterprise level, but also when it comes to monitoring and adjustment with a view to improving effective and adequate implementation of strategies and measures.

CTUM (Montenegro): Social dialogue is the most efficient way to achieve long-term goals, and social and economic stability, recovery and resilience are among them.

OFFICE COMMENTARY

There is broad agreement on this statement.

In light of the general orientation of the proposed instrument and the replies received, the Office proposes to add the word “reconciliation” in point 26(a) of the proposed Conclusions.

Qu. 20 (b) *create an enabling environment for the establishment, restoration or strengthening of employers’ and workers’ organizations?*

Governments

Number of replies: 84

Yes: 82

No: 1

Other: 1

Comments

Bangladesh, Costa Rica: It is a key factor to accelerate the recovery process, thanks to the combined efforts of employers’ and workers’ organizations.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

FYCCI (Yemen): This should be managed by one single organization which operates according to a single vision.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Trade unions play an influential role in the identification and implementation of policies aiming to prevent conflicts and build peace, but crisis situations make their work extremely difficult. Not only are governmental institutions often dysfunctional, but trade unions often become direct targets in conflicts due to their alliance or perceived alliance with certain political parties or movements. Emergency or anti-terrorism laws are broadly framed and often also restrict legitimate trade union activities, making the existence and functioning of trade unions virtually impossible. Creating an enabling environment for the establishment, restoration or strengthening of employers' and workers' organizations is key in order to create a meaningful framework for social dialogue and to avoid cases of physical attacks and intimidation of trade union members and leaders.

CNT (Niger): Workers' and employers' organizations need to be reinforced in order to be credible.

OFFICE COMMENTARY

There is broad agreement on this statement.

The Office proposes to include this statement in point 26(b) of the proposed Conclusions.

Qu. 20 (c) *encourage close cooperation with other civil society organizations?*

Governments

Number of replies: 84

Yes: 81

No: 1

Other: 2

Comments

Brazil: Cooperation should be under the coordination of the State, in partnership with civil society organizations. Any policy must consider the urgent interests of the majority of the population, particularly of the most vulnerable sectors.

Costa Rica, Canada, Mexico: Civil society should be included because the more collaboration that is received, the faster the recovery.

Mali, Norway: This should be done in agreement with the social partners.

Netherlands: Add "and other organizations, companies and knowledge institutions, where relevant".

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

CNI (Brazil): No, see 11(b).

SP CR (Czech Republic): Refer to “relevant” civil society organizations.

ICEA (Islamic Republic of Iran): All civil society organizations, NGOs and trade unions should be involved in this campaign, but under a unified leadership.

Workers

Number of replies: 30

Yes: 29

No: 1

Other: 0

Comments

Consolidated reply: Trade unions have often advocated for issues that affect workers and their communities beyond the strict confines of the workplace and have wide networks and experience in cooperating with civil society in this regard. Alliances and networks may address certain underlying causes of conflicts and bring the voices of marginalized groups into policy-making. Crisis-related policies and programmes should avoid undermining the representational role of workers’ organizations when it comes to the rights and interests of workers with respect to employment issues, social dialogue and collective bargaining. Civil society consultations should therefore be carried out with the agreement of social partners.

LBAS (Latvia): Civil society consultations should take place on an ad hoc basis to ensure comprehensive views are heard on particular topics. This should not be used to undermine or weaken tripartite cooperation mechanisms.

Travail.Suisse (Switzerland): This cooperation is desirable, but governments should not encourage it in order to avoid the risk of favouring some organizations over others.

OFFICE COMMENTARY

There is broad agreement on this statement.

The Office proposes to include this statement in point 26(c) of the proposed Conclusions.

- Qu. 21** *Should the Recommendation provide that Members should recognize the vital role of employers' and workers' organizations in crisis response, in particular:*
(a) helping enterprises to recover through advice and material assistance?

Governments

Number of replies: 83

Yes: 81

No: 1

Other: 1

Comments

Denmark: No, the specific measures in (a), (b), and (c) do not seem to be directly linked to the overall objective in question 21.

Estonia, France, Switzerland: The meaning of “material assistance” should be clarified.

Poland: Add “focused in particular on maintaining workplaces” after “assistance”.

Portugal: Material assistance is especially important, and goes well beyond financial aid.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

Keidanren (Japan): Add “voluntarily”.

KRRK (Kazakhstan): The lack of sufficient financial resources from employers' organizations in developing countries hinders opportunities to attract qualified experts to assist enterprises in the reconstruction of their activities.

FYCCI (Yemen): Provide employers with incentives (tax and customs exemptions), establish industrial economic zones and soft loans.

Workers

Number of replies: 31

Yes: 30

No: 0

Other: 1

Comments

Consolidated reply: Information sharing with workers' organizations is important when material assistance is provided to enterprises, in order for all parties to benefit from the gains.

OFFICE COMMENTARY

The large majority of governments and employers' organizations and almost all workers' organizations agree on this point.

For improved coherence, the Office proposes to merge the text of this question with the one resulting from question 21(c) into point 27(a) of the proposed Conclusions, and to add a reference to training as being among the means of assistance. Moreover, in the interest of conciseness, the Office proposes to include in the chapeau to point 27 of the proposed Conclusions a reference to the need to take into account the fundamental Conventions on freedom of association and collective bargaining.

Qu. 21 (b) *helping workers, especially the most vulnerable, to recover through advice and material assistance?*

Governments

Number of replies: 84

Yes: 79

No: 2

Other: 3

Comments

Italy: This help should also be guaranteed to their families.

Mali: They should also take part in national discussions on recovery.

Netherlands: Add: "with special focus on those working in the informal economy".

Poland: Add "training" before "advice".

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

Keidanren (Japan): Add "voluntarily".

Workers

Number of replies: 31

Yes: 30

No: 0

Other: 1

Comments

Consolidated reply: Member States should recognize the role trade unions can play in helping workers to recover through advice and material assistance. They have provided material assistance to their members by establishing disaster relief funds and mobilizing resources for the most vulnerable. More importantly, trade unions have organizational capacities and structures for raising awareness and educating workers and their communities about information vital for the implementation of crisis measures.

OFFICE COMMENTARY

A considerable majority of governments and employers' organizations and almost all workers' organizations agree on this point.

The Office proposes to slightly modify the text and include a reference to training as being among the means of assistance in point 27(b) of the proposed Conclusions.

Qu. 21 (c) *encouraging and assisting enterprises, particularly small and medium-sized enterprises, to undertake business continuity planning?*

Governments

Number of replies: 84

Yes: 83

No: 1

Other: 0

Comments

Latvia, Poland, Suriname: The scope of the assistance to be provided is not clear.

Russian Federation: Delete the reference to small and medium-sized enterprises.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

ECA (Trinidad and Tobago): Include micro-enterprises.

Workers

Number of replies: 31

Yes: 30

No: 0

Other: 1

Comments

Consolidated reply: Business continuity planning should also include strategies and commitments to provide workers with decent working conditions. Governments, as well as buyers in supply chains, should also contribute to such measures, including through transfers to public social schemes. Trade unions should be involved during the continuity planning process, to ensure that the rights and interests of workers, including income replacement and subsidies, are protected. They can also help in designing and revising these plans by assessing whether they are, or have been, suitable to deal with risks. Trade unions can raise awareness among their membership about such plans and encourage the active participation of workers in their implementation.

CGIL (Italy): Members should encourage and assist enterprises only provided they respect and implement ILO fundamental principles and rights at work.

OFFICE COMMENTARY

The vast majority of governments and employers' organizations and almost all workers' organizations agree on this point.

The Office proposes to merge the text of this question with the one resulting from question 21(a) into point 27(a) of the proposed Conclusions.

Qu. 21 (d) *taking measures for these purposes through the collective bargaining process as well as by other methods?*

Governments

Number of replies: 85

Yes: 83

No: 1

Other: 1

Comments

Germany: This cannot be required, but should be on the initiative of the social partners.

Mexico: No, in crisis situations the restoration of employment and incomes should be a priority.

Trinidad and Tobago: This may be difficult to implement through collective bargaining.

Ukraine: The proposed instrument should encourage employers and trade unions to consult and negotiate in crisis conditions to balance their interests, prevent protests and strikes, and preserve jobs.

Employers

Number of replies: 25

Yes: 22

No: 3

Other: 0

Comments

KEF (Republic of Korea): No, government interference in collective bargaining is not appropriate.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Extensive dialogue and tripartite consultations are vital in crisis situations and allow democratic participation in developing relevant responses. Achieving binding agreements between social partners through collective bargaining should be prioritized in this process since it promotes a culture of peaceful conflict resolution and thus industrial peace and social cohesion. Global framework agreements could also be used to engage buyers to take their share of responsibility.

OFFICE COMMENTARY

A considerable majority of governments and employers' organizations and all workers' organizations agree to this statement.

The Office proposes to include this statement in point 27(c) of the proposed Conclusions.

VII. Labour law, labour administration and labour market information

- Qu. 22** *Should the Recommendation provide that in recovering from crisis situations Members should:*
- (a) review and, if necessary, establish, re-establish or reinforce, labour legislation?*

Governments

Number of replies: 85

Yes: 81

No: 1

Other: 3

Comments

Austria: Crisis situations should not provide an excuse for failing to apply labour rights.

Denmark: Labour legislation should be reviewed if doing so would add value to the recovery. The Recommendation should explicitly recognize this in order to ensure optimal resource allocation.

France, Trinidad and Tobago: To improve the logical flow, rearrange the order of activities to read: "establish, re-establish or reinforce and, if necessary, review".

Gambia: No, it may not be necessary to review labour legislation in all situations, in particular when the crisis did not arise from violations of workers' rights.

Guatemala: The legislation should allow some flexibility to benefit crisis-affected workers.

Lesotho: These are all medium-term priorities.

Netherlands, Sweden: Labour laws should be reviewed and revised on the basis of ratified international labour standards. Reforming dysfunctional and discriminatory institutions of justice is equally important. Corruption and discrimination within these institutions can mean that they do not provide due process rights to workers and that they destroy public confidence in the rule of law. Developing a justice system that protects international labour standards and promotes the rule of law is a critical aspect of conflict prevention and recovery.

Russian Federation: Delete “if necessary”.

South Africa: The purpose is to provide more protection for workers.

Sudan: In the context of recovery it is essential to have legislation in place and to apply it.

Suriname: Add a specific reference to the fundamental rights, in particular freedom of association, child labour and forced labour.

Switzerland: This should provide that when the responsible institutions are functioning again after a crisis they should determine whether it is necessary to revise, establish, restore or strengthen labour legislation. This legislation should already ensure respect for fundamental rights before the crisis. To the extent that ILO standards provide that some rights can be suspended in times of serious crises such as war, the Recommendation should be consistent with these provisions.

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

Keidanren (Japan): Insert “the legislation, ease the existing regulations or introduce the special measures” after “review” because it is impossible to comply with the laws strictly in the chaos after conflict or disaster.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: See the comments by the Governments of Netherlands and Sweden.

CUT (Colombia): This must not provide the occasion for governments to diminish workers’ rights.

LO (Norway): Could be more specific on the minimum criteria for labour legislation.

OFFICE COMMENTARY

The large majority of governments and employers’ organizations and all workers’ organizations support this point. The Office concurs with the spirit of many comments suggesting that this is an opportunity for improving legislation.

The Office proposes to introduce the statement into point 25(a) of the proposed Conclusions.

Qu. 22 (b) *establish, re-establish or reinforce, as necessary, the system of labour administration, including labour inspection?*

Governments

Number of replies: 84

Yes: 84

No: 0

Other: 0

Comments

Russian Federation: Delete “as necessary”.

South Africa: Inspection should be supported by stronger enforcement.

Switzerland: Labour inspection needs to be strengthened in times of crisis to prevent exploitation when workers are more vulnerable.

Employers

Number of replies: 25

Yes: 21

No: 4

Other: 0

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Labour inspection should be reinforced and recognized as essential. Private corporate social responsibility activities should be considered as separate from labour inspection and should not undermine the role of public labour inspectorates in carrying out their functions. The capacity of labour ministries to promote social dialogue and the resolution of industrial conflicts through grievance mechanisms should be supported. Institutional capacities, which are usually deeply affected by crises, should be rebuilt through adequate staffing, financial resources and ensuring decent working conditions and pay for staff. This would also allow labour ministries to extend their reach to vulnerable workers and rural areas.

OFFICE COMMENTARY

Almost all governments and workers’ organizations and the large majority of employers’ organizations support this point. While there are some comments that suggest that flexibility for the respect of rights at the workplace should be allowed during a crisis situation, the majority

consider that in these situations it is even more necessary than usual to ensure respect for these rights.

In light of the replies received, the Office proposes to include in point 25(b) of the proposed Conclusions a reference to relevant institutions for the administration of justice, since both dedicated labour justice systems and institutions of justice that have a wider mandate may enforce labour rights.

Qu. 22 (c) *establish or restore systems for the collection and analysis of labour market information, in particular focusing on the groups of the population most affected by the crisis?*

Governments

Number of replies: 83

Yes: 83

No: 0

Other: 0

Comments

Denmark: Yes, but this is necessary only to the extent that the crisis influences employment opportunities and social security.

Sudan: To be able to take informed decisions on resource allocation and the distribution of efforts in the recovery process.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

FYCCI (Yemen): Yes, although inspection should be a tool for improving the performance and productivity of establishments and not a tool for catching mistakes or imposing fines.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: It is important to collect gender- and age-disaggregated data.

OFFICE COMMENTARY

There is broad agreement on this point (*introduced as point 25(c) of the proposed Conclusions*).

- Qu. 23** *Should the Recommendation provide that Members should facilitate recovery from crisis through:*
- (a) *establishing emergency employment services to allow local populations to take advantage of job opportunities created by recovery investment?*

Governments

Number of replies: 81

Yes: 80

No: 0

Other: 1

Comments

Czech Republic, Denmark, Norway: This should be provided for in cases when the traditional employment services cannot cope.

Germany: Participation should remain voluntary.

Italy: This is only a short-term solution.

Mauritius: This may help to avoid recourse to foreign workers to the detriment of local workers.

Suriname: Such services should be decentralized and should also be available in affected rural areas and for migrant workers.

Uruguay: This should accompany other medium-term mechanisms that allow transition to sources of real employment.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: These services should either be run by labour ministries or operate under their oversight and monitoring to ensure that job opportunities created by recovery investment conform to decent working standards.

Other organizations

UN Women: This must also focus on women, who are generally the most affected during crises.

