



Governing Body

349th Session, Geneva, 30 October–9 November 2023

Institutional Section

INS

Date: 12 October 2023

Original: English

Third item on the agenda

Matters arising out of the work of the 111th Session (2023) of the International Labour Conference

Follow-up to the resolution concerning the second recurrent
discussion on labour protection

Purpose of the document

This document proposes a plan of action on labour protection for the period 2023–29 to give effect to the conclusions concerning the second recurrent discussion on that subject adopted by the International Labour Conference in June 2023. The Governing Body is invited to provide guidance on the proposed plan of action and on the holding of a meeting of experts on wage policies, including living wages, in the first quarter of 2024 (see the draft decision in paragraph 26).

Relevant strategic objective: Social protection.

Main relevant outcome: Outcome 7: Adequate and effective protection at work for all.

Policy implications: The plan of action will guide the Office's work in the area of labour protection for the period 2023–29.

Legal implications: None.

Financial implications: Within existing budgetary resources.

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

Author unit: Conditions of Work and Equality Department (WORKQUALITY).

Related documents: [ILC.111/Resolution IV](#); [ILO Centenary Declaration for the Future of Work](#); [Programme and Budget for 2022–23](#); Programme and Budget for 2024–25; GB.349/INS/8; GB.349/INS/20.

► Background and context

1. At its 111th Session (2023), the International Labour Conference adopted a [resolution and conclusions concerning the second recurrent discussion on labour protection](#), under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022.
2. In its discussion, the Conference reviewed the progress made since the first recurrent discussion on the item was held in 2015 and the outstanding challenges in this area. The discussion took place in the context of transformative changes in the world of work and multiple crises caused by geopolitical tensions, the COVID-19 pandemic, the impact of climate change and the rising cost of living, all of which have had a profound impact on the protection of workers. In particular, the Conference assessed the policy and regulatory improvements that have been made and the new challenges and opportunities that have emerged in the context of an evolving labour market.
3. Taking all these factors into consideration, the Conference charted the way forward towards more inclusive, adequate and effective labour protection for all workers. In its resolution, it requested the Director-General to: (a) prepare a plan of action giving effect to the conclusions for consideration by the Governing Body at its 349th Session (October–November 2023); (b) communicate the conclusions to relevant international and regional organizations for their attention; (c) take into account the conclusions when allocating resources within the existing programme and budget, preparing future programme and budget proposals, and mobilizing extrabudgetary resources; and (d) keep the Governing Body informed of its implementation.
4. Accordingly, the Office has prepared a plan of action that covers the period 2023–29 for consideration by the Governing Body.

► The plan of action

5. The plan of action is guided by the recognition in the conclusions concerning the second recurrent discussion on labour protection that labour protection and social security are the two complementary dimensions of the strategic objective of social protection. Together, they protect workers and contribute to the productivity and sustainability of enterprises. The plan of action also promotes coherence in respect of the Decent Work Agenda and recognizes that labour protection and the other strategic objectives of the ILO are inseparable, interrelated and mutually supportive, in accordance with the ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022, and the ILO Centenary Declaration for the Future of Work. It is consistent with the Programme and Budget for 2024–25 and will contribute to the implementation of the comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work,¹ the proposed global strategy on occupational safety and health (OSH)² and other

¹ GB.346/INS/5.

² GB.349/INS/8.

relevant strategies. Furthermore, it will help to give effect to the ILO's transformative agenda for gender equality.

6. The plan of action aims to promote labour protection systems that are inclusive, adequate and effective, grounded in the fundamental principles and rights at work, in particular freedom of association and the effective recognition of the right to collective bargaining. It addresses, using the means of action available to the ILO, key dimensions of an integrated labour protection framework, such as wages, working time, OSH (including protection against violence and harassment), maternity protection and employment protection, and focuses on how to provide access to labour protection to all workers, including those in work arrangements such as platform work, telework and temporary work. Particular attention is given to extending labour protection to workers at high risk of being excluded from labour protection and workers subject to intersecting discrimination, such as women, migrants and refugees, young people, persons with disabilities, racial or ethnic minorities, indigenous and tribal peoples, and workers in specific occupational groups, sectors and work arrangements, including care workers, domestic workers, agricultural workers and homeworkers. It builds on the recognition that informality remains a major obstacle to achieving inclusive, adequate and effective protection for all workers and aims to address the root causes of exclusion from such protection by accelerating efforts to support transitions to formality.
7. Based on the guidance provided in the conclusions adopted by the Conference, the plan of action comprises five mutually reinforcing components, each with its own outputs. These are: research, knowledge-building and assessments; technical advisory services and capacity-building; international labour standards-related action; social dialogue; and reaffirming the ILO's leadership on labour protection in the multilateral system and promoting policy coherence. A list of the high-level outputs of the plan of action for the period 2023–29 is provided in Appendix I.

