

PARTNERSHIPS FOR DECENT WORK



International
Labour
Organization

Working with the ILO – Decent Work and System Wide Coherence

The International Labour Organization (ILO) helps advance the creation of decent work and the economic and working conditions that give working people and business people a stake in lasting peace, prosperity and progress.

What is Decent Work?

Decent work is productive work for women and men in conditions of freedom, equality, security and human dignity.

It involves opportunities for work that deliver a fair income; provide security in the workplace and social protection for workers and their families. It offers better prospects for personal development which also encourage social integration; give people the freedom

to express their concerns, to organize and to participate in decisions that affect their lives; and guarantee equal opportunities and treatment for all.

Productive employment is one of the key mechanisms for ensuring effective distribution of economic development since a major portion of family income, and the livelihood of individuals, essentially stems from earnings generated in the labour market.

Meeting the Challenge

The world is facing a number of decent work “deficits” including unemployment and underemployment, poor quality and unproductive jobs, unsafe work, insecure income, rights that are denied and gender inequality.

- Global economic growth is increasingly failing to translate into new and better jobs that would lead to a reduction in poverty.
- In 2008, 633 million workers and their families were living on less than US\$ 1.25 per day. In 2009

as many as 215 million workers were at risk of falling into poverty.

- Much of the world has a significant “gender gap” in both quantity and quality of employment.
- Over 85 million young people are unemployed worldwide today.
- Migrant workers are particularly vulnerable to exploitation, lack representation and voice, and have inadequate protection from income loss during sickness, disability and old age.
- In 2010, the global number of child labourers was estimated at 215 million.

What the ILO does . . .

The ILO works actively with the UN and other multilateral agencies to develop policies and programmes that support the creation of decent work opportunities.

The four pillars of the Decent Work Agenda are inseparable, interrelated and mutually supportive. Failure to achieve one jeopardizes achievement of the others.

The Four Strategic Objectives:

- To promote and realize standards, and fundamental principles and rights at work
- To create greater opportunities for women and men to secure decent employment
- To enhance the coverage and effectiveness of social protection for all
- To strengthen tripartism and social dialogue

How the ILO works – From the global . . .

The ILO is unique in the UN system because its tripartite structure brings representatives of governments, employers and workers to jointly shape policies and programmes, giving it a direct link to the world of work and the real economy.

International Labour Conference

ILO member States meet at the International Labour Conference (ILC) in June of each year in Geneva. The ILC establishes and adopts international labour standards and is a forum for discussion of key social and labour questions. It also adopts the Organization's budget and elects the Governing Body. Each State is represented by two government delegates, an employer delegate and a worker delegate. Technical advisors assist the delegations, which are usually headed by Cabinet Ministers who take the floor on

behalf of their governments. Employer and worker delegates can freely express themselves and vote according to instructions received from their organizations.

The Governing Body

The Governing Body is the executive council of the ILO and meets three times a year in Geneva. It is composed of 28 government members, 14 employer and 14 worker members elected by their own representatives. It takes decisions on ILO policy and establishes the programme and the budget, which it then submits to the ILC for adoption. It also elects the Director-General.

The International Labour Office

The International Labour Office is the permanent secretariat of the International Labour Organization.

. . . to the local

An extensive network of offices throughout Africa, Asia, Latin America, Central and Eastern Europe and the Middle East provides technical guidance on policy issues, and assistance in the design and implementation of development programmes.

Working with governments, workers and employers, and donors at the regional, sub-regional and country levels, the ILO provides services in some 140 countries in the areas of standards and fundamental principles and rights at work, employment, social protection and social dialogue in a wide range of areas.

Example of country level activities:

- Providing technical assistance for the development of job-rich growth and employment policies
- Training entrepreneurs in small business administration
- Strengthening social protection systems
- Assisting in the reintegration of ex-combatants into the national economy
- Assisting trade unions promoting occupational safety and health
- Setting up cooperatives in rural areas
- Working with governments to revise labour laws and develop and implement labour market policies
- Eliminating child and forced labour, and all forms of discrimination in the workplace.
- Promoting gender equality
- Assisting in the collection of labour statistics

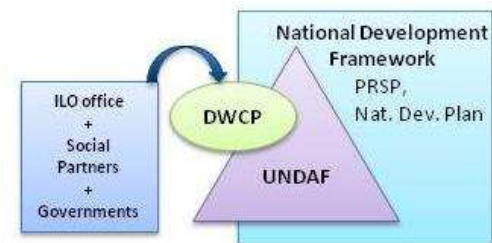
Decent Work Country Programmes (DWCPs)

DWCPs are the framework for delivery of ILO support at the country level. The ILO promotes dialogue and broad partnerships with national and international institutions in their elaboration, execution and monitoring thus promoting decent work as a key development strategy.