OFFICE COMMENTARY

There is unanimous support for this statement.

For clarity and consolidation, the Office proposes to reorganize and integrate the text arising from question 23 into point 25 of the proposed Conclusions, with the above statement in 25(e) reworded to include a qualification regarding the need for emergency services.

Qu. 23 (b) *establishing or restoring employment services and strengthening their capacity, taking into account the Employment Service Convention, 1948 (No. 88), and Recommendation (No. 83), 1948?*

Governments

Number of replies: 80

Yes: 78

No: 1

Other: 1

Comments

Poland: No, Convention No. 88 is not considered up to date and should therefore not be cited.

Switzerland: Convention No. 88 is relevant if it has been ratified.

Trinidad and Tobago: Add “if necessary”.

Employers

Number of replies: 25

Yes: 21

No: 4

Other: 0

Workers

Number of replies: 30

Yes: 29

No: 1

Other: 0

OFFICE COMMENTARY

A majority of respondents agree on this statement.

The Office proposes to add the text resulting from this question into point 25(d) of the proposed Conclusions. The references to specific standards have been moved to the proposed Annex.

Qu. 23 (c) *ensuring close collaboration between public and private employment agencies in these efforts, and the regulation of private employment agencies, taking into account the Private Employment Agencies Convention, 1997 (No. 181), and Recommendation (No. 188), 1997?*

Governments

Number of replies: 81

Yes: 74

No: 4

Other: 3

Comments

Cameroon: To the extent that economies are often transformed when they emerge from a crisis, and new needs emerge, as well as new possibilities.

Colombia, Gambia, Guatemala, Italy: Close cooperation should be encouraged in order to provide more efficient services.

Denmark: No, the reference to these ILO standards should be avoided. It will prolong the discussion and weaken the instrument to refer to instruments that are not widely ratified.

New Zealand: No, it may be unpalatable to regulate, or make demands of, the private sector. Care needs to be taken to spell out carefully the intention of engagement with private employment agencies.

Employers

Number of replies: 25

Yes: 20

No: 5

Other: 0

Comments

SPCR (Czech Republic): This should be done in accordance with national legislation and practice and after consultation with the employers' and workers' representatives.

KEF (Republic of Korea): No, this could have a negative impact on employment.

BusinessNZ (New Zealand): Yes, but delete the references to these instruments. Many countries would not consider the government's oversight they require to be in any way necessary.

Workers

Number of replies: 30

Yes: 27

No: 1

Other: 2

Comments

Consolidated reply: Formulating labour market policies should continue to be the prerogative of public employment services. It is necessary to provide resources to public employment services and to enhance their competence to ensure that jobseekers receive adequate support and quality services, and that their rights are respected. Private employment agencies should be monitored and evaluated by public employment agencies in consultation with social partners in particular with respect to giving effect to Articles 11 and 12 of Convention No. 181, which obligate Members to ensure adequate protection for the workers employed by private employment agencies. Refer also to the Employment Relationship Recommendation, 2006 (No. 198), to guarantee that secure employment is promoted.

ZTCU (Zimbabwe): Yes, but care should be taken to avoid interference by public or state authorities in private agencies.

OFFICE COMMENTARY

A majority of respondents support this statement.

The Office proposes to include the text arising from this question into point 25(f) of the proposed Conclusions. The references to specific standards have been moved to the proposed Annex.

VIII. Rights, equality and non-discrimination

- Qu. 24** *Should the Recommendation provide that in responding to crisis situations Members should ensure that:*
- (a) a gender-sensitive assessment is conducted and gender-responsive measures and policies are applied?*

Governments

Number of replies: 83

Yes: 81

No: 0

Other: 2

Comments

Cuba: Merge (a) and (b).

Mauritius: Crisis situations impact on both men and women but affect them differently.

Mexico: Crisis situations have different effects on women and men. For example, a crisis leaves behind sick or disabled people who require care, a task that is culturally assigned to women. Also, crisis situations can damage homes and basic services, which are situations that women have to face to a greater

extent than men. These tasks of caregiving and household chores can prevent the integration or reintegration of women into the labour market, and should be considered in employment recovery plans.

Netherlands: This is already the agreed policy among UN humanitarian agencies, and is beyond the ILO mandate. The crucial issue is lack of implementation of gender equality policy by UN organizations.

South Africa: Assessments should also be disability sensitive.

Switzerland: The measures provided for under question 24 are stated in terms that are too general to be taken into account in specific crisis situations.

Trinidad and Tobago: In the chapeau, replace “ensure that” by “promote in accordance with national circumstances”.

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

WKÖ (Austria): No, crisis situations affect all genders.

ICEA (Islamic Republic of Iran): It is necessary as participation of women and men together will help to restore calm and order.

Keidanren (Japan): Points 24(a) and (c)–(f) are covered by 24(b).

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Crises, conflict and violence affect women and men differently, and women may experience multiple forms of discrimination in crises. The new instrument should specifically recommend a gender-sensitive assessment and policies, including requirements for the participation of women in negotiating, planning and implementing recovery processes (including peace negotiations, decision-making structures and transitional governments). Measures should be developed specifically to address victims of gender-based violence during the crisis and recovery phases.

OFFICE COMMENTARY

The large majority of governments and employers’ organizations and almost all workers’ organizations agree that crises, conflict and violence affect women and men differently and that responses should take this into account.

In light of the strategic value of this approach and in light of the replies received, the Office proposes to recall the principle of gender-sensitive action in the part on Strategic approaches in point 11(c) of the proposed Conclusions.

With regard to the general structure of the part on Rights, equality and non-discrimination, the Office proposes to reorganize it in the proposed Conclusions to present a comprehensive approach to the right to equality and non-discrimination in crisis situations, and to place it immediately after the part on Strategic approaches in light of its general relevance. As a consequence, the text arising from questions 24, 25, 26 and 29 is integrated into point 13(a)–(h) of the proposed Conclusions. The focus on the situation of women is maintained in points 13(a)–(d) of the proposed Conclusions to take account of the particular vulnerability and specific needs of women in times of crisis, shown by experience and extensive studies. Specific references to most ILO and other international standards have been moved to the Annex, while references to the fundamental human rights instruments are retained in the text of the proposed Conclusions.

Qu. 24 (b) *all measures taken for recovery and resilience promote equality of opportunity and treatment for women and men without discrimination of any kind, taking into account the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and Recommendation (No. 111), 1958?*

Governments

Number of replies: 85

Yes: 83

No: 0

Other: 2

Comments

Austria: Women and children are the most affected by crisis situations, requiring specific measures. Access to counselling or other service providers should be facilitated.

South Africa: This should also cover persons with disabilities.

Employers

Number of replies: 25

Yes: 21

No: 4

Other: 0

Comments

BusinessNZ (New Zealand): Yes, but countries will not take into account a Convention which they have not ratified. References to ILO standards are not appropriate in a Recommendation.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: The right to equal treatment is particularly vulnerable in times of crisis.

CGT (Colombia): Equality does not simply mean harmonizing standards, since social inequality is experienced differently according to one's sex, race, economic condition, and so on.

OFFICE COMMENTARY

Almost all governments and workers' organizations and the vast majority of employers' organizations agree that crisis responses should promote equality and non-discrimination.

In light of the more general coverage of this statement, the Office proposes beginning the part on Rights, equality and non-discrimination with the text resulting from this question, that is to say in point 13(a) of the proposed Conclusions. See also the consolidated commentary at the end of question 24(a).

Qu. 24 (c) *special attention is given to women who are heads of households?*

Governments

Number of replies: 82

Yes: 76

No: 3

Other: 3

Comments

Armenia: This contradicts the principle of gender equality.

Austria: Children who are orphans and need to take care of their siblings should be covered.

China, Norway: No, equality should be ensured.

Czech Republic, France, Lesotho: Add "including single-parent households".

Denmark: These provisions should be gender neutral, since all single parents should benefit from the same attention.

Iceland: Should also envisage undertaking an analysis of vulnerability to ensure that other groups of women in need of assistance are not left out.

New Zealand: While this is important, Recommendations are instruments of general guidance. This is too detailed.

South Africa: This should also cover households headed by persons with disabilities.

Suriname: Special attention should also be given to girls and boys.

Employers

Number of replies: 25

Yes: 17

No: 7

Other: 1

Comments

SP CR (Czech Republic), EMCOZ (Zimbabwe): No, the wording is discriminatory. Change to “single parent families”.

ECA (Trinidad and Tobago): Add “and men”.

Workers

Number of replies: 31

Yes: 29

No: 0

Other: 2

Comments

Consolidated reply: It should also ensure that other groups of women in need of assistance are not left out.

AKAVA, SAK, SKKT (Finland): Questions 24(c), 24(d) and 24(e) concern women’s role, in particular. In these items a gender-neutral approach should be used to speak about both women and men and also highlight the situation of single parents in general.

OFFICE COMMENTARY

Most governments and employers’ organizations and almost all workers’ organizations agree on this point.

In light of the replies received, the Office proposes to amend the text in point 13(b) of the proposed Conclusions in order for it to be of application regardless of gender, while retaining a focus on women because of their particular vulnerability in these situations. See also the consolidated commentary at the end of question 24(a).

Qu. 24 (d) *women have access to training and employment programmes developed for recovery and resilience?*

Governments

Number of replies: 83

Yes: 81

No: 0

Other: 2

Comments

Czech Republic: Should be more gender balanced.

Honduras: Access to care services for minor children or elderly dependants should be assured.

Mali: Particular account should be taken of women domestic workers and of women workers in the informal economy.

Employers*Number of replies: 26**Yes: 22**No: 2**Other: 2***Comments**

WKÖ (Austria), SP CR (Czech Republic), BCC (Poland): This should be available regardless of sex.

Workers*Number of replies: 31**Yes: 30**No: 0**Other: 1***Comments**

Consolidated reply: In times of crisis, education declines most for girls. Access to training and employment for women should be specifically mentioned. Training provided to women should not reinforce traditional functions but should aim to create opportunities in the emerging labour market and build on the changes, if needed. Targeted training programmes should be developed to include women working at home or in the informal economy.

OFFICE COMMENTARY

Almost all governments and workers' organizations and the vast majority of employers' organizations agree on this statement.

In light of the replies received, the Office proposes to move the text resulting from this question to the part on Education, vocational training and guidance, in point 22 of the proposed Conclusions. See also the consolidated commentary at the end of question 24(a).

- Qu. 24** (e) *measures are taken to ensure that women who have been employed during the crisis and have assumed expanded responsibilities are not replaced when the male workforce returns?*

Governments*Number of replies: 83**Yes: 80**No: 1**Other: 2***Comments**

Cambodia: This should be done by improving women's skills and strengthening rules on gender equity.

France: Yes, if discrimination is the reason.

Germany: No, “measures” should not be needed. According to Convention No. 111, dismissals based solely on the expectation that male workers will take over, should not be permitted.

Norway: There could be other reasons for their replacement.

Poland: Add “against their will” after “replaced”.

South Africa: This should also cover persons with disabilities.

Employers

Number of replies: 25

Yes: 17

No: 7

Other: 1

Comments

WKÖ (Austria): The expanded employment of women during crisis situations is not always voluntary.

SP CR (Czech Republic): No, this is discriminatory.

KEF (Republic of Korea): No, the volume of employment should be determined by a company in consideration of its capability.

CCP (Portugal): This is covered by 24(b) and could be deleted.

Workers

Number of replies: 31

Yes: 29

No: 0

Other: 2

Comments

Consolidated reply: Measures should be taken to break down occupational segregation.

CMKOS (Czech Republic): Measures must be taken to secure employment to all who want to work.

OFFICE COMMENTARY

A large majority of governments and workers’ organizations and a majority of employers’ organizations agree with this statement.

Taking account of the comments received, the Office proposes to amend the wording in point 13(c) of the proposed Conclusions to refer to the “involuntary” removal of women from jobs they had undertaken during a crisis when men return to the workforce. See also the consolidated commentary at the end of question 24(a).

Qu. 24 (f) *measures are taken to prevent and punish rape and sexual exploitation and harassment?*

Governments

Number of replies: 84

Yes: 81

No: 2

Other: 1

Comments

Austria, Finland: This should include programmes to overcome traumatic experiences and to reintegrate women into society.

Belgium, Denmark, Norway: Yes, but this does not fall within the mandate and expertise of the ILO without an explicit link to the world of work.

Bulgaria: States should cooperate to solve these crimes and to detain, extradite and punish perpetrators.

Cuba: No, this does not include other violations.

Italy: Include a specific point regarding rape and sexual exploitation of children.

Mexico: When women have been employed in a crisis situation, measures should be taken so that the return home of men does not trigger domestic violence over the control of incomes.

South Africa: Consider the creation of special tribunals.

Suriname: The scope could be broadened to all sexual crimes.

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

EMCOZ (Zimbabwe): No, this should be provided for in accordance with national law and practice.

Workers

Number of replies: 31

Yes: 30

No: 0

Other: 1

Comments

Consolidated reply: See also the comments under question 12(e). Gender-based violence is increasingly used as a tool of war and in post-crisis situations. Measures should be taken to prevent and punish rape, sexual exploitation (including as a result of human trafficking) and harassment, and to protect and assist victims and provide remedies.

OFFICE COMMENTARY

While a majority of governments and employers' organizations and almost all workers' organizations agree with this statement, some replies questioned whether the issues examined in this point lie within the ILO's mandate.

Taking into account that the proposed instrument will be of broader application than the world of work, and also that these phenomena are of particular significance in the world of work, the Office proposes no change in point 13(d) of the proposed Conclusions.

Qu. 25 *Should the Recommendation provide that in responding to crisis situations Members should ensure that persons who became disabled as a result of conflict or disaster are provided with full opportunities for rehabilitation, education, specialized vocational guidance, training and retraining, and employment, taking into account the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), and Recommendation (No. 168), 1983, as well as the United Nations Convention on the Rights of Persons with Disabilities?*

Governments

Number of replies: 83

Yes: 82

No: 0

Other: 1

Comments

Iceland, Netherlands: Add a reference to consultation with the social partners as provided in Article 5 of Convention No. 159.

Latvia: This point should be more general because many States have difficulties implementing such measures, even during "normal" times, in function of available resources.

Sudan: Full integration is one of the biggest challenges after conflict. Persons with disabilities should be provided with vocational training on skills through regular training centres and other specialized centres.

Tunisia: It is necessary to include people with special needs (disabilities) in the education system through suitable schools, while providing them with all the necessary capabilities and equipment.