Component 1: Research, knowledge-building and assessments

8. The Office will strengthen its knowledge development activities on the different dimensions of labour protection, as well as those resulting from transformative changes in the world of work, including in the context of rising digitalization and demographic and green transitions, to provide up-to-date policy advice and build the capacities of constituents. It will produce gender-disaggregated data and analyses on groups more at risk of exclusion and on different components of labour protection.
9. The Office will continue to support wage adequacy and the improvement of wage-setting systems, including statutory or negotiated adequate minimum wages. It will develop a better understanding of living wages through peer-reviewed research and estimations and expand knowledge on flexible working time and work organization, including telework, as well as on setting wages and working time.
10. The Office will develop knowledge products on the mutually reinforcing nature of the right to a safe and healthy working environment and the other fundamental principles and rights at work. It will carry out research on the challenges and opportunities presented by new technologies in relation to OSH, in particular in respect of climate change and the hazards caused by extreme heat events, and on how such technologies may be harnessed for labour inspection and enhanced compliance with labour legislation. The Office will pay attention to preventing psychosocial risks, to addressing and preventing violence and harassment, including gender-based violence and harassment, and to examining the role of freedom of association and the effective

recognition of collective bargaining in fostering labour protection and the role of workplace cooperation in sustaining safe and productive workplaces. It will document innovative approaches and good practices to tackle informality and promote transitions to formality and transitions from insecure to secure work. In addition, it will carry out knowledge development and capacity-building activities in respect of impact assessment and awareness of the challenges and opportunities of digitalization, including artificial intelligence and algorithmic management, for labour protection.

11. The Office will update and enhance its databases to produce new knowledge on the different dimensions of labour protection and the complementarities and interdependence between labour protection and other dimensions of decent work, including social protection, employment generation and protection in the context of inclusive structural transformation, and rights at work and social dialogue. It will establish a repository of policies and regulations on labour protection and analyses of what works.
12. The Office will continue to develop knowledge by elaborating a strategy giving effect to the transformative agenda for gender equality that ensures equality of treatment and opportunity for all women, a balanced sharing of family responsibilities and an increased investment in the care economy. This effort will contribute to the general discussion by the Conference at its 112th Session (2024) on the subject and on its relationship to decent work, gender equality and inclusion. The Office will conduct research to enhance the ILO's capacity in respect of temporary employment and platform work, and the transition to formality. In addition, the Office will build knowledge on workers at risk of exclusion, including migrant workers, persons with disabilities, those living with HIV, indigenous and tribal peoples, and those discriminated against on the grounds of race, colour and national extraction. It will enhance its technical capacity on temporary labour migration and fair recruitment.
13. The Office will develop knowledge on the role of sustainable enterprises, as generators of employment, in contributing to labour protection, productivity increases and a well-functioning and productive economy, and on the role of labour protection in levelling the playing field and promoting sustainable enterprises.

Component 2: Technical advisory services and capacity-building

14. Responding to the needs for technical assistance, the Office will support constituents in the formulation and implementation of relevant policies, legislation and other measures on labour protection, including in respect of wages, working time, OSH (including protection against violence and harassment), maternity protection, employment protection, platform work, telework and temporary work, and in respect of extending protection to workers excluded from labour protection. It will provide technical support to constituents and will strengthen their institutional capacities, including through development cooperation and in collaboration with the International Training Centre of the ILO (Turin Centre) to improve labour protection systems that are inclusive, adequate and effective, enabled through effective social dialogue, including collective bargaining.
15. The Office will help constituents to address structural barriers to women's access to, and progression in, employment, and equal remuneration for work of equal value, incentivize investments in the care economy and work-life balance, and provide support to workers at risk of discrimination. It will promote effective bilateral and multilateral labour migration agreements and the implementation of fair recruitment policies and practices.

16. In addition, the Office will contribute to building the capacities of constituents to develop sector-specific OSH policies, including preventive measures, and effective dispute resolution mechanisms aimed at promoting safe and healthy workplaces free from violence and harassment, and will provide technical advice in that regard. It will also contribute to strengthening the capacity of labour administration and labour inspection institutions for improved compliance with labour legislation, through the reinforcement of skills and resources.
17. The Office will contribute to strengthening the respect, promotion and realization of fundamental principles and rights at work in supply chains, in the framework of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration).

