

INTERNATIONAL LABOUR CONFERENCE

Building a future with Decent Work





The End to Poverty Initiative

The ILO and the 2030 Agenda



DIRECTOR
GENERAL'S REPORT,
"THE END TO
POVERTY INITIATIVE:
THE ILO AND THE
2030 AGENDA



OBJECTIVES OF THE REPORT

- ▶ Make the content of the SDG Agenda 2030 known to ILO Constituents
- ▶ Encourage ILO Constituents to be active stakeholders as the processes take shape nationally
- ▶ Elicit guidance on the ILO's role in implementation



WHAT YOU SHOULD KNOW ABOUT THE SDG'S

- ▶ Ending poverty is the overarching goal
- ▶ Universal
- ▶ Integrated; conveys both magnitude and urgency
- ▶ Implementation nationally – international support
- ▶ Home made, but not pick and chose



WHERE IS DECENT WORK IN THE SDG AGENDA?

- ▶ Decent work has a central role, both an end and a means to ending poverty
- ▶ Social Justice Declaration is a good framework for delivering SDG's
- ▶ Goal 8 brings together the need for environment that creates prosperity with a well governed world of work



THE ROLE OF CONSTITUENTS

- ▶ This is a whole of government exercise
- ▶ Make sure the decent work agenda is embedded in the national strategies
- ▶ ILO constituents must act as architects of the national policies



HOW DOES THE ILO PLAY A ROLE

- ▶ Many enthusiastic interventions from delegates
- ▶ Centenary Initiatives present clear synergies with the SDG agenda
- ▶ DWCP as vehicle for defining the national decent work agenda with tripartite ownership
- ▶ Avoid institutional silo's





105th Session of the
INTERNATIONAL
LABOUR CONFERENCE

COMMITTEE ON DECENT WORK IN GLOBAL SUPPLY CHAINS



INTRODUCTION

- Within the global economy, global supply chains have become an important avenue to organize investment, production and trade.
- In many countries, global supply chains have created employment and opportunities for economic and social development.
- Global supply chains are diverse and can be complex and fragmented. They are found in a wide range of sectors – garments, agriculture, electronics, tourism, transport, etc.,
- Global supply chains have been facilitated by technological development
- They can contribute to a transition from the formal to the informal economy.
- Global supply chains can also enhance skills development, productivity and competitiveness.



SUPPLY CHAINS – NEGATIVE IMPLICATIONS

While there are tremendous benefits to society and economy, at the same time, there have been failures at all levels within global supply chains and they have contributed to negative implications for working conditions in areas such as:

- OSH

- wages

- Overtime work

- Undermining of Labour rights

 - Freedom of association

 - Informality

 - Non-standard forms of employment



- ▶ The collapse of the Rana Plaza building in 2013 and factory fires in Pakistan and Bangladesh in 2012 took the lives of over 1,500 persons and this led to renewed calls at the global level for action to achieve decent working conditions in global supply chains.
- ▶ As a result of the importance of global supply chains, and the challenges which they pose, at the 105th Session of the ILC in June 2016, the General Conference undertook a discussion on Decent Work in global supply chains and adopted resolutions and Conclusions on the topic.



PROPOSED RESOLUTION CONCERNING DECENT WORK IN GLOBAL SUPPLY CHAINS

The Resolution adopted 25 conclusions and invited the Governing Body of the ILO to give consideration to these conclusions in future work plans. The Resolution also requested the Director General to take the conclusions into account when preparing future programme and budget proposals and to give effect to them when implementing the programme and budget for the 2016-2017 biennium



THE CONCLUSIONS

The conclusions focusses on the following issues:

- ✓ That there are opportunities and challenges for the realization of decent work and inclusive development arising from global supply chains
- ✓ A wide range of policies, strategies, actions and programmes have been put in place by the Office, the ILO constituents and other stakeholders to ensure decent work in global supply chains, but there continue to be decent work deficits and governance gaps which must be addressed
- ✓ There is need for appropriate governance systems and measures by governments and the social partners to achieve coherence between economic outcomes and decent work in global supply chains. The UN Guiding Principles recognizes the obligation of States' to respect, protect and ensure human rights and fundamental freedoms and it also recognizes the role of enterprises to comply with all laws. The Principles also speak to effective remedies or sanctions when these laws are breached. Weak national institutions, legislation and implementation affect the positive benefits of globalization and action may be necessary to bridge governance gaps. Actions in this area should include capacity building of all actors to better manage decent work in supply chains