Employers

Number of replies: 24

Yes: 22

No: 2

Other: 0

Comments

Consolidated reply: Add a reference to tripartite consultation.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

OFFICE COMMENTARY

The majority of governments and employers' organizations and almost all workers' organizations agree on this statement.

In light of the replies received, the Office proposes to add to the existing text a reference to tripartite consultation. Moreover, as explained in the commentary to question 24, in order to provide a more comprehensive approach to discrimination, the text is included in point 13(g) of the proposed Conclusions. This point also follows the practice of moving to the Annex references to international standards except for the fundamental Conventions.

Qu. 26 *Should the Recommendation provide that in responding to crisis situations Members should ensure that:*

- (a) particular attention is paid to establishing or restoring conditions of stability and socio-economic development for minorities, indigenous and tribal peoples and other population groups that have been particularly affected, taking into account the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and Recommendation (No. 111), 1958, and the Indigenous and Tribal Peoples Convention, 1989 (No. 169)?*

Governments

Number of replies: 83

Yes: 78

No: 3

Other: 2

Comments

Iceland: The general point is valid, but the references to the specific ILO instruments should be deleted.

Kuwait: This is applicable to countries that have such populations.

Syrian Arab Republic: No, since Syria has not ratified Convention No. 169 and its Constitution does not contemplate the term "minorities".

Employers

Number of replies: 25

Yes: 15

No: 10

Other: 0

Comments

Consolidated reply: The references to the ILO instruments are not pertinent and should be deleted.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: The Recommendation should also provide for special attention to migrants, who are often among the affected population. Crisis measures should also give attention to people with HIV and AIDS, given their severe vulnerabilities at the workplace.

OFFICE COMMENTARY

A majority of governments, several employers' organizations and almost all workers' organizations agree on this point.

The Office proposes to include this statement in point 13(e) of the proposed Conclusions. See also the consolidated commentary at the end of question 26.

- Qu. 26** *(b) minorities and indigenous and tribal peoples are fully consulted and participate directly in the decision-making process, in particular if their territories and environment are affected by recovery and stability measures?*

Governments

Number of replies: 79

Yes: 74

No: 3

Other: 2

Comments

Belgium: Convention No. 169 provides indispensable legal guidance for negotiations.

Bulgaria: Their participation in the decision-making process should be carried out without any pressure or physical or mental coercion.

Denmark: An explicit link to the world of work is needed.

Iceland: No, the reference to direct participation in decisions can be a means of exercising a veto. The following could be acceptable: “In accordance with national practice and in full consultation with the organizations representing employers and workers, minorities and indigenous and tribal peoples and other groups of populations particularly affected by these decisions are also fully consulted in particular if their territories and environment are affected by recovery and stability measures”.

Islamic Republic of Iran: Conventions Nos 111 and 169 should be taken into account, in order to achieve socio-economic stability and development for these groups.

Japan: This provision should be flexible, taking into account the situation in each country.

Employers

Number of replies: 25

Yes: 15

No: 10

Other: 0

Comments

Consolidated reply: See the comments by the Government of Iceland.

CONCARMIN (Mexico): As long as this is not at the expense of the nation as a whole.

COPARMEX (Mexico): The areas of participation and consultation of minorities and indigenous and tribal peoples and the degree of involvement in recovery and stability measures should be clearly defined.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: This is based on the guidance provided by Convention No. 169.

CLC (Canada): The principle of free, prior and informed consent should be applied.

OFFICE COMMENTARY

A majority of governments, several employers' organizations and almost all workers' organizations agree on this statement. While there is general agreement with the need for consultations, a number of respondents expressed reservations and some pointed to the negative effect such consultations might have. It is unfortunately often the case that territories inhabited by minority groups, including indigenous and tribal peoples, are neglected in crisis relief operations, or are the last to receive this attention, and this question was intended to highlight the need for participation by representatives of these communities in such situations. The text is based on Article 6 of Convention No. 169, which provides that consultations must be carried out with the objective of achieving agreement or consent; this was adopted with the explicit understanding that this involved no right to exercise a veto over decisions, and that consultations had to be conducted in a fair and equitable manner.

In light of the above, and taking into account ILO practice under which consultations should be carried out with those affected by decisions, in particular employers' and workers' organizations but also others, the Office proposes to maintain the text of question 26(a) and (b) and to integrate it into point 13(e) and (f) of the proposed Conclusions. In accordance with the general approach regarding reference to international standards, the mention of specific Conventions is placed in the Annex, with the exception of Convention and Recommendation No. 111.

- Qu. 27** *Should the Recommendation provide that in combating child labour arising from or exacerbated by conflicts or disasters Members should:*
- (a) *take urgent action to identify and eliminate all child labour practices, taking into account the Minimum Age Convention, 1973 (No. 138), and Recommendation (No. 146), 1973, and the Worst Forms of Child Labour Convention, 1999 (No. 182), and Recommendation (No. 190), 1999?*

Governments

Number of replies: 85

Yes: 82

No: 1

Other: 2

Comments

Bangladesh: Massive numbers of children suffer from crises. Crises provide a fertile ground for child labour, especially its worst forms, due to the loss of livelihoods, lack of access to education, displacement, separation from families and other causes.

Italy: This should be done through both laws and inspections.

Mali: This is especially important in areas where armed conflict is taking place.

South Africa: States should be harsh on employers contravening such laws.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

Keidanren (Japan): Taking into account the national context.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Crises provide a conducive environment for child labour, especially its worst forms. The use of children in armed conflicts is a worst form of child labour (Convention No. 182), a violation of human rights (see the Optional Protocol to the Convention on the Rights of the Child) and may be a war crime (Rome Statute of the International Criminal Court). The recovery and reconstruction phase may provide a unique opportunity to develop and strengthen national systems to prevent and respond to child labour.

CFTUU (Uzbekistan): In the chapeau, insert “the worst forms of” before “child labour”.

OFFICE COMMENTARY

The large majority of governments and employers’ organizations and almost all workers’ organizations agree on this statement.

For the sake of consistency, the Office proposes to harmonize the text with the actions indicated in question 27(b). Moreover, the Office proposes to include in point 14(a) of the proposed Conclusions the text arising from question 27(c).

Qu. 27 (b) *take all necessary measures to prevent, identify and address cases of child trafficking?*

Governments

Number of replies: 83

Yes: 80

No: 2

Other: 1

Comments

Bulgaria: This should include calls to impose adequate sanctions and penalties, which would contribute to the prevention of child trafficking.

Finland: There should also be criminal justice responses. It is not always clear whether the question is of child trafficking or forced labour. Children in the middle of an armed conflict or children who have fallen victim to child trafficking or forced labour need help through multidisciplinary cooperation that supports the whole family. Different organizations’ resources and expertise must also be used extensively both in preventive work and in helping children.

Netherlands: This may exceed the ILO’s mandate.

South Africa: This should include mutual support among States.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Specific measures need to be adopted to address and eliminate child trafficking as required by Convention No. 182 and by Convention No. 29 and its Protocol.

OFFICE COMMENTARY

The vast majority of governments and employers' organizations and almost all workers' organizations agree on this statement.

In light of the replies received, the Office proposes to replace the wording "address" with "eliminate" in point 14(b) of the proposed Conclusions.

Qu. 27 (c) *integrate crisis response measures into national policies and programmes to eliminate child labour?*

Governments

Number of replies: 82

Yes: 80

No: 1

Other: 1

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

OFFICE COMMENTARY

There is broad agreement on this statement.

In the interest of conciseness, the Office proposes to merge the text arising from question 27(c) with the one from question 27(a) into point 14(a) of the proposed Conclusions.

Qu. 27 (d) *provide social protection services to support families' capacity to protect their children, for instance through cash or in-kind transfers?*

Governments

Number of replies: 83

Yes: 81

No: 1

Other: 1

Comments

Bulgaria: These services should be provided after an assessment of each individual case of a child at risk of child labour in accordance with the child's individual needs.

Costa Rica: This should be continued only for the time it is needed.

Honduras: This will require international support.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

EMCOZ (Zimbabwe): This will be possible if finances permit.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

OFFICE COMMENTARY

The large majority of governments and employers' organizations and almost all workers' organizations agree on this statement (*point 14(d) of the proposed Conclusions*).

- Qu. 27** (e) *provide special reintegration and retraining programmes for children and young persons who had been engaged in armed forces or groups to help them readjust to a normal existence?*

Governments

Number of replies: 82

Yes: 80

No: 1

Other: 1

Comments

Australia: The use of the term “normal existence” may need to be reconsidered, as this language is subject to subjective interpretation.

Austria: There should be special programmes for psychological assistance, trauma treatment and a focus on social integration in the original host community, linked to vocational education.

Bulgaria: Reintegration should also include measures to bring children back to schools or to provide them with age-appropriate work to prevent their return to these situations. Medical and psychological help should be provided.

Denmark: It is not appropriate to reinsert and reintegrate everyone who has taken an active part in hostilities, for example, people under prosecution for crimes committed during hostilities.

Latvia: Clarify “special reintegration and retraining programmes”.

Norway: This should be done in close cooperation with other international organizations.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

CLC (Canada): A gender-sensitive assessment should be conducted and programmes should include requirements for the participation of women.

OFFICE COMMENTARY

The vast majority of governments and employers' organizations and almost all workers' organizations recognize the need to provide special protection in crisis situations for children and young persons, who are particularly vulnerable in such situations to child labour and trafficking. While noting the need for caution concerning the reintegration of those who have been involved in crimes, approaches have been developed by the ILO and by the international community more broadly for decades for children and young persons who have been recruited into armed forces and groups, which are to be distinguished from reintegration measures intended for adults.

In light of the replies received, and for the sake of clarity, the Office proposes to replace the wording "normal existence" with "civilian life" in point 14(c) of the proposed Conclusions.

- Qu. 28** *Should the Recommendation provide that in combating forced or compulsory labour arising from or exacerbated by conflicts or disasters Members should:*
- (a) *take urgent action to identify and eliminate all forms of forced or compulsory labour taking into account the Forced Labour Convention, 1930 (No. 29), and its Protocol of 2014, the Abolition of Forced Labour Convention, 1957 (No. 105), and the Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203)?*

Governments

Number of replies: 84

Yes: 81

No: 2

Other: 1

Comments

Bulgaria, Romania: Not all types of labour required in the event of disasters and conflicts fall within the definition of "forced labour". Convention No. 29 allows exaction of labour in the event of disasters, war or other types of force majeure and defines the framework for distinguishing between the exacting of labour in such situations and the category of "forced labour". This is also important for deciding when the exaction of labour in those situations will grow into forced labour, or when the labour exacted for dealing with situations of force majeure is more than what is needed to deal with the situation or is not limited in time. If exaction of labour in those situations is demanded only from certain minorities, religious or ethnic groups, this would violate the requirements of Convention No. 105 concerning forced labour as a means of racial, social, national or religious discrimination.

China: No, because member States have different interpretations of forced labour. There is a need to search for common ground while preserving different views.

Italy: The role of the labour inspectorate is crucial.

Republic of Korea: Each country's situation should be taken into account, in particular where the conscription system may not be in conformity with Convention No. 29 and its Protocol, and with Convention No. 105 or Recommendation No. 203. The suggested phrase should be adjusted so as not to impose additional duties on countries that have not ratified these standards.

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

KEF (Republic of Korea): The abolition of all forms of forced labour is not appropriate, since countries have different circumstances, such as mandatory military service in South Korea.

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

CGT (Colombia): Full compensation should be sought for all victims of forced labour. Reparations should include a component of satisfaction and guarantees of non-repetition.

OFFICE COMMENTARY

The vast majority of governments and employers' organizations and almost all workers' organizations agree on this statement.

In light of the replies received and in the interest of conciseness, the Office proposes to integrate the text resulting from this question with the one arising from 28(b) into point 15 of the proposed Conclusions. See also the consolidated commentary at the end of question 28.

Qu. 28 (b) *take all necessary measures to prevent, identify and address cases of trafficking in persons for the purposes of forced or compulsory labour?*

Governments

Number of replies: 83

Yes: 80

No: 2

Other: 1

Comments

Bulgaria: The new instrument should also call for measures directly addressing debt bondage.

Finland: This should also include criminal justice measures.

Mali: This is particularly important for children and migrants, who are the most vulnerable.

Employers

Number of replies: 25

Yes: 23

No: 2

Other: 0

Comments

Keidanren (Japan): This point is covered by 28(a).

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Governments should adopt specific anti-trafficking measures as provided for in the Protocol to Convention No. 29 and in Recommendation No. 203. This should include prevention and punishment of trafficking in persons for the purpose of forced and compulsory labour, as well as protection, assistance and remedies, such as compensation, for victims.

OFFICE COMMENTARY

There is broad agreement on this statement, although several respondents have raised questions about the meaning of forced and compulsory labour in this context. Two kinds of situations are envisaged here, broadly speaking. In the first situation, the authorities may require the population to assist in emergency situations. As noted by several respondents, there are some exceptions to the definition of forced labour in Article 2 of the Forced Labour Convention, 1930 (No. 29), particularly in emergencies, for limited periods. However, it would not appear necessary to refer directly to these exceptions or to attempt to elaborate further on the coverage of these concepts here, since the proposed Conclusion covers only those situations which are defined as forced labour under Conventions Nos 29 and 105, and which arise from crises. The other situation covered here arises when a crisis leaves an open field for the imposition of forced labour, including trafficking in persons, as a consequence of increased vulnerability and an absence of law enforcement. The references to debt bondage, conscription, criminal justice and others are covered by the reference to the international labour standards concerned.

In light of the replies received and for the sake of coherence, the Office proposes to integrate the reference to trafficking in persons into the text arising from 28(a), in point 15 of the proposed Conclusions.

- Qu. 29** *Should the Recommendation provide that in responding to crisis situations Members should ensure that migrants who are in the territory are treated on a basis of equality with national populations, taking into account the Migration for Employment Convention (Revised), 1949 (No. 97), and Recommendation (No. 86), 1949, the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), and Recommendation (No. 151), 1975, as well as the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families?*

Governments

Number of replies: 84

Yes: 72

No: 5

Other: 7

Comments

Bahrain: The Recommendation should include the principle of protection for migrant workers as well as their previously acquired rights based on the employment contracts they signed. Any outstanding wages delayed due to crisis or conflict should be paid and countries should commit themselves to facilitating the return of migrant workers to their home countries or any other place.