Component 3: International labour standards-related action

18. The Office will intensify efforts to promote the ratification and implementation of the fundamental instruments and other international labour standards on wages, working time, OSH, maternity and employment protection, and other areas of labour protection. These include the standards concerning equality of treatment and opportunities, as well as those concerning workers at high risk of exclusion, including domestic workers, migrant workers, indigenous and tribal peoples, and workers with family responsibilities. The Office will assist Member States in following up on the recommendations of the Standards Review Mechanism Tripartite Working Group.
19. In line with the proposed global strategy on OSH (2024–30), the Office will conduct a global campaign to promote the ratification and implementation of the fundamental OSH Conventions, namely the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), together with the required guidance tools.³
20. Building on the momentum and the high number of ratifications of the Violence and Harassment Convention, 2019 (No. 190), the Office will continue to provide support to constituents by responding to requests to promote national ratification and implementation processes, and will build on the guidance from the Governing Body on the implementation of the strategy to give effect to the resolution concerning the elimination of violence and harassment in the world of work.⁴ In addition, the Office will continue to provide support to constituents in respect of the ratification and implementation of the Domestic Workers Convention, 2011 (No. 189).
21. In addition, the following items have been placed on the agenda of upcoming sessions the Conference for standard-setting on the basis of a double discussion: decent work in the platform economy (2025 and 2026); OSH protection against biological hazards (2024 and 2025); and chemical hazards (2026 and 2027). As is also proposed in the global strategy on OSH (2024–30), a standard-setting item on ergonomics and manual handling and on the guarding of machinery is envisaged.

Component 4: Social dialogue

22. Social dialogue is at the centre of the design and implementation of labour protection measures. The engagement of the social partners, at all levels, is key to protecting

³ GB.349/INS/8.

⁴ GB/349/INS/6.

workers and preserving livelihoods, while ensuring a well-functioning and productive economy. Accordingly, the Office will ensure that the activities carried out in the context of the plan of action will be implemented through social dialogue and will foster an enabling legal and institutional environment to promote effective social dialogue, including collective bargaining, to achieve inclusive, adequate and effective labour protection for all.

23. In this context, the Office has developed, for the consideration of the Governing Body, a proposal to convene a meeting of experts on wage policies, including living wages, in the first half of 2024, as set out in Appendix II.⁵ In addition, it will develop for submission to the Governing Body proposals for the convening of a meeting of experts on the organization and scheduling of working time, a meeting of experts on access to labour justice: prevention and resolution of labour disputes, and a meeting of experts on the protection of workers' personal data in the digital era.
24. In addition, tripartite social dialogue on the challenges and opportunities of digitalization, including artificial intelligence and algorithmic management for labour protection, is proposed for the Governing Body's consideration. Bipartite and tripartite social dialogue in selected regions on labour migration and tripartite social dialogue to promote an integrated approach and coherent framework that supports the transformative agenda for gender equality is also envisaged.

Component 5: Reaffirming the ILO's leadership on labour protection in the multilateral system and promoting policy coherence

25. In line with its constitutional mandate, its unique tripartite structure and its technical expertise, the ILO will continue to play a leading role in the multilateral system on labour protection, including in the context of the Global Coalition for Social Justice, and in the achievement of Sustainable Development Goal (SDG) 8 and other relevant SDGs, including Goals 5 and 10, including through South-South cooperation. Relevant ILO strategies, including the comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work, will position the ILO as a key actor in the ongoing debates and initiatives of the multilateral system, notably the United Nations system, the World Trade Organization and the international financial institutions, and will promote policy coherence. The ILO will continue its engagement in the Equal Pay International Coalition (EPIC) and its support to the United Nations Network on Migration, which was set up to ensure a coherent joint United Nations approach to the implementation of the Global Compact for Safe, Orderly and Regular Migration and the Global Compact on Refugees. As one of the co-sponsors of the Joint United Nations Programme on HIV/AIDS (UNAIDS), the ILO will continue to advance its approaches and standards in implementing the UNAIDS Global AIDS Strategy (2021–26), with the aim of reducing inequalities that drive the HIV epidemic in the world of work. In line with the global strategy on OSH (2024–30), it will enhance its collaboration with international organizations, including the International Atomic Energy Agency, the International Commission on Radiological Protection and the World Health Organization, to continuously promote coherent, coordinated and complementary multilateral responses. As the lead agency for the Global Accelerator on Jobs and Social Protection

⁵ GB.349/INS/20.

for Just Transitions, the ILO will ensure that labour protection will be one of the topics in focus when designing and implementing comprehensive national strategies.