DWCPs represent a platform to engage in national policy frameworks (Poverty Reduction Strategies, Millennium Development Goals) and to contribute to UN-wide programming. The ILO therefore aims at integrating DWCP into UN Development Assistance Frameworks (UNDAFs) which also engage ILO constituents.

Over 85 countries have developed DWCPs. Many are in their second generation. The ILO is working with its partners to develop DWCP in other countries.

Alignment of Strategic Planning Frameworks



Decent Work: A Development Strategy for All

The Decent Work Agenda has become increasingly recognized as a key approach to development. The global financial and economic crisis has underscored the urgent need for response measures that focus on job protection, job creation and social protection.

- At the 2005 United Nations World Summit, heads of state and government declared, “We strongly support a fair globalization and resolve to make the goals of full and productive employment and decent work for all, including for young people, a central objective of our national and international macroeconomic policies as well as poverty reduction strategies” leading to the inclusion of a [new MDG Target](#) (1.B) that same year.
- The UN Economic and Social Council (ECOSOC) Ministerial Resolutions of 2006 and 2007 called for the mainstreaming of decent work throughout the UN System. The UN System Chief Executives Board

(CEB) has developed the [CEB Toolkit for Mainstreaming Employment and Decent Work](#) (2007).

- In 2008, decent work was enshrined in the [ILO Declaration on Social Justice for a Fair Globalization](#), which was later endorsed by the UN General Assembly.
- Full employment and decent work for all is the theme of the [Second United Nations Decade for the Eradication of Poverty](#) (2008-2017).
- In April 2009 the UN CEB agreed on [nine joint crisis initiatives](#) to tackle the crisis, accelerate recovery and pave the way for a fairer and more sustainable globalization. The ILO is lead agency for the [Global Jobs Pact](#) (GJP) and joint lead agency with the WHO for the Social Protection Floor Initiative while cooperating with the other initiatives.
- In January 2010, UNDP endorsed the implementation of the GJP globally.

Decent Work for All and the Millennium Development Goals go hand in hand

Initial lessons from the MDG Acceleration pilot countries show how coordination across different ministries, stakeholders and international agencies is essential. Progress towards the MDGs is indivisible and complementary. Policies that address the multiple dimensions of poverty – economic, human, socio-cultural, political, protective, gender and environmental – are mutually reinforcing and must go hand in hand. Progress in one dimension will accelerate progress in other. For example, job-rich economic growth that is effective in reducing poverty will generate revenues for education and health services, and increased access for women to education and employment can unlock productivity of a large percentage of the population; and thus boost growth.

MDG 1: Eradicate extreme poverty and hunger

Freely chosen and productive employment – underpinned by rights, social protection, and democratic participation as embodied in social dialogue – is key to poverty reduction.

MDG 2: Achieve universal primary education

The ILO contributes to MDG 2 by combating child labour; promoting universally accessible, free and compulsory education and promoting the status of teachers.

MDG 3: Promote gender equality and empower women

Women's greater access to decent work underpins efforts to close the gender gap in education and employment to empower women.

MDGs 4 and 5: Reduce child mortality and Improve maternal health

The ILO focuses on working mothers, health care workers, combating child labour and extending social protection.

MDG 6: Combat HIV/AIDS, malaria and other diseases

The workplace offers distinct opportunities as a key delivery point for HIV prevention, treatment and care programmes. The promotion of social protection improves health services.

MDG 7: Ensure environmental sustainability

The ILO has a Green Jobs programme which focuses on making sustainable development transform employment patterns and the labour market with a view to promoting decent work.

MDG 8: Develop a global partnership for development

The ILO works to achieve greater policy coherence for poverty reduction across the multilateral system, promoting decent work as a global goal in fair globalization and develops the capacity of workers' and employers' organizations to participate meaningfully in the formulation of national development policy.

How the ILO works with the UN system . . .

The ILO works with its constituents to initiate and strengthen partnerships with UN funds, programmes and agencies as well as the World Bank and other international financial institutions at international, regional and national levels.

The ILO collaborates with the UN system through joint programmes and projects, joint research and the integration of Decent Work Country Programs into UNDAFs.

It has forged a strong collaboration and signed agreements with UNDP, IMF, WHO, FAO, IFAD, UNIDO, UNESCO, UNWTO, UNCTAD, UNICEF and others for joint research, policy development and action. Dialogue and collaboration have started between agencies to better understand the linkages between macroeconomic frameworks, social policy and labour markets in achieving development objective. This should translate into more coherent operations at the country level.