Czech Republic, Denmark, Finland, Germany, Poland: The principle is valid but the reference to specific Conventions should be deleted.

Iraq, Japan: The provision should be flexible so that such measures can be taken in accordance with the actual situation of, and domestic laws in, each member State.

Mexico: The issue deserves a dedicated point, to be updated and expanded in the new instrument, since the migration phenomenon is causing crisis situations in different countries.

Serbia: This should be covered under question 12(b).

Sudan: Countries have the right to allow immigrants into their countries or not, but if allowed, they have the right to stay, live and work in the country without any discrimination.

Employers

Number of replies: 25

Yes: 20

No: 5

Other: 0

Comments

WKÖ (Austria): The word “equality” is not sufficiently defined. Restrictions on the labour market for foreign nationals are necessary and allowed.

KRRK (Kazakhstan), BusinessNZ (New Zealand): Refer only to documented migrants.

EMCOZ (Zimbabwe): In accordance with national law and practice.

Workers

Number of replies: 30

Yes: 29

No: 0

Other: 1

Comments

Consolidated reply: Migrant workers and their families, especially undocumented migrants, are most often overlooked in crisis situations. Documented migrants are unfairly exposed to being expelled with little notice, not being able to collect due wages and earned social security benefits. The Recommendation should therefore refer to the ILO instruments on migration.

CMKOS (Czech Republic): This should be left up to each country.

OFFICE COMMENTARY

While there is general agreement on this statement, a number of respondents expressed reservations. It should be noted that the intent of this question is to discuss only the need for equal treatment in crisis responses, not broader issues of migrants' rights and their status.

In light of the replies received, the Office proposes to add a reference to the families of migrants in point 13(h) of the proposed Conclusions. In accordance with the general approach, the direct citation of the instruments concerned is moved to the Annex.

IX. Internally displaced persons, refugees and returnees

Qu. 30

Should the Recommendation provide that following a crisis Members should:

- (a) pay special attention to the training, employment promotion and integration into the labour market of internally displaced persons and refugees, whether they are in their countries of origin, in host communities or in countries of asylum and settlement, as relevant?*

Governments

Number of replies: 82

Yes: 78

No: 0

Other: 4

Comments

Austria: This should be accompanied by trauma treatment, psychological support and conflict management.

Denmark, Norway: This may overlap with the responsibilities and activities of the UNHCR and the IOM.

Germany: A more precise definition of the people concerned is needed to avoid contradictions with European law.

Iraq: This must be done in conformity with national legislation.

Lesotho: This needs to be clearer.

Mexico: Depending on the capacity of countries, according to their legislation and the duration of the crisis, so that IDPs and refugees can contribute to recovery.

Netherlands: Add: “paying special attention to the effects on host communities in order to prevent conflict”.

Serbia: In terms of employment policy, the level of support and assistance to these categories of persons depends on the features of the refugee population.

South Africa: This must be managed realistically.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Comments

KRRK (Kazakhstan): Yes, but only for officially registered migrants and refugees.
EMCOZ (Zimbabwe): If finances permit.

Workers

Number of replies: 30

Yes: 29

No: 0

Other: 1

Comments

Consolidated reply: The Recommendation should provide guidance on the establishment of decent working conditions for displaced persons and refugees so that they may seek fair socio-economic integration or reintegration.

CGT (Colombia): Guidance should have a gender perspective since it is clear that men and women are affected differently by displacement.

OFFICE COMMENTARY

See consolidated commentaries at the end of question 31.

Qu. 30 (b) *build resilience and strengthen the capacity of host communities and countries of asylum and settlement to promote employment and training opportunities for local populations?*

Governments

Number of replies: 83

Yes: 79

No: 2

Other: 2

Comments

Belgium: This is particularly important when large numbers of refugees arrive.

Mexico: Promote their economic development so that they can absorb migrants, refugees and returnees, depending on the capabilities of countries and according to their legislation.

Sudan: It is important to provide assistance to those local host communities to build their capacity to cope with refugee influx, especially through taking measures to increase work and training opportunities for the displaced and for the hosting population.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Workers

Number of replies: 30

Yes: 30

No: 0

Other: 0

Comments

Consolidated reply: Insert “decent, full and freely chosen” after “promote”.

OFFICE COMMENTARY

See consolidated commentaries at the end of question 31.

Qu. 31 *Should the Recommendation provide that following a crisis Members should take measures to facilitate the voluntary return of internally displaced persons and of refugees to their homes, or to other suitable locations, and to provide for their socio-economic reintegration?*

Governments

Number of replies: 81

Yes: 80

No: 0

Other: 1

Comments

Costa Rica: Countries of origin should also contribute.

Mali: This should concentrate on employment creation and employability.

Mexico: This should be facilitated, once it is established that conditions in the country of origin allow reintegration.

Netherlands: This is beyond the ILO's mandate.

Trinidad and Tobago: Replace "take" by "promote".

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Workers

Number of replies: 29

Yes: 29

No: 0

Other: 0

Comments

Consolidated reply: The Recommendation should provide for the right to settlement, and for the socio-economic integration of displaced persons and refugees who do not wish to return.

Other organizations

OCHA: Include a reference to provide "durable solutions" for IDPs and refugees.

OFFICE COMMENTARY

The vast majority of governments, and of employers' and workers' organizations agree on the points raised in questions 30 and 31.

International attention to this issue has been intensified by the events of 2015. Large numbers of refugees have fled their homes because of conflict and arrived in neighbouring and European countries in conditions of despair and hardship. It should be recalled that this is not the only such situation that has arisen or is continuing and that is undermining the stability of several regions of the world at the time that this proposed instrument is being examined. Official statistics confirm that by the end of 2014, 55 million people of concern to the UNHCR (refugees, asylum seekers, IDPs, returned IDPs and refugees, and others) were forcibly displaced worldwide; and in 2015 about 50 million people will have been in need of support across all continents and regions – 16.4 million people in Africa, 6.8 million in the Americas, 9 million in Asia and the Pacific, 5.3 million in Europe, and 13 million people in the Middle East and North Africa.

The situation and status of refugees fleeing conflict, persecution and violence should be clearly distinguished from “regular” migrants, even though the reality at times is more complex and the routes of displacement may coincide. This distinction is clearly embedded in the proposed Conclusions. References to similarities with forced displacement in the post-Second World War era, when Recommendation No. 71 was adopted, are striking, underscoring the timeliness and relevance of its revision. Attention is drawn to the fact that no ILO standard covers in a meaningful way the labour market integration of refugees and IDPs, although the ILO has undertaken technical cooperation programmes in various regions, including in collaboration with the UNHCR, since the 1980s and to date. The approaches developed by the ILO are based on an integrated perspective on employment promotion and income generation, including for both refugees and host communities.

Considering the replies to the questionnaire, as well as an extended discussion in the ILO Governing Body at its 325th Session (November 2015), which focused in part on how the current refugee crisis should be reflected in the revision of Recommendation No. 71, the Office proposes to expand and redraft the part of the proposed Conclusions on Refugees, internally displaced persons, and returnees to provide the perspectives of both the victims of the forced displacement (refugees and IDPs), the effects on host countries and communities, and responses based on shared responsibility and solidarity. Points 28–33 of the proposed Conclusions take into account a range of issues that go somewhat beyond the questions raised in the questionnaire, to take into account the concerns expressed at the Governing Body discussion.

In light of the above, the Office proposes to amend this part of the proposed Conclusions as follows: points 28(a)–(d) and 29(a)–(c) ensue from the text of question 30(a), examine the measures member States should take when large numbers of refugees arrive, and deal with the consequences of these situations for the world of work, including economic integration, recognition of the skills of the refugees concerned, and the particular vulnerability of women refugees. These points also touch on a broader range of issues, which will have an effect on the world of work.

Points 30(a) and (b), and 32(a) of the proposed Conclusions follow from the text of question 30(b) and examine the implications for host countries and communities of situations that result from the arrival of both refugees and IDPs. These points concern the measures to be taken, to the degree possible, to ensure that the labour market implications, costs and benefits of receiving refugees and IDPs, together with the needs of host communities, are addressed.

Points 31 and 32(c) elaborate the text resulting from question 31 and cover the questions related to the return of refugees and IDPs to their countries or places of origin when the security situation allows it.

Point 32(a)–(c) focuses on the situation of IDPs, which raises questions somewhat similar to those arising from an influx of refugees, but that require clear distinctions as IDPs are citizens of the country concerned and have a legal right to live and work there. Point 32(b) refers to the issues related to livelihoods, training, employment and labour market integration.

Point 33 of the proposed Conclusions concludes the part with a call for international solidarity and for member States to assist each other in dealing with these situations, so that the effects do not fall disproportionately on host communities.

X. Prevention, mitigation and preparedness

Qu. 32 *Should the Recommendation provide that, in particular in countries in which there are foreseeable risks of conflict or disaster, Members should take measures, in consultation with employers' and workers' organizations and other concerned groups, to prevent, mitigate and prepare for crises, through actions such as:*

- (a) evaluation of threats to and vulnerabilities of human, physical, economic, institutional and social capacity at local, national and regional levels?*

Governments

Number of replies: 83

Yes: 79

No: 1

Other: 3

Comments

Austria: These measures should also include conflict analysis, and assessments of fragility and risks.

Denmark, Japan: In the chapeau, insert “as appropriate” after “groups”.

France: There need to be agreed criteria for evaluating these threats.

Netherlands: This part could be included in the Preamble, but most of it seems to go beyond the scope of this proposed Recommendation and the mandate of the ILO.

Norway: This could more explicitly refer to evaluations of capacity to respond to crisis situations, referencing the Sendai Framework for Disaster Risk Reduction.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Comments

Keidanren (Japan): All measures to be taken for prevention and mitigation of, and preparedness for, conflict or disaster including in other parts (I to XII), should be repeated in this part.

Workers*Number of replies: 30**Yes: 30**No: 0**Other: 0***Comments**

Consolidated reply: Measures are necessary to protect a country from, or reduce the impact of, crises by promoting the creation of systems capable of anticipating crises and reacting quickly to them when they occur. In order to increase resilience, the instrument should provide for measures that leave communities able to anticipate, withstand, adapt to and recover from conflict or other shocks in ways that support economic and social development and reduce vulnerabilities.

Other organizations

UNISDR: In line with the Sendai Framework priorities for action, consider adding “recovery” and “building back better” in addition to prevention, mitigation and preparedness.

Qu. 32 (b) *risk management planning, including early warning and risk reduction measures?*

Governments*Number of replies: 81**Yes: 80**No: 0**Other: 1***Comments**

Austria: Emphasize context-specific risks, as well as programmatic and institutional risks, such as security and financial risks.

Employers*Number of replies: 25**Yes: 25**No: 0**Other: 0***Workers***Number of replies: 29**Yes: 29**No: 0**Other: 0*

Comments

Consolidated reply: Risk management planning should be based on the concept of decent work and democratic ownership.

Qu. 32 (c) *contingency planning?*

Governments

Number of replies: 80

Yes: 79

No: 0

Other: 1

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Workers

Number of replies: 29

Yes: 29

No: 0

Other: 0

Qu. 32 (d) *preparation of emergency responses?*

Governments

Number of replies: 81

Yes: 80

No: 0

Other: 1

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Workers*Number of replies: 30**Yes: 30**No: 0**Other: 0*

Qu. 32 (e) *impact mitigation, including through business continuity management in both public and private institutions?*

Governments*Number of replies: 81**Yes: 80**No: 0**Other: 1***Employers***Number of replies: 24**Yes: 24**No: 0**Other: 0***Workers***Number of replies: 29**Yes: 28**No: 0**Other: 1***OFFICE COMMENTARY**

The responses received were almost all fully in favour of all measures under question 32. A majority of the respondents have shown familiarity with the concepts relating to disaster risk reduction mentioned in this part, and many have provided examples of the measures and systems in place in their own countries, which cannot be reproduced in the present report.

The Office proposes to incorporate these statements into point 34 of the proposed Conclusions, by making the following minor adjustments to the text: adding “to build resilience” after “take measures” in the chapeau and merging (b) and (c) into point 34(b) covering risk management and contingency planning.

XI. International cooperation

Qu. 33 *Should the Recommendation provide that Members should take appropriate steps to assist one another, through bilateral or multilateral arrangements, including through the United Nations system, international financial institutions and other international or regional mechanisms of coordinated response?*

Governments

Number of replies: 84

Yes: 82

No: 1

Other: 1

Comments

Germany: International coordination in the area of disaster risk management should be carried out by the United Nations Office for Disaster Risk Reduction (UNISDR).

Netherlands: This is beyond the scope of the proposed Recommendation.

Spain: Recall that this document deals with employment and decent work, and is not a document of humanitarian action.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Workers

Number of replies: 29

Yes: 23

No: 0

Other: 6

Comments

Consolidated reply: A coherent and effective strategy can only be achieved through international cooperation among multilateral organizations. Decent work should lie at the core of all employment-related programmes and policies aimed at developing sustainable economies. The ILO should play a central role in promoting and mainstreaming all four objectives of the Decent Work Agenda throughout these programmes and policies. At the same time, the capacity of people to shape reconstruction should be prioritized. National and local ownership of democratically elected local governments and representative communities, including indigenous peoples, should be respected.

CGSLB, CSC, FGTB (Belgium): The ILO's role in situations of conflict and disaster should be reinforced, and it should be specifically mandated to intervene by the UN Security Council in appropriate cases.

OFFICE COMMENTARY

As has been noted under previous questions, the proposed instrument is not aimed at the action of the ILO alone, but at national and international preparedness for, and appropriate responses to, crises. While the focus of the proposed instrument is clearly on the need to take account of employment and decent work as a central focus of this response, it is also necessary to view this focus in the broader context of the measures taken by member States themselves, and of the increasing number of international arrangements, to provide appropriate responses that include, but are not limited to, measures based on employment and decent work.

In light of the replies received, the Office proposes that the statement be introduced into point 35 of the proposed Conclusions with a slight amendment to reflect the focus of coordinated preparedness and response capabilities.

Qu. 34 *Should the Recommendation provide that crisis responses, including support by international organizations, should be coherent with applicable international labour standards?*

Governments

Number of replies: 83

Yes: 81

No: 1

Other: 1

Comments

Brazil: The deregulation of work must not be allowed to be the response to crises.

Denmark: See 11(e) on decent working conditions for workers engaged in rescue and rehabilitation activities.