► Draft decision

26. The Governing Body:

- (a) requested the Director-General to take into account its guidance in implementing the plan of action set out in document GB.349/INS/3/2 giving effect to the conclusions concerning the second recurrent discussion on labour protection and to draw on it in preparing future programme and budget proposals;**
- (b) approved the holding of a meeting of experts on wage policies, including living wages, in the first quarter of 2024, as part of the plan of action.**

► Appendix I

High-level outputs of the plan of action on labour protection

High-level outputs	Corresponding points in the conclusions (ILC.111/Resolution IV)	Programme and Budget outputs (2024–25)	SDG targets (max. 3)	Time frame
Component 1: Research, knowledge-building and assessments				
Wages, working time and work organization				
Data collected and analysed on wage and income inequality, the impact of wage policies on macroeconomic aggregates (employment, inflation and inequality) and the complementarities between labour protection and employment, social security and macroeconomic policies (e.g., fiscal or monetary policies) and key data to effectively inform wage-setting processes identified	24(a), 24(b)	6.2	1.1, 8.5, 10.4	2023–29
Understanding of living wages enhanced through peer-reviewed research on concepts and estimations	24(j)	6.2	1.1, 8.5, 10.4	2023–25
Knowledge developed on setting wages and working time through collective bargaining and on the impact on labour protection in different socio-economic contexts	24(d)	6.2	8.5, 10.4	2023–29
Analysis performed of flexible working time and work arrangements, including telework, that ensure work–life balance, gender equality and labour protection while providing for greater flexibility in the organization of work	22(g), 23(f) and 24(h)	6.2	8.5, 10.4	2023–26
The ILO Working Conditions Laws Database updated and an analysis conducted of what works	24(k)	5.1, 6.2	5.4, 8.5, 10.4	2025–29

High-level outputs	Corresponding points in the conclusions (ILC.111/Resolution IV)	Programme and Budget outputs (2024–25)	SDG targets (max. 3)	Time frame
Occupational safety and health				
Policy and technical tools developed on the mutually reinforcing nature of rights to a safe and healthy working environment and the other fundamental principles and rights at work, including in the framework of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and the ILO strategy on decent work in supply chains	23(j)	6.1	3.3, 8.8	2024–29
Policy and technical tools developed on psychosocial risks (including violence and harassment), on psychosocial coaching programmes to support women entrepreneurs, mental health and well-being at work, and on opportunities and challenges presented by new technologies in relation to OSH	23(e), 23(g)	6.1	3.3, 8.8	2024–28
Evidence collected on the prevalence and forms of discrimination-based violence and harassment, and measures taken to prevent and address such behaviours	23(h), 24(a)	5.3, 6.1, A.1, C.3	5.2	2023–29
Enforcement and compliance mechanisms				
Comparative studies conducted and guidance produced on labour inspection compliance measures, including in the informal economy	23(b), 23(e)	1.4	8.3, 16.6	2024–25
Tools and advice provided on ways to harness digital technologies for improving working conditions, enhancing workers' OSH and enabling compliance, in particular for micro, small and medium-sized enterprises	23(e)	1.4	8.3, 16.6	2024–25
Labour relations				
Research carried out on the role of freedom of association and collective bargaining in fostering labour protection in different socio-economic contexts	24(d)	2.3	8.5, 10.3	2026–27
Research carried out on workplace cooperation to help ensure safe and productive workplaces including through the yearly flagship report on social dialogue (see point 6(a) of the resolution concerning the second recurrent discussion on social dialogue and tripartism, adopted by the Conference at its 107th Session (2018))	24(e)	2.3	8.8	2025–29

High-level outputs	Corresponding points in the conclusions (ILC.111/Resolution IV)	Programme and Budget outputs (2024–25)	SDG targets (max. 3)	Time frame
Gender equality				
Country-based qualitative and quantitative research carried out on the labour market situation of women, including in the context of just transition	22(d), 22(h), 23(h), 24(a)	5.1, 3.1, A.2	5.1, 8.5, 10.3	2023–29
Knowledge built on the underlying causes and impacts of gender-based industrial and sectoral occupational segregation, including in relation to equal pay for work of equal value	22(h), 23(i)	5.1, 3.1, 6.2	8.5	2023–29
Labour migration				
ILO global and regional estimates on migrant workers, including in the care economy, updated, based on the guidelines produced by the International Conference of Labour Statisticians (ICLS)	24(a)	A.1, 6.4	8.8	2023–25
Legal mapping of migrant workers and refugees' social protection updated; data collection expanded on migrant workers' social protection coverage and monitoring; global knowledge developed on recruitment fees and related costs and knowledge-sharing on intervention models on fair recruitment at the national level; studies conducted relating to the reduction and prevention of inequalities emerging from forms of temporary labour migration	22(c), 22(d), 22(n), 24(a)	7.1, 7.3, 6.4	5.1, 8.8, 10.7	2023–29
Knowledge expanded on the protection of migrant workers, in particular women, with regard to the different dimensions of labour protection, and in the context of digital and green transitions	22(c), 22(n) 24(a)	5.1, 5.3, 6.4	5.2, 8.8, 16.3	2023–29
Workers at high risk of being excluded from adequate protection				
Data collected and analysed on labour and the social protection of workers in formal and informal employment, in line with the framework of indicators supporting the new statistical standard on informality to be adopted by the ICLS in 2023	24(a)	6.3, 8.2, A.1	5.4, 8.3, 10.3	2023–29
Knowledge built on innovative approaches and good practices on the correct classification of employment relationships, to tackle informality and promote transitions to formality, transitions from insecure to secure work and access to social security and labour protection for all	24(f)	1.1, 1.4, 2.1, 2.2, 3.1, 3.2, 3.3, 3.5, 4.2, 4.4, 4.5, 5.2, 6.3, 6.4, 7.1, 7.3 8.2	5.4, 8.3, 10.3	2023–29