At country level, the ILO can assist the UN Country team and individual agencies improve the employment and Decent Work outcomes thus reducing poverty.

Some examples of collaboration . . .

- [Joint ILO-IMF conference](#) in Oslo in September 2010 to address ways of accelerating a job-rich crisis recovery.
- Longstanding collaboration with the FAO for the promotion of decent and productive employment in rural areas. See [joint FAO-ILO website](#)
- [CEB Inter-Agency Cluster on Trade and Productive Capacity](#), led by UNCTAD
- [Green Jobs Initiative](#) with UNEP, the International Organization of Employers (IOE) and the International Trade Union Conference (ITUC) launched to assess, analyze and promote the creation of decent jobs as a consequence of the needed environmental policies
- New partnership agreement signed by the UNDP Administrator and the ILO's Director-and. Elaboration of a joint [Plan of Action](#) in January 2007 aimed at: (1) strengthening the Decent Work Agenda in UN programmes, (2) actively seeking opportunities for enhanced collaboration at all levels by leveraging relative strengths and competencies.
- [“UN Policy for Post-Conflict Employment Creation, Income Generation and Reintegration”](#), launched in November 2009. Initiative jointly led by ILO and UNDP to maximize the impact, coherence and efficiency of employment and reintegration support provided to post-conflict countries by the UN.

The CEB Toolkit for Mainstreaming Employment and Decent Work

The 2010 [UNDAF Guidance and Support Package](#) highlights the CEB Toolkit for Mainstreaming Employment and Decent Work to support assessment and analysis. The Toolkit is a valuable and practical development mainstreaming tool. It highlights the growth-poverty-employment nexus and ways the UN System can influence the adoption of pro-employment and decent work friendly policies. This represents a system-wide recognition of the importance of decent work and productive employment in the daily work and operations of the UN Country Teams.

The Toolkit gives agencies and social partners the opportunity to assess their own processes and programs through a “decent work” lens. It helps all, social partners, government agencies and UN agencies and UN Country Teams, to see how their policies, strategies, programs and activities are interlinked with employment and decent work outcomes and how they can enhance these outcomes.

United Nations Development Assistance Framework and the Decent Work Agenda

The Decent Work Agenda provides numerous entry points for the ILO and UN partners to work together, with strong links to the five programming principles to be integrated into UNDAFs.

Human Rights Based Approach

- 1) Human rights-based approaches are integrally linked to international labour standards.
- 2) The ILO's experience in developing fundamental principles and rights at work offers a rights-based approach to the wider development system.
- 3) The international labour standards can help furnish the UN system with the normative tools and instruments that guarantee workers' rights, social dialogue, promotion of employment policies and social protection with a gender lens.

Gender Equality

- 4) The Participatory Gender Audit Manual and the Gender Score Card are key tools for gender mainstreaming at the operational level.

Environmental Sustainability

- 5) The ILO has been active, along with the United Nations Environmental Programme (UNEP), in promoting “green jobs”, as part of the “Global Green Deal”.

How to work with the ILO

Resident Coordinators can play a key role by . . .

- ➔ Promoting policy coherence and dialogue to better understand the linkages between macroeconomic frameworks, social policy and labour markets in achieving development objectives.
- ➔ Encouraging ratification and implementation of International Labour Standards
- ➔ Advocating that UN agencies and their respective stakeholders link job creation and social protection to poverty eradication.

Concrete suggestions on how to promote policy coherence and engage with the ILO and its constituents in the field . . .

- ➔ **Explore possibilities with the directors in the ILO country offices** for direct cooperation. See “ILO in the World: Contacts for regional and country offices” below.
 - ➔ **Draw on the expertise of the specialists in the ILO country offices including specialist for Employers' and for Workers' Activities (ACTRAV)** to work with a wider range of stakeholders in a given country.
 - ➔ **Familiarize yourself with the Decent Work Country Programme (DWCP)** in your country which can be consulted on the [ILO website](#). Assist in their development when they are being developed.
 - ➔ **Make use of ILO tools and expertise** that can be accessed on the CEB Toolkit for Mainstreaming Employment Decent Work knowledge sharing platform (KSP). Request a password [here](#).
- Consult the [ILOLEX](#) database containing ILO Conventions and Recommendations and numerous related documents and the [NATLEX](#) database on national labour, social security and related human rights legislation.
- ➔ **Identify commonalities of purpose and encourage collaboration among agencies to maximise impact**

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