

▶ **Leaving no one behind: Building inclusive labour protection in an evolving world of work**

ILC 2023 background report on the recurrent discussion on labour protection

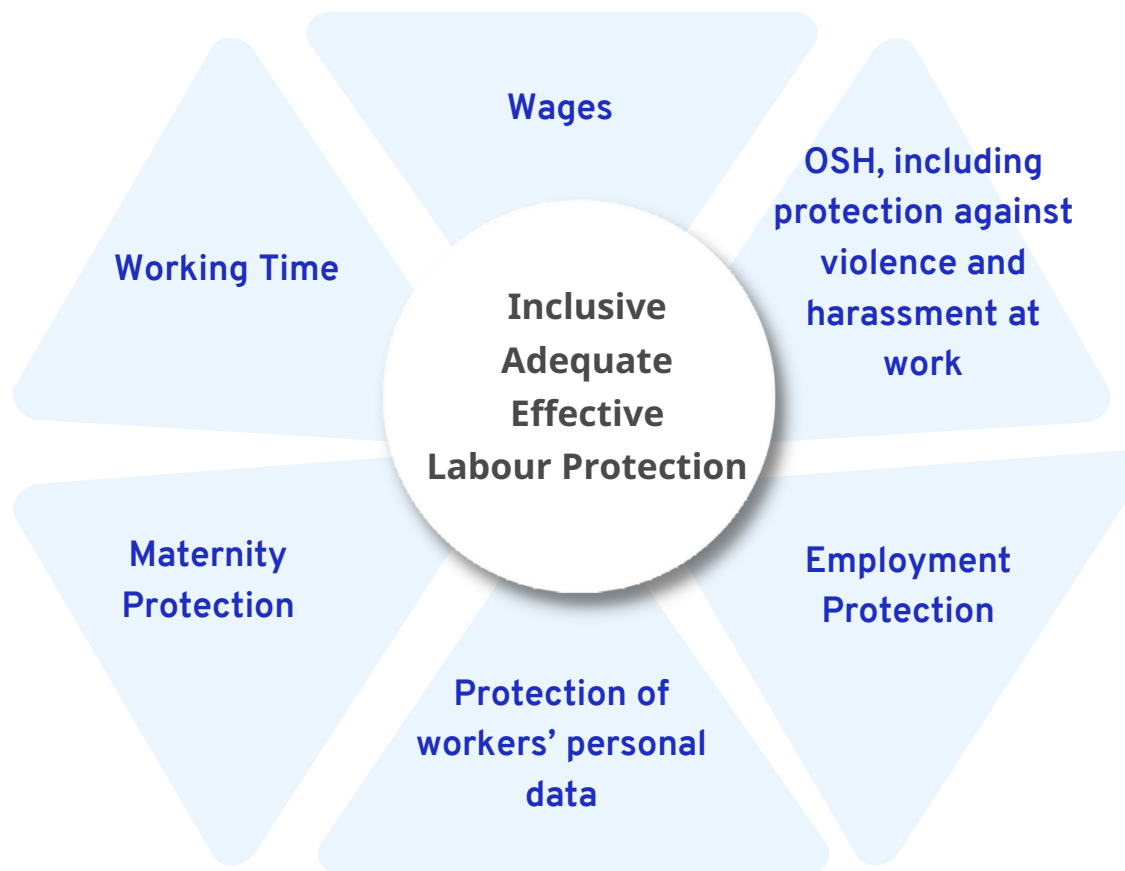
Conditions of Work and Equality Department

Recurrent Discussion on Labour Protection – context

- This is the second recurrent discussion (RD) on the strategic objective of social protection (labour protection) as the follow up to the Social Justice Declaration (2008). The first RD took place in June 2015.
- As noted in the Social Justice Declaration 2008, Labour Protection and Social Security are two complementary pillars of Social Protection.
- Labour protection refers to a set of laws, policies and institutions that govern working conditions; improving conditions of work is central to achieving Decent Work and social justice, reducing inequalities, countries' prosperity and universal and lasting peace.
- LP key to achievement of SDGs (particularly SDG 5, 8 and 10).
- The purpose of this RD is to discuss advances and challenges in areas that are central to labour protection since 2015; review policy trends, policy innovations and outstanding challenges and ILO responses; and determining priorities for future ILO action.

What is Labour Protection?

- ▶ New work arrangements, including technologically driven, and those growing in significance
 - ▶ Platform work
 - ▶ Telework
 - ▶ Temporary Employment



- ▶ Workers likely to be partially or totally excluded from LP
- ▶ Workers facing discrimination and intersectionality of discrimination based on different characteristics
- ▶ Informal workers, e.g.
 - ▶ incl. domestic workers, Home workers
- ▶ Migrants and refugees
- ▶ Care workers

FoA and Collective Bargaining

Key developments since 2015 – Uneven progress, though challenges remain

- Wage employment has increased in all regions, standing at 53% of all employment worldwide, with temporary employment and technologically driven work arrangements such as platform work and telework growing faster.
- The percentage of women among workers worldwide has remained more or less constant.
- Minimum wage exists in 90% of countries, but its enforcement issues remain problematic, gender pay gaps persist as does decoupling of wages with productivity
- 35% of workers in the world work more than 48h a week, 44% are in part-time employment in developing countries.
- Attempts to extend protection to those workers exposed to excluded groups, and to self employed workers, particularly those in situations of economic dependency.

Key developments since 2015 – Uneven progress, though challenges remain

- Expansion of duration of maternity leave in some regions and new trends towards parental leave.
- Informal employment has remained constant among wage workers, but has increased among self-employed.
- Continuing concerns about working conditions and/or access to employment for migrants and refugees, workers with disabilities.
- Progress observed in OSH but uneven across countries, and some groups likely to face more violence and harassment at work than others.
- Collective bargaining covers only 35.2% of employees in 98 countries, but there is significant variation across countries

Moving forward: LP needs to be

Inclusive

- Coverage of those facing partial or total exclusion from LP due to discrimination or informality.
- Adequate protection to all workers, regardless of work arrangements and contractual status (e.g. temporary employment); extension of labour protection to the self-employed.

Adequate

- Ensuring a level of protection that addresses the needs of workers and employers on wages (including minimum wage and broader wage policies) and working time (e.g. the nexus between working hours and productivity, regulation of overtime, flexible working arrangements, including hybrid forms of telework).

Effective

- Compliance and enforcement with relevant laws and regulations
- Addressing gaps in legislation

Moving forward: principles and conditions for inclusive, adequate and effective LP

- Fostering tripartite and bipartite social dialogue, including collective bargaining, as a key mechanism to promote LP
- Promoting ratification of FPRW and ILS, particularly in the context of OSH
- Addressing FOW issues – maximising opportunities and minimizing challenges of digitalization for workers' protection
- Promoting Gender Equality – Tackling the undervaluation of care work, and Investment in Care Economy
- Financing – Promoting for investments in LP
- Ensuring synergies with the other strategic objectives of the ILO - making links between productive employment generation and LP, promoting links between Social Protection and LP
- Tailored approach –according to country context, needs and priorities
- Integrated LP approach– recognizing the linkages between different elements of the LP framework

Moving forward: ILO action

- ▶ Expanding scope of **technical advisory services** and resource mobilization for **country support**
- ▶ **Research and capacity building** on cutting-edge issues responding to constituents' needs and circumstances
- ▶ Assessing **policy and institutional impacts on workers' lives**, identifying and acting on normative and policy gaps
- ▶ Increasing the impact of the ILO's actions by collaborating with other organizations of the **multilateral system to accelerate achievement of SDGs**, including in the context of the Global Social Justice Coalition