High-level outputs	Corresponding points in the conclusions (ILC.111/Resolution IV)	Programme and Budget outputs (2024–25)	SDG targets (max. 3)	Time frame
Data collected and analysed on groups facing a high risk of exclusion and on the role of the employment relationship as a means of providing legal protection to workers	24(a)	6.3	8.5, 10.3	2024–29
Guidance given on means of providing access to labour protection and social security to workers, including in temporary employment, platform work and telework	24(h)	6.3, 7.1	1.1, 8.5, 10.3	2024–27
Impact assessment conducted and awareness increased of the challenges and opportunities of digitalization, including artificial intelligence and algorithmic management, for labour protection, including emerging OSH risks, and forms of discrimination these may facilitate	24(g)	6.3	8.5, 10.3	2024–29
Knowledge built on trends and policies and their implementation on labour and social security laws for domestic work and to ensure their inclusion in care policies	22(c)	5.2, 6.3	8.3	2024–26
Knowledge built on the re-evaluation of care work and care jobs, including on overcoming stereotypes, on the professionalization of care skills and on facilitating unionization	23(h), 24(a)	5.2, 2.2, 3.1, 3.2, 3.5	5.4	2023–29
Country-based qualitative and quantitative research carried out on the labour market situation of vulnerable populations	22(d), 22(h), 23(h), 24(a)	5.1, 3.1, A.2	5.1, 8.5, 10.3	2023–29
Knowledge products developed on the role of public procurement rules, to foster adherence to labour rights	24(l)	2.3	8.8	2026–27
Research carried out on the complementarities and interdependence between labour protection and other aspects of the Decent Work Agenda, namely social security; rights and social dialogue; and employment promotion particularly for young people, sustainable enterprises, productivity growth and active labour market programmes; and on inclusive structural transformation processes	24(b)	all	5.2, 8.5, 10.3	2023–29

High-level outputs	Corresponding points in the conclusions (ILC.111/Resolution IV)	Programme and Budget outputs (2024–25)	SDG targets (max. 3)	Time frame
Component 2: Technical advisory services and capacity-building of constituents				
Wages, working time and work organization				
Wage adequacy and the improvement of wage-setting systems supported through social dialogue, including in the area of minimum wages, statutory or negotiated	22(k), 23(c)	6.2	1.1, 8.5, 10.3	2023–29
Pay discrimination (particularly based on gender and migrant status) tackled, including through the implementation of measures to achieve equal remuneration for work of equal value (including engagement with the Equal Pay International Coalition (EPIC))	22(d), 22(h), 23(h), 23(i)	5.1, 6.2	8.5	2023–29
Equal pay measures implemented, inter alia, through sectoral approaches and EPIC	22(h), 23(i)	5.1, 3.1, 6.2	8.5	2023–29
Laws, policies and capacity-building measures on working time strengthened and implemented and national laws, policies and other types of measures developed that promote balanced working time arrangements, including telework, that improve work–life balance, gender equality and productivity	22(g), 23(e)	6.2	8.5, 10.3	2023–29
The Sustaining Competitive and Responsible Enterprises (SCORE) programme used to improve working conditions and productivity in small and medium-sized enterprises, including OSH, reducing excessive working time and advancing gender equality	22(g), 22(h), 22(j)	4.3	8.3, 8.8, 5.1	2024–29
Occupational safety and health				
Employers' and workers' organizations and their members supported in the establishment and operation of workplace OSH committees, sector-specific OSH strategies built on relevant international labour standards and codes of practice	24(e)	6.1	8.8, 16.7	2024–29
Enforcement and compliance mechanisms				
The development or upscaling of technological tools supported, including electronic case management systems, that enhance the capacity of labour administration and inspection institutions in least developed countries to promote and ensure compliance with labour legislation	23(e)	1.4	8.8, 16.6	2024–29