New Zealand: Crisis response should not be limited by existing international labour standards. Responses should be able to go beyond the standards set by these instruments.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Workers

Number of replies: 29

Yes: 29

No: 0

Other: 0

OFFICE COMMENTARY

The responses received were almost all fully supportive. This point emphasizes that member States and international organizations should take account of the proposed instrument as well as of the other relevant international labour standards in providing assistance in these circumstances. There is a suggestion that crisis responses should be crafted and executed with these standards in mind, including employment and decent work, as a vital part of the process.

The Office recommends that the statement be slightly amended in point 36 of the proposed Conclusions, to also reflect the role of regional organizations and the fact that employment and decent work are central, together with international labour standards.

Qu. 35 *Should the Recommendation provide that crisis responses should be coherent with United Nations policy frameworks and mechanisms for peacebuilding?*

Governments

Number of replies: 83

Yes: 81

No: 2

Other: 0

Comments

Austria: They should also be consistent with those adopted by the OECD Development Assistance Committee, EU and OSCE.

Cuba: Refer also to the consent of the parties, impartiality and the non-use of force except in self-defence.

Germany: With regard to points 35–37, see the Sendai Framework for Disaster Risk Reduction 2015–2030.

Zimbabwe: Replace “coherent with” with “guided by”.

Employers

Number of replies: 25

Yes: 24

No: 1

Other: 0

Workers

Number of replies: 28

Yes: 28

No: 0

Other: 0

OFFICE COMMENTARY

Almost all responses from governments and employers' organizations and all responses from workers' organizations support this statement. As elsewhere in this revision of the Recommendation, no reference is made to any specific framework or arrangement that may be in place at the time this proposed instrument is adopted, but rather to the principle that international organizations should continue and reinforce their cooperation within the framework of these arrangements.

In execution of this principle, Report V(1) detailed the international framework within which the ILO's crisis response measures are carried out. The ILO is part of the Global Cluster Coordination system and at country level operates under the UN Humanitarian Coordinator's leadership, participating in joint UN assessments, joint planning, and programme implementation, often following the response of donors to UN appeals, and making use of an ILO special reserve allocation to kick-start operations on the ground as soon as possible. As this framework continues to evolve over time, the ILO will continue its involvement in, and cooperation with, the arrangements made at the international level. It has seemed appropriate, in the light of responses made under various questions, to add a proposed Conclusion emphasizing the central role the ILO should play in assisting member States in the context of the proposed instrument.

In light of the replies and comments made, the Office suggests broadening the reference to international guidelines and frameworks beyond those adopted by the United Nations. The text arising from this question has been slightly redrafted to take a broader approach to coherence with the international frameworks in place, and is included in point 37 of the proposed Conclusions. Furthermore, the following point 38 recommends that the ILO play a lead role in assisting member States in crisis response through employment promotion, labour market integration and institution building, in close collaboration with international and regional institutions.

Qu. 36 *Should the Recommendation provide that Members should systematically exchange information, knowledge, good practices and technology for preventing crises, enabling recovery and building resilience?*

Governments

Number of replies: 82

Yes: 80

No: 0

Other: 2

Comments

Denmark: Add "as appropriate".

Germany: The practical implications should be clarified, as well as which mechanisms and exchange forums are meant.

Honduras: Analyse how to incorporate a financial element that would facilitate this exchange.

Latvia: Clarify "systematically".

Spain: See under question 33.

Suriname: A mechanism for the exchange of information can be agreed upon by the Members.

Trinidad and Tobago: Delete “systematically” and replace “provide” with “promote”.

Employers

Number of replies: 25

Yes: 25

No: 0

Other: 0

Workers

Number of replies: 29

Yes: 29

No: 0

Other: 0

Comments

CGT (Colombia): Cooperation is essential among different countries in order to prevent crises and make recovery possible.

OFFICE COMMENTARY

All responses received were supportive of the proposed statement. As commented, the mechanism for exchanging information and knowledge will have to be determined by the member States concerned.

With a view to assuring consistency, the Office proposes to include in point 39 of the proposed Conclusions a reference to promoting peace, among the objectives of such exchanges.

Qu. 37 *Should the Recommendation provide for close coordination of and complementarity among all crisis responses, in particular between humanitarian relief and development responses, including through the generation of employment and decent work for peace and resilience?*

Governments

Number of replies: 83

Yes: 81

No: 1

Other: 1

Comments

New Zealand: “All” crisis responses are not equal. There is need for a graded response depending on the nature of the crisis.

Employers

*Number of replies: 25**Yes: 22**No: 3**Other: 0*

Workers

*Number of replies: 29**Yes: 29**No: 0**Other: 0*

OFFICE COMMENTARY

One of the themes of the examination of the proposed revision of Recommendation No. 71 is the recognition that, unlike in 1944, the present system of international responses is implemented by a number of different organizations, operating within their own mandates but with continuing efforts to work together in consultation and collaboration. For the ILO, crisis response is an opportunity to create conditions for enduring and sustainable human security, employment promotion, income opportunities, social justice and adherence to the Decent Work Agenda, and to promote these goals in the work of all the actors concerned. Indeed, in recent years, after having achieved recognition for its role in crisis response, the ILO has deployed additional efforts to influence policies so that key national and international crisis response actors mainstream the ILO decent work-based approach into their own policies and programmes.

In so doing, the ILO has developed successful strategic partnerships with relevant UN agencies and global initiatives within and outside the United Nations. Partnerships afford the ILO synergies and a larger impact in crisis response, with greater cost effectiveness, increased legitimacy and credibility. Several of the ILO's ongoing strategic partnerships and collaborative arrangements at global level are among the most significant in the area of crisis response, including the ILO's cooperation with the UNHCR, the group of fragile and conflict-affected countries (g7+), the UNDG, the IASC, the UNDP, the Peacebuilding Commission and the Peacebuilding Support Office, the OCHA, and the IFRC. Moreover, collaborative arrangements exist with many other UN system agencies, such as the United Nations Children's Fund (UNICEF), the FAO, the WFP, the WHO, UN-Habitat, and other UN departments and programmes, institutions and platforms. Among them, the ILO's work with the UNISDR for policy and advocacy on resilience, disaster prevention, preparedness and mitigation is particularly relevant.

The Office proposes that point 40 of the proposed Conclusions should provide for close coordination of and complementarity among all crisis responses, in particular between humanitarian relief and development responses.

XII. Other issues

Qu. 38 *Should the Recommendation include other elements not mentioned in this questionnaire?*

Governments

Number of replies: 72

Yes: 29

No: 42

Other: 1

Comments

Costa Rica: The provision of special support and protection should be envisaged for countries affected by instability and conflict in neighbouring countries. Ways to facilitate the integration of displaced populations into support programmes (on employment, health and education), respecting the legislation of recipient countries, should also be considered. A distinction should be made between generic basic services and basic health services, and the maintaining of public health monitoring should be added. All these elements are crucial in post-emergency processes, together with coordination between national risk management systems and institutions and social organizations within countries. The commitment of States to protect water sources, the environment and basic services, which are necessary for the functioning of the economy and the creation of decent jobs, should be included, as should respect for cultural diversity.

Ethiopia: Include capacity building of member States to implement the instrument.

Islamic Republic of Iran: Mechanisms for financial assistance to affected States need to be elaborated, and the instrument should contain recommendations and procedures regarding the current crisis in the Middle East.

Latvia: It could also cover volunteer involvement and activities for preventing crisis, enabling recovery and building resilience, as well as support for children who have lost their families in the crisis.

Romania: This proposed Recommendation should take into account conventions applicable during normal periods. Exceptions could be identified for crisis situations, and short-term recommendations could be made, applicable for no longer than six months, with sanctions for non-observance.

Suriname: A special reference should be made to child soldiers.

Syrian Arab Republic: All types of support and assistance provided by international organizations should be channelled through the Government in accordance with the national sovereignty of countries and respecting their laws.

Employers

Number of replies: 21

Yes: 3

No: 18

Other: 0

Comments

UGIR (Romania): Stress the equal opportunities policy, regardless of ethnicity, religion and other factors, and take into account the fact that positive discrimination could cause tensions; it should promote meritocracy.

Workers

Number of replies: 26

Yes: 19

No: 6

Other: 1

Comments

BAK (Austria): The duty of employers to abolish discrimination should be inserted, as well as the provision of easily accessible counselling or other services for workers who have been discriminated against.

CGSLB, CSC, FGTB (Belgium): Following the adoption of the new Recommendation, Recommendation No. 71 should also remain in force just as it is.

Consolidated reply: See under question 3.

OFFICE COMMENTARY

The proposed Conclusions in their present form appear to have covered all the points raised in the responses to this question.

In view of the proposal to include an Annex, the Office recommends that point 41 of the proposed Conclusions include the principle that the Annex may be revised by the Governing Body of the International Labour Office, as was the case in Recommendation No. 204, inter alia.

PROPOSED CONCLUSIONS

A. FORM OF THE INSTRUMENT

1. The International Labour Conference should adopt an instrument concerning employment and decent work for peace and resilience that revises and replaces the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71).
2. The instrument should take the form of a Recommendation.

B. CONTENT OF THE INSTRUMENT

Preamble

3. The Preamble of the proposed instrument should refer to:
 - (a) the principle in the Constitution of the International Labour Organisation (ILO) that universal and lasting peace can be established only if it is based upon social justice;
 - (b) the impact of conflicts and disasters on poverty, development and decent work;
 - (c) the importance of full, productive, freely chosen and decent employment for promoting peace, preventing crises, enabling recovery and building resilience;
 - (d) the need to ensure respect for human rights and the rule of law, including respect for fundamental principles and rights at work and for international labour standards, in particular those that are relevant to employment and decent work;
 - (e) the importance of developing adequate responses to crisis situations through social dialogue, taking into account the role of employers' and workers' organizations;
 - (f) the importance of creating or re-establishing an enabling environment for sustainable enterprises to stimulate economic recovery and development;
 - (g) the need to develop and strengthen measures of social protection; and
 - (h) the value of cooperation and partnerships among international organizations to ensure joint and coordinated efforts.

I. Purpose and scope

4. The proposed instrument should expand the purpose and scope of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71), which focused on the role of employment in the transition from war to peace, to provide broader guidance on the role of employment and decent work in prevention, recovery and resilience with respect to crisis situations arising from conflicts and disasters that destabilize societies and economies.
5. The proposed instrument should provide that for the purposes of this instrument:

- (a) the term “conflict” should be understood as including international and non-international armed conflicts, as well as other situations of violence that destabilize societies and economies;
- (b) the term “disaster” should be understood as including serious disruptions of the functioning of a community or a society, involving widespread human, material, economic or environmental losses or impact, arising from natural or man-made causes, including those arising from climate change and technological and biological phenomena; and
- (c) the term “resilience” should be understood as the ability to anticipate, resist, adapt to, and recover from conflicts and disasters in ways that support economic and social development and reduce vulnerability.

6. The proposed instrument should apply to all crisis situations arising from conflict and disaster that destabilize societies and economies, to all workers and jobseekers, and to all employers, in all sectors of the economy affected by such situations.

7. The references in the proposed instrument to fundamental rights, including equality of treatment, to safety and health and to working conditions, should be understood to apply to all those involved in crisis response, including volunteers, in particular in the immediate response.

8. The proposed instrument should provide for measures to generate employment and decent work for the purposes of prevention, recovery, peace and resilience.

II. Guiding principles

9. The proposed instrument should affirm the following guiding principles:

- (a) full, productive, freely chosen and decent employment is central to promoting peace, preventing crises, enabling recovery and building resilience;
- (b) measures to promote peace, prevent crises, enable recovery and build resilience should take into account human rights and respect, promote and realize the fundamental principles and rights at work, as well as relevant international labour standards and other international instruments to which reference is made in the Annex;
- (c) crisis responses should take into account the nature of the crisis, the extent of its impact and the capacity of governments and other institutions to provide effective responses;
- (d) specific measures should be taken to reduce the vulnerability of certain groups of the population in crisis situations, including women, young persons, children, minorities and indigenous and tribal peoples, persons with disabilities, internally displaced persons and refugees;
- (e) all measures taken for recovery and resilience should promote equality of opportunity and treatment for women and men without discrimination of any kind;
- (f) crisis responses should avoid harmful spillover effects on individuals, communities, the environment and the economy;
- (g) all measures adopted to address crises should be based on dialogue and the need to combat discrimination, prejudice and hatred on the basis of ethnicity, religion or other grounds, where appropriate following procedures deemed necessary to allow national reconciliation;
- (h) crisis responses should be based on the principle of national ownership, including in cases in which international assistance is provided, as well as the principles of international solidarity, shared responsibility and cooperation; and

- (i) crisis responses should promote close coordination between humanitarian relief efforts and development assistance, including the promotion of decent employment and income-generation opportunities.

III. Strategic approaches

10. The proposed instrument should provide that the objectives of post-conflict and post-disaster response should include, as appropriate:

- (a) stabilizing livelihoods and income through emergency employment and social protection measures;
- (b) promoting local economic recovery for employment opportunities and socio-economic reintegration;
- (c) promoting sustainable employment, social protection and decent work; and
- (d) building or restoring labour market institutions and social dialogue.

11. The proposed instrument should provide that the measures to be taken in the immediate aftermath of a conflict or disaster should include:

- (a) an urgent response to satisfy basic needs and provide services, including support to livelihoods, employment and income-generation opportunities, taking into account the particular vulnerability of certain segments of the population;
- (b) emergency assistance provided, to the extent possible, by public authorities, supported by the international community, and engaging civil society and community-based organizations;
- (c) a coordinated gender-sensitive needs assessment to be carried out as quickly as possible;
- (d) safe and decent conditions for workers engaged in rescue and rehabilitation activities, including the provision of personal protective equipment and medical assistance; and
- (e) the re-establishment of government institutions, and of employers' and workers' organizations and other civil society organizations, whenever necessary.

12. The proposed instrument should provide that Members should adopt coherent and comprehensive strategies for promoting peace, preventing crises, enabling recovery and building resilience that include:

- (a) assessment of all national recovery programmes, implemented through public and private investment, in order to maximize the creation of decent employment opportunities for women and men;
- (b) employment-intensive investment strategies, local economic recovery initiatives, enterprise development and active labour market programmes and employment services for stabilization and recovery;
- (c) measures to support the employment and social protection of those in the informal economy in a way that encourages their transition to the formal economy;
- (d) capacity development of governments and of employers' and workers' organizations for crisis prevention and preparedness, and for resilience;
- (e) active participation of employers' and workers' organizations, and of other civil society organizations, as appropriate, in planning, implementing and monitoring measures for recovery and resilience; and
- (f) the creation at the national level of economic, social and legal frameworks to encourage lasting and sustainable peace and development, while respecting rights at work.