High-level outputs	Corresponding points in the conclusions (ILC.111/Resolution IV)	Programme and Budget outputs (2024–25)	SDG targets (max. 3)	Time frame
Constituents supported in making better use of the MNE Declaration to advance labour protection	24(i)	4.2	8.5, 17.18	2024–29
Labour relations				
The promotion of the right to freedom of association supported, and collective bargaining processes and outcomes strengthened and promoted, for improved working conditions and just transitions	22(a)	2.3	8.5, 10.4, 16.7	2023–29
Workplace cooperation fostered that promotes consultation and dialogue and safe and productive workplaces in line with ILO standards	24(e)	2.3	8.8	2023–29
Gender equality				
The capacity of constituents developed, in collaboration with the Turin Centre, to identify, prevent and address violence and harassment, with a focus on discrimination-based violence and harassment	22(j), 23(e)	5.3, 6.1, A.1, C.3	5.2, 8.8	2023–29
Technical assistance and capacity-building provided on promoting investments in the care economy and on the costing of care investments	23(h)	5.2	5.4	2023–29
Labour migration				
Support provided to improve compliance, including through the strengthening of labour inspection mechanisms, on the protection migrant workers' labour rights and the improvement of working conditions in selected regions, on equality of opportunity and treatment, and on the working conditions of migrant workers in the care economy, through bilateral and regional cooperation	22(n)	6.4	8.8, 10.3	2023–25
Scope, coverage and visibility of the ILO's Fair Recruitment Initiative expanded (increased number of countries and regions that benefit from ILO capacity-building and technical advisory services on fair recruitment under the four pillars of the Fair Recruitment Initiative and its 2021–25 strategy)	22(n)	6.4	8.8, 10.7	2023–29

High-level outputs	Corresponding points in the conclusions (ILC.111/Resolution IV)	Programme and Budget outputs (2024–25)	SDG targets (max. 3)	Time frame
Workers at high risk of being excluded from adequate protection				
Technical assistance and guidance provided on the classification of workers to ensure the correct classification of the employment relationship	22(f), 23(b)	6.3	8.5, 10.3	2023–29
Guidance provided on the extension of labour protection and social security to workers at risk of inadequate or no protection, including workers in temporary employment, home-based and platform work, and micro, small and medium-sized enterprises	22(c), 23(f)	6.3, 7.1	1.1, 8.5, 10.3	2023–29
Support provided in assessing and improving the working conditions and representation of care workers, including migrant and domestic workers, and in facilitating their transition towards formality	22(c)	5.2, 6.3	8.3	2023–29
Support provided to constituents in addressing informality and scaling up the transition to formality, including through innovative approaches and by preventing the informalization of formal economy jobs	22(b), 23(d)	1.1, 1.4, 2.1, 2.2, 3.1, 3.2, 3.3, 3.5, 4.2, 4.4, 4.5, 5.2, 6.3, 6.4, 7.1, 7.3, 8.2	5.4, 8.3, 10.3	2023–29
Technical advice and capacity-building services provided in collaboration with the Turin Centre on migrant workers' and refugees' social protection, fair recruitment, skills anticipation, recognition and development, bilateral labour migration agreements, labour migration statistics, and other areas related to the labour protection of migrant workers, including freedom of association and collective bargaining, OSH and wage setting, and protection from violence and harassment	22(c), 22(i), 22(n), 24(a)	A.1, 7.1, 7.3, 6.4	5.4, 8.8, 10.7	2023–29
Policy guidance and tools developed on equality, diversity and inclusion, with a focus on persons with disabilities and on people facing racial discrimination	22(d), 23 (h)	5.1, 6.4, 7.1, 7.3, A.5	8.5	2023–29
Family-friendly workplace policies and practices delivered that are inclusive of workers vulnerable to exclusion and discrimination, including domestic workers, in cooperation with the Turin Centre	22(d)	5.2, 7.1	10.3	2023–29