IV. Rights, equality and non-discrimination

13. The proposed instrument should provide that in responding to discrimination associated with or exacerbated by crisis situations, Members should:

- (a) promote equality of opportunity and treatment for women and men without discrimination of any kind, taking into account the Equal Remuneration Convention (No. 100) and Recommendation (No. 90), 1951 and the Discrimination (Employment and Occupation) Convention (No. 111), and Recommendation (No. 111), 1958;
- (b) pay special attention to single-headed households, in particular when they are headed by women;
- (c) take measures to ensure that women who have been employed during the crisis and have assumed expanded responsibilities are not replaced against their will when the male workforce returns;
- (d) prevent and punish rape and sexual exploitation and harassment;
- (e) pay particular attention to establishing or restoring conditions of stability and socio-economic development for minorities, indigenous and tribal peoples, and other population groups that have been particularly affected, taking into account the Discrimination (Employment and Occupation) Convention (No. 111) and Recommendation (No. 111), 1958, as well as other relevant international labour standards and other international instruments listed in the Annex;
- (f) ensure that minorities and indigenous and tribal peoples are fully consulted and participate directly in the decision-making process, in particular if their territories and environment are affected by crises and related recovery and stability measures;
- (g) ensure, in consultation with employers' and workers' organizations, that persons who became disabled as a result of conflict or disaster are provided with full opportunities for rehabilitation, education, specialized vocational guidance, training and retraining, and employment, taking into account the relevant international labour standards and other international instruments listed in the Annex; and
- (h) ensure that migrant workers and their families who are in the territory when a crisis situation arises are treated on a basis of equality with national populations, taking into account the relevant international labour standards and other international instruments listed in the Annex.

14. The proposed instrument should provide that in combating child labour arising from or exacerbated by conflicts or disasters Members should:

- (a) take all necessary measures to prevent, identify and eliminate child labour and to integrate crisis responses into relevant national policies and programmes, taking into account the Minimum Age Convention (No. 138) and Recommendation (No. 146), 1973, and the Worst Forms of Child Labour Convention (No. 182) and Recommendation (No. 190), 1999;
- (b) take urgent action to prevent, identify and eliminate child trafficking;
- (c) provide special reintegration and training programmes for children and young persons formerly associated with armed forces and groups to help them readjust to civilian life; and
- (d) provide social protection services to support the capacity of families to protect their children, for instance through cash or in-kind transfers.

15. The proposed instrument should provide that in combating forced or compulsory labour arising from or exacerbated by conflicts or disasters Members should take urgent action to prevent, identify and eliminate all forms of forced or compulsory labour, including trafficking in persons for purposes of forced or compulsory labour, taking into account the Forced Labour Convention, 1930 (No. 29) and its Protocol of 2014, the Abolition of Forced Labour Convention, 1957 (No. 105), and the Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203).

V. Employment generation

16. The proposed instrument should provide that, in enabling recovery and building resilience, Members should adopt and implement a comprehensive employment strategy to promote full, productive, freely chosen and decent employment for women and men, taking into account the Employment Policy Convention, 1964 (No. 122), and guidance provided in relevant resolutions of the International Labour Conference.

17. The proposed instrument should provide that Members should promote employment and income-generation opportunities through, as appropriate:

- (a) employment-intensive investment programmes, including public employment programmes;
- (b) local economic development, with a special focus on livelihoods in both rural and urban areas;
- (c) measures to support enterprises to ensure business continuity in order to maintain the level of employment and enable the creation of new jobs;
- (d) the creation or restoration of an enabling environment for sustainable enterprises, including the promotion of small and medium-sized enterprises;
- (e) cooperatives and other social economy initiatives;
- (f) support to workers, enterprises and other economic units in the informal economy, encouraging transition to the formal economy;
- (g) public-private partnerships and other mechanisms for skills development and employment generation; and
- (h) encouraging multinational enterprises to cooperate with national enterprises in order to create employment and implement responsible workplace practices, taking into account the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.

18. The proposed instrument should provide that Members should develop and apply active labour market policies with a particular focus on disadvantaged and marginalized groups and those who have been made particularly vulnerable by the crisis.

19. The proposed instrument should provide that in responding to crisis situations, Members should seek to provide young women and men with stable employment and income-generation opportunities, including through:

- (a) integrated training, employment and labour market programmes that address the specific situations of young persons entering the world of work; and
- (b) specific youth employment components in disarmament, demobilization and reintegration programmes that incorporate psychosocial counselling and other interventions to address anti-social behaviour and violence with a view to reintegration into civilian life.

VI. Education, vocational training and guidance

20. The proposed instrument should provide that in responding to crisis situations Members should:

- (a) ensure that the provision of education is not disrupted, or is restored as quickly as possible, and that children have access to free quality public education at all stages of the crisis and recovery;
- (b) ensure that children who are refugees or who are internally displaced are provided with free quality public education; and
- (c) ensure that second chance programmes for children and young persons are available and that they address key needs arising from any interruption of education and training.

21. The proposed instrument should provide that in responding to crisis situations Members should:

- (a) formulate a national training, retraining and vocational guidance programme that assesses and responds to the emerging skills needs for recovery and reconstruction, in consultation with employers' and workers' organizations, engaging fully all relevant public and private stakeholders;
- (b) adapt curricula and train teachers and instructors to promote:
 - (i) peaceful coexistence and reconciliation for peacebuilding and resilience; and
 - (ii) disaster risk education, awareness and management for recovery, reconstruction and resilience;
- (c) coordinate education, training and retraining services at national, regional and local levels, including higher education, vocational training, entrepreneurship training and apprenticeship, and enable women and men whose education and training have been prevented or interrupted to enter or resume and complete their education and training;
- (d) extend and adapt training and retraining programmes to meet the needs of all persons whose employment has been interrupted; and
- (e) give special attention to the training and economic empowerment of affected populations in rural areas and in the informal economy.

22. The proposed instrument should provide that Members should ensure that women have access to all education and training programmes developed for recovery and resilience.

VII. Social protection

23. The proposed instrument should provide that in responding to crisis situations Members should, as quickly as possible:

- (a) ensure a basic income for disadvantaged and marginalized groups of the population whose jobs or livelihoods have been disrupted by the crisis;
- (b) create or restore social security schemes and other systems of social protection, and if possible extend them; and
- (c) provide basic care and services, in particular for vulnerable groups of the population.

24. The proposed instrument should provide that Members should establish or maintain social protection floors in order to prevent crises, enable recovery and build resilience, taking into account the relevant international labour standards.

VIII. Labour law, labour administration and labour market information

25. The proposed instrument should provide that in recovering from crisis situations Members should:

- (a) review and, if necessary, establish, re-establish or reinforce, labour legislation;
- (b) establish, re-establish or reinforce, as necessary, the system of labour administration, including labour inspection, as well as other institutions competent for the administration of justice;
- (c) establish or restore systems for the collection and analysis of labour market information, focusing in particular on the groups of the population most affected by the crisis;
- (d) establish or restore employment services and strengthen their capacity;
- (e) establish emergency employment services when regular employment services do not exist or when needed to supplement them, to allow local populations to take advantage of job opportunities created by recovery investment; and
- (f) ensure close collaboration between public and private employment agencies, and the regulation of private employment agencies.

IX. Social dialogue

26. The proposed instrument should provide that in responding to crisis situations Members should:

- (a) ensure that reconciliation, social and economic stability, recovery and resilience are promoted through social dialogue;
- (b) create an enabling environment for the establishment, restoration or strengthening of employers' and workers' organizations; and
- (c) encourage close cooperation with other civil society organizations.

27. The proposed instrument should provide that Members should recognize the vital role of employers' and workers' organizations in crisis response, taking into account 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), in particular:

- (a) assisting enterprises, particularly small and medium-sized enterprises, to undertake business continuity planning and to recover from crises by means of training, advice and material assistance;
- (b) assisting workers, especially the most vulnerable, to recover from crises through training, advice and material assistance; and
- (c) taking measures for these purposes through the collective bargaining process as well as by other methods.

X. Refugees, internally displaced persons, and returnees

28. The proposed instrument should provide that, in the event of refugee influx caused by conflict, violence and persecution, Members should, in accordance with international instruments on refugees, listed in the Annex:

- (a) ensure protection and respect for the basic human rights of refugees, including fundamental workers' rights;
- (b) provide assistance to the refugees, particularly with regard to their basic needs and livelihoods;
- (c) pay special attention to the training, employment and integration into the labour market of refugees, in countries of first refuge and of resettlement;
- (d) reinforce international cooperation, solidarity and assistance to countries receiving large numbers of refugees, including with respect to addressing implications for their labour markets.

29. The proposed instrument should provide that with respect to employment, training and labour market integration of refugees, Members should adopt short-term and long-term strategies that:

- (a) facilitate recognition and use of skills of refugees through appropriate mechanisms, and provide training and retraining opportunities including language training;
- (b) promote their access to formal job opportunities and income-generation schemes, by providing vocational guidance, labour market and job placement assistance, and access to work permits, as appropriate; and
- (c) pay particular attention to the needs of refugee women, who are at a particular disadvantage.

30. The proposed instrument should provide that Members should:

- (a) assess the labour market implications of refugee influx on host communities with a view to formulating evidence-based policies on employment and labour market integration, preventing informalization of labour markets and social dumping practices in host communities, and optimizing the use of skills and human capital that refugees represent; and
- (b) build the resilience and strengthen the capacity of host communities by investing in local economies and promoting opportunities for decent, full and freely chosen employment and training of the local population.

31. The proposed instrument should provide that when the security situation in the country of origin of the refugees has improved sufficiently, Members should facilitate the voluntary repatriation of refugees and support their labour market reintegration.

32. The proposed instrument should provide that, in the event of a crisis resulting in large numbers of internally displaced persons, Members should:

- (a) build resilience and strengthen the capacity of host communities to protect the human rights and promote decent, full and freely chosen employment and training opportunities for local populations, to ensure that their livelihoods are maintained and their ability to cope with the arrival of internally displaced persons from outside their own communities is strengthened;
- (b) address the livelihoods, training, employment and integration into labour markets of internally displaced persons; and
- (c) facilitate their voluntary return to their places of origin and their reintegration into labour markets when the crisis has been resolved.

33. The proposed instrument should provide that Members should provide mutual assistance and reinforce international cooperation to ensure that receiving and hosting refugees and internally displaced persons does not disproportionately affect host countries and communities and their economies.

XI. Prevention, mitigation and preparedness

34. The proposed instrument should provide that, in particular in countries in which there are foreseeable risks of conflict or disaster, Members should take measures to build resilience, in consultation with employers' and workers' organizations and other concerned groups, to prevent, mitigate and prepare for crises, through actions such as:

- (a) evaluation of threats to and vulnerabilities of human, physical, economic, institutional and social capital at local, national and regional levels;
- (b) risk management and contingency planning, including early warning and risk reduction measures;
- (c) preparation of emergency responses; and
- (d) impact mitigation, including through business continuity management in both public and private institutions.

XII. International cooperation

35. The proposed instrument should provide that Members should take appropriate steps in preparing for and responding to crises, through bilateral or multilateral arrangements, including through the United Nations system, international financial institutions and other international or regional mechanisms of coordinated response.

36. The proposed instrument should provide that crisis responses, including support by international and regional organizations, should provide for a central focus on employment and decent work, and should be coherent with applicable international labour standards.

37. The proposed instrument should provide that international organizations should reinforce their cooperation and the coherence of their crisis responses within their respective mandates, making full use of relevant international policy frameworks and arrangements.

38. The proposed instrument should provide that the ILO has a lead role to play in assisting Members to provide crisis responses based on employment and decent work and focusing on employment promotion, labour market integration and institution building, in close cooperation with other international and regional institutions.

39. The proposed instrument should provide that Members should systematically exchange information, knowledge, good practices and technology for promoting peace, preventing crises, enabling recovery and building resilience.

40. The proposed instrument should provide for close coordination of and complementarity among all crisis responses, in particular between humanitarian relief and development responses, including through the generation of employment and decent work for peace and resilience.

41. The proposed instrument should provide that the Annex may be revised by the Governing Body of the International Labour Office. Any revised Annex so established, once approved by the Governing Body, shall replace the preceding annex and shall be communicated to the Members of the International Labour Organization.