High-level outputs	Corresponding points in the conclusions (ILC.111/Resolution IV)	Programme and Budget outputs (2024–25)	SDG targets (max. 3)	Time frame
Component 3: Standards-related action				
The ratification and effective implementation of all fundamental Conventions and other international labour standards that are relevant for labour protection promoted	23(a)	1.1, 1.2, 1.4, 1.5, 5.1, 6.1, 6.2, 6.4, 7.3	5.1, 8.8, 10.3	2023–29
The capacities of constituents for the ratification and effective implementation of Convention No. 190 built	23(a), 23(h)	5.3, 1.1, 1.3	5.2	2023–29
A global campaign to promote the ratification and implementation of the fundamental OSH Conventions (Nos 155 and 187) implemented, and complementary initiatives carried out to promote the ratification and implementation of OSH-sector and risk-specific standards	23(a)	6.1	3.3, 8.8	2024–29
Research carried out on comparative practices related to the implementation of the fundamental OSH Conventions and other OSH standards	23(a)	6.1	3.3, 8.8	2024–29
Standard-setting on decent work in the platform economy supported	22(o), 23(f)	6.3	8.5, 10.3	2023–26
Component 4: Tripartite social dialogue				
Meeting of experts on wage policies, including living wages, convened	24(j)	6.2	1.1, 8.5, 10.4	2024
A proposal for the convening of a meeting of experts on the organization and scheduling of working time submitted to the Governing Body	23(j)	6.2	8.5, 10.3	2024
A note prepared for submission to the Governing Body on the opportunities and challenges of digitalization, including artificial intelligence and algorithm management	24(g)	6.3	8.5, 10.3	2028
Bipartite and tripartite social dialogue on labour migration held in selected regions	22(n)	2.3, 6.4	8.8, 10.7	2023–29
Social dialogue held to promote and implement the transformative agenda for gender equality	19	5.1, 2.3, 6.3	10.4	2023–29

High-level outputs	Corresponding points in the conclusions (ILC.111/Resolution IV)	Programme and Budget outputs (2024–25)	SDG targets (max. 3)	Time frame
Component 5: Reaffirming ILO's leadership on labour protection in the multilateral system and promoting policy coherence				
In line with the comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work, a leadership role played in the multilateral system to reinforce partnerships and policy coherence on labour protection as well as efforts to implement Sustainable Development Goals 5, 8 and 10 to promote social justice	23(k)	all	5.2, 8.8, 10.3	2023–29
ILO support to the United Nations Network on Migration continued at the global, regional and national levels, to ensure a coherent, joint United Nations approach to the implementation of the Global Compact for Safe, Orderly and Regular Migration that fully integrates, respects and promotes international labour standards, labour rights and decent work for migrant workers	22(m), 22(n), 23(k)	6.4	8.8, 10.7	2023–29
Advocacy efforts and partnerships to increase investments in transformative care policy packages strengthened, including through promoting policy coherence and relevant international labour standards	23(k)	5.2, 7.3, A.5	5.4	2023–29
As a co-sponsor of the Joint United Nations Programme on HIV/AIDS (UNAIDS), the ILO's approaches and standards advanced in implementing the UNAIDS Global AIDS Strategy	23(k)	5.2, 6.3, 7.3	10.2, 10.3	2023–29
Engagement in EPIC continued with a view to achieving the objective of equal remuneration for work of equal value	23(i), 23(k)	5.1, A.4	8.5, 5.4	2023–29
Measures taken by the ILO, as the lead agency for the Global Accelerator on Jobs and Social Protection for Just Transitions, to ensure that labour protection will be one of the topics in focus when designing and implementing comprehensive national strategies	23	3, 5, 6, 7, 8	5.2, 8.5, 17, 18	2023–29

► Appendix II

Background to and justification for the proposal to convene a meeting of experts on wage policies, including living wages ¹

1. Over the years, the ILO has adopted several international labour standards related to wages, and the Office has provided technical advice to many of its Members on wage policies, including in the area of minimum wages, the collective bargaining of wages, gender pay gaps, public sector pay and wage protection. In doing so, the ILO has always emphasized the importance of taking into account the needs of workers and their families, as well as economic factors. The Minimum Wage Fixing Convention, 1970 (No. 131), explicitly states that these two elements must be taken into consideration when determining the level of minimum wages, and so does the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy when referring to the wages offered by multinational enterprises across their operations. The ILO's *Minimum Wage Policy Guide* reflects a number of other key principles in wage-setting processes, including the importance of social dialogue, national ownership and access to relevant data and statistics for an evidence-based approach.² Through its technical advice, the Office has supported a large number of countries in making better use of solid data and information both on the needs of workers and their families and on economic factors, in order to improve wage systems through evidence-based social dialogue.
2. In recent years, living wages have emerged as a major topic of interest and the Office has received a large number of requests on this subject from a vast range of actors, including not only ILO constituents but also multilateral institutions, multi-stakeholder initiatives, individual companies and networks of companies. Many initiatives across the world seek to promote living wages through various mechanisms. For instance, the United Nations Global Compact has recently launched its Forward Faster initiative, which includes voluntary commitments by multinational enterprises to pay living wages to their employees by 2030 and to establish action plans towards living wages in their supply chains.³ In another example, companies subject to the European Union directive on corporate sustainability reporting, which entered into force on 5 January 2023, will have to report on their progress towards living wages in line with the European Union's sustainability reporting standards.⁴ Many living wage initiatives rely on living wage benchmarks, which are often defined without consultation with workers' and employers' organizations. In this context, there is a strong and growing expectation that the ILO – the prime United Nations institution dealing with labour and wage issues – should play a leading role in the debate around living wages.
3. However, up to now, the ILO has not been in a position to play this role. The importance of the concept of a living wage has been highlighted in various key ILO documents. The

¹ GB.349/INS/20.