Annex

Instruments of the International Labour Organization and the United Nations relevant to employment and decent work for peace and resilience

INSTRUMENTS OF THE INTERNATIONAL LABOUR ORGANIZATION

Fundamental Conventions

- Forced Labour Convention, 1930 (No. 29), and Protocol of 2014 to the Forced Labour Convention, 1930
- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Equal Remuneration Convention, 1951 (No. 100)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)

Governance Conventions

- Labour Inspection Convention, 1947 (No. 81)
- Employment Policy Convention, 1964 (No. 122)
- Labour Inspection (Agriculture) Convention, 1969 (No. 129)
- Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

Other instruments

Freedom of association, collective bargaining and industrial relations

- Co-operation at the Level of the Undertaking Recommendation, 1952 (No. 94)
- Rural Workers' Organisations Convention, 1975 (No. 141)
- Collective Bargaining Convention, 1981 (No. 154)

Equality of opportunity and treatment

- Workers with Family Responsibilities Convention, 1981 (No. 156)

Employment policy and promotion

- Employment Service Convention, 1948 (No. 88)
- Employment Policy Recommendation, 1964 (No. 122)
- Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)
- Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169)
- Private Employment Agencies Convention, 1997 (No. 181)
- Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189)
- Promotion of Cooperatives Recommendation, 2002 (No. 193)
- Employment Relationship Recommendation, 2006 (No. 198)

Vocational guidance and training

- Vocational Guidance Recommendation, 1949 (No. 87)
- Human Resources Development Convention, 1975 (No. 142)
- Human Resources Development Recommendation, 2004 (No. 195)

Wages

- Labour Clauses (Public Contracts) Convention, 1949 (No. 94), and Recommendation, 1949 (No. 84)
- Minimum Wage Fixing Convention, 1970 (No. 131), and Recommendation, 1970 (No. 135)

Occupational safety and health

- Occupational Safety and Health Convention, 1981 (No. 155)
- Safety and Health in Agriculture Convention, 2001 (No. 184), and Recommendation, 2001 (No. 192)
- Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Social security

- Social Security (Minimum Standards) Convention, 1952 (No. 102)
- Social Protection Floors Recommendation, 2012 (No. 202)

Maternity protection

- Maternity Protection Convention, 2000 (No. 183)

Migrant workers

- Migration for Employment Convention (Revised), 1949 (No. 97)
- Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)

Indigenous and tribal peoples

- Indigenous and Tribal Peoples Convention, 1989 (No. 169)

Informal economy

- Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)

ILO Declarations

- ILO Declaration on Fundamental Principles and Rights at Work, 1998
- Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, 2006

UNITED NATIONS DOCUMENTS

- Universal Declaration of Human Rights, 1948
- Convention relating to the Status of Refugees, 1951
- Protocol relating to the Status of Refugees, 1967
- Convention on the Rights of the Child, 1989
- International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990

- Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict, 2000
- UN Security Council Resolution 1325 on women, peace and security, 2000
- United Nations Policy for Post-Conflict Employment Creation, Income Generation and Reintegration, 2008
- Sendai Framework for Disaster Risk Reduction 2015–2030, 2015

Appendix

Replies to the questionnaire

Respondent type	Country Name	Acronym	Form of the instrument	Preamble										Purpose and Scope			General principles																			
			1	2a	2b	2c	2d	2e	2f	2g	2h	3	4	5	6	7	8	9	10a	10b	10c	10d	11a	11b	11c	11d	11e	11f	11g	12a	12b	12c	12d	12e	12f	12g
Government	Albania		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Armenia		Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Australia		Y	Y	Y	O	Y	Y	Y	Y	Y	N	Y		Y	Y	O		O				Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Austria		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Bahrain		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Bangladesh		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Belarus		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Belgium		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Bosnia and		Y	Y	Y	Y	Y	Y	Y	Y	Y	O	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	O	Y	Y	Y
Government	Brazil		Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Bulgaria		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Cambodia		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Cameroon		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Canada		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	China		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Colombia		Y	Y	Y	Y	Y	Y	Y	O	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Costa Rica		Y	Y	Y	Y	Y	O	Y	O	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Cuba		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y	Y	
Government	Cyprus		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y
Government	Czech Republic		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Denmark		Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	O	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Dominican Republic		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	O	Y	Y
Government	Ecuador		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Estonia		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Ethiopia		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Finland		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	France		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y
Government	Gambia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Germany		Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y
Government	Greece		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Guatemala		Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O
Government	Honduras		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Iceland		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Iran, Islamic Rep. of		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Iraq		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Israel		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Italy		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Japan		Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Jordan		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y
Government	Kazakhstan		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

[illegible]

			Form of the instrument	Preamble									Purpose and Scope					General principles																							
Respondent type	Country Name	Acronym	1	2a	2b	2c	2d	2e	2f	2g	2h	3	4	5	6	7	8	9	10a	10b	10c	10d	11a	11b	11c	11d	11e	11f	11g	12a	12b	12c	12d	12e	12f	12g	12h				
Government	Ukraine		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Uruguay		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Yemen		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Zimbabwe		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y					
	Yes		84	85	84	82	85	83	84	83	78	34	82	78	79	81	80	84	81	81	84	83	82	81	82	79	82	79	81	83	84	81	80	82	75	82	82				
	No		0	0	0	2	0	0	0	0	4	39	1	4	4	2	2	0	1	0	0	0	1	1	1	1	2	1	2	0	0	1	3	1	4	0	0				
	Other		1	0	1	1	0	1	0	2	1	3	2	1	1	1	2	0	2	0	0	1	0	0	0	1	0	2	1	0	0	1	1	3	0	1					

Employers	Austria	WKÖ	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y		
Employers	Bangladesh	BEF	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Employers	Brazil	CNA	N	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	Y	Y	N	Y	N	Y	Y	Y	N	N	N	Y	Y	Y	Y	
Employers	Brazil	CNI	N	Y	N	Y	N	Y	Y	Y	N	N	N	Y	Y	N	N	N	N	Y	N	Y	Y	N	Y	Y	Y	Y	Y	N	N	N	Y	Y	Y	N	Y
Employers	Czech Republic	SP CR	Y	N	Y	N	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	
Employers	Denmark	DA	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N		Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Estonia	ETK	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y	N	N	Y
Employers	Finland	EK	O													O							O														
Employers	Greece	SETE	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	
Employers	Greece	SEV	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Iran, Islamic Rep. of	ICEA	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Japan	Keidanren	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Kazakhstan	KRRK	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	
Employers	Korea, Rep. of	KEF	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	N	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	
Employers	Mexico	CONCAMIN	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Mexico	COPARMEX	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N	N	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Montenegro	MEF	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	New Zealand	Business NZ	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Norway	NHO	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	O	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	
Employers	Poland	BCC			O																																
Employers	Portugal	CCP	Y	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	Y	N	Y	N	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y		Y	Y
Employers	Romania	UGIR	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	
Employers	Tajikistan	UERT	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Trinidad and Tobago	ECA	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Yemen	FYCCI	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Zimbabwe	EMCOZ	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	World	IOE	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
	Yes		22	24	22	23	23	25	25	24	21	9	22	23	21	21	22	22	21	25	22	24	23	23	22	24	23	23	22	23	22	21	23	21	22	23	25
	No		2	1	3	2	2	0	0	1	4	15	3	2	3	3	3	3	4	0	3	1	2	2	3	0	2	1	2	2	3	3	2	4	2	2	0
	Other		2	0	1	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0

[illegible]

			Employment generation for recovery and resilience													Education, vocational training and guidance													Social protection					Social dialogue						
Respondent type	Country Name	Acronym	13a	13b	13c	13d	13e	13f	13g	13h	14	15a	15b	16	17a	17b	17c	17d	17e	17f	17g	17h	17i	17j	17k	17l	18a	18b	18c	18d	19	20a	20b	20c	21a	21b	21c	21d		
Government	Albania		Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Armenia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Australia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	O		Y	Y	Y	Y	Y	Y	O		
Government	Austria		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Bahrain		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y			
Government	Bangladesh		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Belarus		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Belgium		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Bosnia and		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Brazil		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Bulgaria		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Cambodia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Cameroon		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y		
Government	Canada		Y	Y		Y	Y	Y	Y	Y	Y	Y		Y		O	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	China		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Colombia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Costa Rica		Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Cuba		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Cyprus		Y	Y	Y	Y	Y	Y	Y	N	Y	Y	N	N	Y	Y	N	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Czech Republic		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Denmark		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	Y		
Government	Dominican		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Ecuador		Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Estonia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Ethiopia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y		
Government	Finland		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	France		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Gambia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Germany		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	O	O		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y		
Government	Greece		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Guatemala		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Honduras		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Iceland		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Iran, Islamic Rep. of		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Iraq		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Israel		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Italy		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Japan		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Jordan		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Kazakhstan		O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	O	Y	Y		

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Respondent type	Country Name	Acronym	13a	13b	13c	13d	13e	13f	13g	13h	14	15a	15b	16	17a	17b	17c	17d	17e	17f	17g	17h	17i	17j	17k	17l	18a	18b	18c	18d	19	20a	20b	20c	21a	21b	21c	21d			
Government	Korea, Rep. of		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Kuwait		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Latvia		Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Lesotho		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Lithuania		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Macedonia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Mali		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Malta		Y		Y	Y	Y	Y	Y	Y					Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N		N	N	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y		
Government	Mauritius		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Mexico		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N		
Government	Mongolia		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y		N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y			
Government	Montenegro		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Myanmar		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Netherlands		Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	New Zealand		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Nigeria		Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Norway		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Oman		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Pakistan		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Panama		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Philippines		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Poland		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Portugal		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Qatar		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Romania		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Russian		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Saint Vincent and the Grenadines		Y	Y											Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Saudi Arabia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Serbia		Y			Y		Y								Y											Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Slovakia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	South Africa		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y			
Government	Spain		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y				Y			
Government	Sudan		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Suriname		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Sweden		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Switzerland		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	O	Y	Y			
Government	Syrian Arab Republic		Y	Y	Y	Y	Y		Y	Y	Y					Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Togo		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Government	Trinidad and Tobago		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	Y	O	O	O	Y	Y	Y	Y			
Government	Tunisia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Turkey		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y					

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Government	Ukraine		Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Government	Uruguay		Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Yemen		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Government	Zimbabwe		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y
		Yes	84	82	83	85	83	82	84	81	83	82	79	79	80	80	81	82	83	79	82	81	80	78	79	80	80	79	83	82	80	84	82	81	81	79	83	83	
		No	0	0	0	0	1	2	0	2	0	1	2	1	1	2	2	1	0	1	0	1	1	2	3	0	2	2	1	1	1	0	1	1	1	2	1	1	
		Other	1	0	0	0	0	1	0	0	0	0	1	0	2	3	1	1	1	2	2	2	2	1	2	3	3	3	1	2	1	1	1	2	1	3	0	1	
Employers	Austria	WKÖ	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Bangladesh	BEF	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Brazil	CNA	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y
Employers	Brazil	CNI	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	N	Y	Y	Y	Y	
Employers	Czech Republic	SP CR	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Denmark	DA	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	Y	
Employers	Estonia	ETK	N		Y	Y	N	Y	Y	N	N	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	N	N	N	Y	Y	Y	Y	N	
Employers	Finland	EK																																					
Employers	Greece	SETE	Y	Y	Y	Y		Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Greece	SEV	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Iran, Islamic Rep. of	ICEA	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Japan	Keidanren	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Kazakhstan	KRRK	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Korea, Rep. of	KEF	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N
Employers	Mexico	CONCAMIN	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Mexico	COPARMEX	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Employers	Montenegro	MEF	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	New Zealand	Business NZ	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Norway	NHO	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Poland	BCC			O																																		
Employers	Portugal	CCP	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Romania	UGIR	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Tajikistan	UERT	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Trinidad and Tobago	ECA	Y	Y	Y	Y	Y		Y		Y	Y	Y	Y	Y			Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Yemen	FYCCI	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Zimbabwe	EMCOZ	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y
Employers	World	IOE	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Yes		24	24	25	25	21	24	25	21	24	25	25	22	25	24	25	24	25	25	25	25	25	24	24	25	21	23	25	25	21	24	24	23	24	24	24	22	
	No		1	0	0	0	3	1	0	3	1	0	0	3	0	0	0	1	0	0	0	0	0	0	0	0	4	2	0	0	4	1	1	2	1	1	1	3	
	Other		0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

			Employment generation for recovery and resilience													Education, vocational training and guidance											Social protection					Social dialogue								
Respondent type	Country Name	Acronym	13a	13b	13c	13d	13e	13f	13g	13h	14	15a	15b	16	17a	17b	17c	17d	17e	17f	17g	17h	17i	17j	17k	17l	18a	18b	18c	18d	19	20a	20b	20c	21a	21b	21c	21d		
Workers	Armenia	CTUA	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Workers	Austria	BAK	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Azerbaijan	ATUC	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Belgium	CSC, FGTB, CGSLB	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Bulgaria	CITUB	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Canada	CLC	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Colombia	CGT	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Colombia	CUT	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Czech Republic	CMKOS	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Denmark	LO	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Estonia	EAKL	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Finland	SAK, Akava, STTK																																	O	O	O			
Workers	Greece	GSEE																																						
Workers	Italy	CGIL	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Japan	JTUC-RENGO	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Kazakhstan	FPRK	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Korea, Rep. of	FKTU	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Latvia	LBAS	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Montenegro	CTUM	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Netherlands	FNV	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Niger	CNT	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Norway	LO	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Poland	NSZZ	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Portugal	CGTP-IN	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Portugal	UGT	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Spain	CCOO	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Sudan	SWTUF	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Switzerland	Travail.Suisse	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	
Workers	Turkey	TURK-IS	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	Uzbekistan	CFTUU	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	
Workers	Zimbabwe	ZCTU	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workers	World	ITUC	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Yes		30	29	29	29	29	30	28	28	30	30	29	30	30	30	30	30	30	30	30	30	30	29	29	30	30	30	30	29	30	30	29	30	30	30	30	30	30	
	No		0	0	0	1	1	0	2	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	
	Other		0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	1	1	0	

Respondent type	Country Name	Acronym	Labour law, labour administration and labour market information						Rights, equality and non-discrimination																				Internally displaced persons, refugees and returnees			Prevention, mitigation and preparedness					International cooperation					Other issues
			22a	22b	22c	23a	23b	23c	24a	24b	24c	24d	24e	24f	25	26a	26b	27a	27b	27c	27d	27e	28a	28b	29	30a	30b	31	32a	32b	32c	32d	32e	33	34	35	36	37	38			
Government	Albania		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			
Government	Armenia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Australia		O			Y			Y	Y	Y	Y	Y	Y	O	O	O	Y		Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Austria		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Bahrain		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			
Government	Bangladesh		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Belarus		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Belgium		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			
Government	Bosnia and Herzegovina		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Brazil		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Bulgaria		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Cambodia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Cameroon		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y			
Government	Canada		Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y			Y	Y	Y	Y	Y	Y	Y	O	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			
Government	China		Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N		
Government	Colombia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Costa Rica		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Cuba		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	N				
Government	Cyprus		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	O	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			
Government	Czech Republic		Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			
Government	Denmark		Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N			
Government	Dominican		O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	Y	N	N	N	N		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			
Government	Ecuador		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Estonia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Ethiopia		Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Finland		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			
Government	France		Y	Y	Y	Y	Y	O		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Gambia		N	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			
Government	Germany		Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	O		Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	N				
Government	Greece		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			
Government	Guatemala		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N				
Government	Honduras		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Iceland		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			
Government	Iran, Islamic Rep. of		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Iraq		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			
Government	Israel		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Italy		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			
Government	Japan		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	O	O	O	O	Y	Y	Y	Y	Y	Y	Y				
Government	Jordan		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			

			Labour law, labour administration and labour market information						Rights, equality and non-discrimination																					Internally displaced persons, refugees and returnees				Prevention, mitigation and preparedness					International cooperation					Other issues
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Government	Kazakhstan		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Korea, Rep. of		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Kuwait		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Latvia		Y	Y	Y	Y	O	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Lesotho		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Lithuania		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Macedonia		Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Mali		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Malta		Y	Y	Y			O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	O						Y	Y	Y	Y	Y	N				
Government	Mauritius		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Mexico		O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Mongolia		Y	Y	Y	Y	Y	Y	Y	Y				N	Y	Y	Y	Y	N	Y	N	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Montenegro		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Myanmar		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Netherlands		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O			Y	Y	N	Y	Y	Y	Y	N					
Government	New Zealand		Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N					
Government	Nigeria		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Norway		Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Oman		Y	Y	Y	Y	Y	Y	Oman	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Pakistan		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Panama		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Philippines		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Poland		Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Portugal		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Qatar		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Romania		Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Russian Federation		Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Saint Vincent and the Grenadines		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Saudi Arabia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Serbia		Y	Y					Y									Y						Y		O	O	O							Y	Y			Y					
Government	Slovakia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	South Africa		Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Spain		Y	Y	Y				Y	Y	Y	Y	Y	Y	Y	Y	Y	Y						Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Sudan		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Suriname		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Sweden		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Switzerland		Y	Y	Y	Y	Y	Y	O	O	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N					
Government	Syrian Arab Republic		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Togo		Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Government	Trinidad and Tobago		Y	Y	Y	O	Y	N	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	O	Y	Y	Y	Y	Y	O	O	Y	O	O					