² ILO, *Minimum Wage Policy Guide*, 2016.

³ United Nations, "Forward Faster: Living Wage".

⁴ European Union, *Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU, as regards corporate sustainability reporting*, Official Journal of the European Union, L 322/15 (2022).

Preamble to the ILO Constitution, adopted in 1919, calls for “the provision of an adequate living wage”. The Declaration of Philadelphia, adopted in 1944 and later incorporated in the Constitution, affirms the obligation of the ILO to promote wage policies that “ensure a just share of the fruits of progress to all, and a minimum living wage to all employed and in need of such protection”. Various ILO documents and declarations adopted since then have reaffirmed the mandate set out in the ILO Constitution and the Declaration of Philadelphia. However, there is still no tripartite-agreed definition of living wage, nor is there an ILO position on how to operationalize the concept of living wage at the national level or in supply chains.

4. Tripartite agreement on the definition of living wage and the operationalization of living wages would enhance the capacity of the ILO to support its constituents on wage policies, including living wages, notably by promoting social dialogue and the full range of parameters that should be considered in wage setting, including the needs of workers and their families and economic factors. Such a tripartite agreement would also enable the ILO to fulfil its mandate as the prime United Nations institution dealing with labour and wage issues, and strengthen its global authority on the question of wage policies, including living wages.
5. Given its deep knowledge and understanding of wage setting, and the long history of technical assistance on matters related to wages, the ILO is ideally placed to engage in the global debate on wage policies, including living wages, and to set this debate within the broader framework of the setting of adequate wages that takes into account both the needs of workers and their families, and economic factors. It is in this spirit that the Office recently produced, in consultation with workers’ and employers’ organizations, a brief entitled *Setting adequate wages: the question of living wages*, which highlights a number of good wage-setting practices that should be taken into account in the debate on living wages.⁵ With support from a development cooperation project, the ILO has also been undertaking some research for a better understanding of the concept of living wages and living wage estimations.⁶ Moreover, in the context of its advisory work on minimum wages, the ILO has developed an adaptable methodology to estimate the needs of workers and their families that may be of relevance to the debate on living wages.⁷
6. On the basis of this research and the tools and activities that the ILO has developed on wage policies, including on living wages, the Office proposes that a meeting of experts on wage policies, including living wages, be convened. This meeting would give effect to the resolution concerning the second recurrent discussion on labour protection, adopted by the International Labour Conference at its 111th Session (2023), in which the Conference calls on the Office to develop “peer-reviewed research on concepts and estimations of living wages, as well as technical assistance to Member States, upon request, in line with the 2022 resolution concerning the third recurrent discussion on employment, and on that basis a proposal to the Governing Body, for its consideration, for a tripartite follow-up discussion on wage policies, including living wages”. This meeting would provide ILO constituents with the opportunity to: examine the key principles of wage-setting

⁵ ILO, *Setting adequate wages: the question of living wages*, ILO brief, 2022.

⁶ In this regard, the Government of the Netherlands is supporting the ILO in this area of work through a four-year development cooperation project that promotes the setting of adequate wages through the use of better indicators on the needs of workers and their families and on economic factors. The project includes knowledge development and capacity-building activities for governments and the social partners to enable them to engage in living wage debates.

⁷ ILO, *A methodology to estimate the needs of workers and their families*, 2021.

processes, as well as the factors and parameters that should be taken into account in respect of practices on the setting of adequate wages, including the needs of workers and their families and economic factors; review recent initiatives on living wages; provide guidance on a tripartite-agreed definition of living wages; the role of living wages within the broader wage-setting processes; on the key principles of wage-setting processes that living wage initiatives should follow; guidance on operationalizing the concept of living wages, including how the concept and estimations of living wages can be used in conjunction with efforts to take economic factors into account as part of the setting of adequate wages. The results of this tripartite meeting of experts would allow the Governing Body to empower the ILO to strengthen its global leadership on the question of wage policies, including living wages.

7. The composition, agenda and format of the meeting are proposed under Document GB.349/INS/20. If approved, the meeting of experts will be funded from existing regular budget and extra-budgetary resources.