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Government	Tunisia		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		30a	30b		31	32a	32b			32d								
Government	Turkey		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N		
Government	Ukraine		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Uruguay		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			
Government	Yemen		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N		
Government	Zimbabwe		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N		
	Yes		81	84	83	80	78	74	81	83	76	81	80	81	82	78	74	82	80	80	81	80	81	80	72	78	79	80	79	80	79	80	80	82	81	81	80	81		29		
	No		1	0	0	0	1	4	0	0	3	0	1	2	0	3	3	1	2	1	1	1	2	2	5	0	2	0	1	0	1	0	0	1	1	2	0	1		42		
	Other		3	0	0	1	1	3	2	2	3	2	2	1	1	2	2	2	1	1	1	1	1	1	7	4	2	1	3	1	1	1	1	1	1	1	0	2	1			

Employers	Austria	WKÖ	Y	N	Y	Y	Y	Y	N	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Employers	Bangladesh	BEF	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employers	Brazil	CNA	N	N	Y	Y	N	N	Y	N	Y	Y	Y	Y		N	N	N	Y	Y	Y	Y	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N
Employers	Brazil	CNI	Y	N	Y	Y	N	N	Y	N	Y	Y	Y	Y	N	N	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N
Employers	Czech Republic	SP CR	N	Y	Y	Y	Y	Y	Y	Y	N	Y	N	Y	Y	N	N	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Employers	Denmark	DA	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	N
Employers	Estonia	ETK	Y	N	Y	Y	N	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N	Y	N	Y	N	Y	Y	N
Employers	Finland	EK																																				
Employers	Greece	SETE	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	Y	Y	Y	N	
Employers	Greece	SEV	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Employers	Iran, Islamic Rep. of	ICEA	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Japan	Keidanren	Y	Y	Y	Y	Y	Y	N	Y	N	N	N	N	Y	N	N	Y	N	N	N	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Employers	Kazakhstan	KRRK	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Employers	Korea, Rep. of	KEF	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Employers	Mexico	CONCAMIN	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Employers	Mexico	COPARMEX	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Employers	Montenegro	MEF	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Employers	New Zealand	Business NZ	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Employers	Norway	NHO	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Poland	BCC									O																											
Employers	Portugal	CCP	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		
Employers	Romania	UGIR	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Tajikistan	UERT	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Trinidad and Tobago	ECA																																				
			Y	Y	Y	Y	Y	Y	Y	Y	O	O	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Employers	Yemen	FYCCI	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	
Employers	Zimbabwe	EMCOZ	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N	Y	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	
Employers	World	IOE	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N		
	Yes		23	21	25	25	21	20	23	21	17	22	17	23	22	15	15	24	24	24	24	24	23	23	20	24	25	25	25	25	24	24	24	24	24	24	25	3
	No		2	4	0	0	4	5	2	4	7	2	7	2	2	10	10	1	1	1	1	1	2	5	1	0	0	0	0	0	1	1	0	1	1	0	18	
	Other		0	0	0	0	0	0	0	0	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

			Labour law, labour administration and labour market information						Rights, equality and non-discrimination																					Internally displaced persons, refugees and returnees				Prevention, mitigation and preparedness					International cooperation					Other issues
Respondent type	Country Name	Acronym	22a	22b	22c	23a	23b	23c	24a	24b	24c	24d	24e	24f	25	26a	26b	27a	27b	27c	27d	27e	28a	28b	29	30a	30b	31	32a	32b	32c	32d	32e	33	34	35	36	37	38					
Workers	Armenia	CTUA	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N				
Workers	Austria	BAK	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Azerbaijan	ATUC	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Workers	Belgium	CSC, FGTB, CGSLB																																										
Workers	Bulgaria	CITUB	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y					
Workers	Canada	CLC	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Colombia	CGT	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y					
Workers	Colombia	CUT	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Czech Republic	CMKOS	Y	Y	Y	Y	Y	Y	Y	O	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	O	Y	Y	Y		Y		Y	Y	Y	Y	Y	Y	N				
Workers	Denmark	LO	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Estonia	EAKL	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N				
Workers	Finland	SAK, Akava, STTK									O	O	O	O																														
Workers	Greece	GSEE																																						O				
Workers	Italy	CGIL	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y					
Workers	Japan	JTUC-RENGO	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Kazakhstan	FPRK	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Korea, Rep. of	FKTU	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Latvia	LBAS	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Montenegro	CTUM	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Netherlands	FNV	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Niger	CNT	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Norway	LO	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Poland	NSZZ	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y					
Workers	Portugal	CGTP-IN	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Portugal	UGT	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Spain	CCOO	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	Sudan	SWTUF	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N				
Workers	Switzerland	Travail.Suisse	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	N					
Workers	Turkey	TURK-IS	Y	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y					
Workers	Uzbekistan	CFTUU	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N				
Workers	Zimbabwe	ZCTU	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				
Workers	World	ITUC	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	O	Y	Y	Y	Y	Y	Y					
	Yes		30	30	30	30	29	27	30	30	29	30	29	30	30	30	30	30	30	30	30	30	30	30	29	29	30	29	29	30	28	23	29	28	29	29	29	19						
	No		0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6					
	Other		0	0	0	0	0	2	0	0	2	1	2	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	1	6	0	0	0	0	0						

Summary of the replies (as of 20 November 2015)

Governments	Form of the instrument	Preamble										Purpose and Scope				General principles																											
	1	2a	2b	2c	2d	2e	2f	2g	2h	3	4	5	6	7	8	9	10a	10b	10c	10d	11a	11b	11c	11d	11e	11f	11g	12a	12b	12c	12d	12e	12f	12g	12h								
Yes	84	85	84	82	85	83	84	83	78	34	82	78	79	81	80	84	81	81	84	83	82	81	82	79	82	79	81	83	84	81	80	82	75	82	82								
No	0	0	0	2	0	0	0	0	4	39	1	4	4	2	2	0	1	0	0	0	1	1	1	1	2	1	2	0	0	1	3	1	4	0	0								
Other	1	0	1	1	0	1	0	2	1	3	2	1	1	1	2	0	2	0	0	1	0	0	0	1	0	2	1	0	0	1	1	1	3	0	1								
Total	85	85	85	85	85	84	84	85	83	76	85	83	84	84	84	84	84	81	84	84	83	82	83	81	84	82	84	83	84	83	84	84	82	82	83								

Governments	Employment generation for recovery and resilience												Education, vocational training and guidance												Social protection				
	13a	13b	13c	13d	13e	13f	13g	13h	14	15a	15b	16	17a	17b	17c	17d	17e	17f	17g	17h	17i	17j	17k	17l	18a	18b	18c	18d	19
Yes	84	82	83	85	83	82	84	81	83	82	79	79	80	80	81	82	83	79	82	81	80	78	79	80	80	79	83	82	80
No	0	0	0	0	1	2	0	2	0	1	2	1	1	2	2	1	0	1	0	1	1	2	3	0	2	2	1	1	1
Other	1	0	0	0	0	1	0	0	0	0	1	0	2	3	1	1	1	2	2	2	2	1	2	3	3	3	1	2	1
Total	85	82	83	85	84	85	84	83	83	83	82	80	83	85	84	84	84	82	84	84	83	81	84	83	85	84	85	85	82

Governments	Social dialogue							Labour law, labour administration and labour market information						Rights, equality and non-discrimination																
	20a	20b	20c	21a	21b	21c	21d	22a	22b	22c	23a	23b	23c	24a	24b	24c	24d	24e	24f	25	26a	26b	27a	27b	27c	27d	27e	28a	28b	29
Yes	84	82	81	81	79	83	83	81	84	83	80	78	74	81	83	76	81	80	81	82	78	74	82	80	80	81	80	81	80	72
No	0	1	1	1	2	1	1	1	0	0	0	1	4	0	0	3	0	1	2	0	3	3	1	2	1	1	1	2	2	5
Other	1	1	2	1	3	0	1	3	0	0	1	1	3	2	2	3	2	2	1	1	2	2	2	1	1	1	1	1	1	7
Total	85	84	84	83	84	84	85	85	84	83	81	80	81	83	85	82	83	83	84	83	83	79	85	83	82	83	82	84	83	84

Governments	Internally displaced persons, refugees and returnees			Prevention, mitigation and preparedness					International cooperation					Other issues
	30a	30b	31	32a	32b	32c	32d	32e	33	34	35	36	37	
Yes	78	79	80	79	80	79	80	80	82	81	81	80	81	29
No	0	2	0	1	0	1	0	0	1	1	2	0	1	42
Other	4	2	1	3	1	1	1	1	1	1	0	2	1	1
Total	82	83	81	83	81	81	81	81	84	83	83	82	83	72

Employers	Form of the instrument	Preamble									Purpose and Scope				General principles																							
	1	2a	2b	2c	2d	2e	2f	2g	2h	3	4	5	6	7	8	9	10a	10b	10c	10d	11a	11b	11c	11d	11e	11f	11g	12a	12b	12c	12d	12e	12f	12g	12h			
Yes	22	24	22	23	23	25	25	24	21	9	22	23	21	21	22	22	21	25	22	24	23	23	22	24	23	23	22	23	22	21	23	21	22	23	25			
No	2	1	3	2	2	0	0	1	4	15	3	2	3	3	3	3	4	0	3	1	2	2	3	0	2	1	2	2	3	3	2	4	2	2	0			
Other	2	0	1	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	1	0	0	1	0	0	1	0	0	0	0	0	0	0				
Total	26	25	26	25	25	25	25	25	25	24	25	25	24	26	25	25	25	25	25	25	26	25	25	25	25	24	25	25	25	24	25	25	24	25	25			

Employers	Employment generation for recovery and resilience												Education, vocational training and guidance										Social protection						
	13a	13b	13c	13d	13e	13f	13g	13h	14	15a	15b	16	17a	17b	17c	17d	17e	17f	17g	17h	17i	17j	17k	17l	18a	18b	18c	18d	19
Yes	24	24	25	25	21	24	25	21	24	25	25	22	25	24	25	24	25	25	25	25	25	24	24	25	21	23	25	25	21
No	1	0	0	0	3	1	0	3	1	0	0	3	0	0	0	1	0	0	0	0	0	0	0	0	4	2	0	0	4
Other	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	25	24	26	25	24	25	25	24	25	25	25	25	25	25	25	25	25	25	25	25	25	24	24	25	25	25	25	25	25

Employers	Social dialogue							Labour law, labour administration and labour market information						Rights, equality and non-discrimination																
	20a	20b	20c	21a	21b	21c	21d	22a	22b	22c	23a	23b	23c	24a	24b	24c	24d	24e	24f	25	26a	26b	27a	27b	27c	27d	27e	28a	28b	29
Yes	24	24	23	24	24	24	22	23	21	25	25	21	20	23	21	17	22	17	23	22	15	15	24	24	24	24	24	23	23	20
No	1	1	2	1	1	1	3	2	4	0	0	4	5	2	4	7	2	7	2	2	10	10	1	1	1	1	1	2	2	5
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	0	0	0	0	0	0	0	0	0	0	0	
Total	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	26	25	25	24	25	25	25	25	25	25	25	25	25	

Employers	Internally displaced persons, refugees and returnees			Prevention, mitigation and preparedness					International cooperation					Other issues
	30a	30b	31	32a	32b	32c	32d	32e	33	34	35	36	37	38
Yes	24	25	25	25	25	24	24	24	24	24	24	25	22	3
No	1	0	0	0	0	1	1	0	1	1	1	0	3	18
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	25	25	25	25	25	25	25	24	25	25	25	25	25	21

Workers	Form of the instrument	Preamble									Purpose and Scope				General principles																							
	1	2a	2b	2c	2d	2e	2f	2g	2h	3	4	5	6	7	8	9	10a	10b	10c	10d	11a	11b	11c	11d	11e	11f	11g	12a	12b	12c	12d	12e	12f	12g	12h			
Yes	30	30	29	29	30	30	29	29	29	21	29	29	29	28	29	30	28	30	30	30	30	30	30	30	30	30	27	30	30	29	29	29	28	30	30			
No	0	0	0	0	0	0	0	0	1	5	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0			
Other	1	0	1	0	0	0	1	1	0	2	1	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0			
Total	31	30	30	29	30	30	30	30	30	28	30	29	29	30	30	30	29	30	30	30	30	30	30	30	30	29	30	30	30	29	29	29	30	30				

[illegible]

Workers	Social dialogue							Labour law, labour administration and labour market information						Rights, equality and non-discrimination																		
	20a	20b	20c	21a	21b	21c	21d	22a	22b	22c	23a	23b	23c	24a	24b	24c	24d	24e	24f	25	26a	26b	27a	27b	27c	27d	27e	28a	28b	29		
Yes	30	30	29	30	30	30	30	30	30	30	30	29	27	30	30	29	30	29	30	30	30	30	30	30	30	30	30	30	30	29		
No	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Other	0	0	0	1	1	1	0	0	0	0	0	0	2	0	0	2	1	2	1	0	0	0	0	0	0	0	0	0	0	1		
Total	30	30	30	31	31	31	30	30	30	30	30	30	30	30	30	31	31	31	31	30	30	30	30	30	30	30	30	30	30	30		

Workers	Internally displaced persons, refugees and returnees			Prevention, mitigation and preparedness					International cooperation					Other issues
	30a	30b	31	32a	32b	32c	32d	32e	33	34	35	36	37	38
Yes	29	30	29	30	29	29	30	28	23	29	28	29	29	19
No	0	0	0	0	0	0	0	0	0	0	0	0	0	6
Other	1	0	0	0	0	0	0	1	6	0	0	0	0	1
Total	30	30	29	30	29	29	30	29	29	29	28	29	29	26