CONCLUSIONS CONTINUED

- ▶ As a result of its global mandate and expertise in the world of work, the ILO has a unique position to lead global action for decent work in global supply chains (given its tripartite structure and normative framework).
- ▶ There are clear roles for government, business and social partners in terms of policy, laws, collaboration and coordination. Emphasis should be placed on recognition of UN guiding principles in these areas.
 - ▶ Some of the issues which governments should treat with include promoting social dialogue; strengthening labour administration and inspection; create an enabling environment to help enterprises to grow and be sustainable; Target specific measures for SMEs, including cooperatives, to increase productivity and promote decent work, including opportunities to formalize; and stimulate transparency.



ILO ACTION

The discussion outlined clear action for the ILO in a number of areas such as:

- ▶ Promotion the ratification and implementation of ILO standards relevant to decent work in global supply chains
- ▶ Strengthening capacity building and provide technical assistance on labour administration and inspection systems; improve the rule of law
- ▶ Promote social dialogue at the national level and cross border
- ▶ Promote the protection of FPRW, including freedom of association and collective bargaining and other labour rights
- ▶ Adapt and scale up development cooperation programmes, such as better work and SCORE to improve rights and conditions in global supply chains
- ▶ Close knowledge gaps
- ▶ Improve statistics
- ▶ Promote partnerships (such as the private sector, MNEs, trade unions, international and regional organizations)
- ▶ The review process for the MNE declaration should take into account the outcomes of this discussion
- ▶ Improve policy coherence among all multilateral initiatives and processes (UN, OECD, G7, G20)



NEXT STEPS



- ▶ After many debates and negotiations, the final conclusion calls on the ILO to review whether current ILO standards are fit for purpose to achieve decent work in global supply chains . A technical tripartite meeting or a meeting of experts is expected to convene as soon as possible to:
 - ▶ Assess the failures which lead to decent work deficits in global supply chains
 - ▶ Identify the salient challenges of governance to achieving decent work in global supply chains
 - ▶ Consider what guidance, programmes, measures, initiatives or standards are needed to promote decent work and /or facilitate reducing decent work deficits in global supply chains.
- ▶ Further information on this topic can be found at:
- ▶ <http://www.ilo.org/ilc/ILCSessions/105/reports/reports-to-the-conference/lang--en/index.htm>





105th Session of the
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COMMITTEE FOR THE SOCIAL JUSTICE DECLARATION

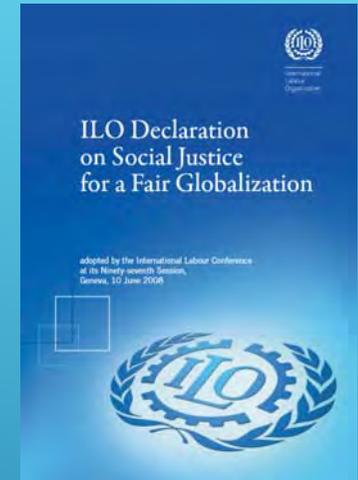


IMPACT OF SOCIAL JUSTICE DECLARATION 2008

▶ Changing Global Context

- ▶ Financial and economic crisis – drop in annual GDP
- ▶ Changing labour force demographic
- ▶ Routine jobs disappearing
- ▶ High unemployment
- ▶ New emerging occupations
- ▶ Development challenges and opportunities – MDGs

- ▶ Promoting employment by creating a sustainable institutional and economic environment
- ▶ Developing and enhancing measures of social protection
- ▶ Promoting social dialogue and tripartism
- ▶ Respecting, promoting, and realizing the fundamental principles and rights at work



ACTIONS BY MEMBER STATES

- ▶ Overall, Members are aware of the Declaration
 - ▶ Employment and social protection
 - ▶ Promotion of sustainable enterprise
 - ▶ Trade and investment agreements
 - ▶ Legislative protection of fundamental principles and right at work
 - ▶ Coherent strategies at national level - Mainstreaming DWCP
 - ▶ Consultation through social dialogue
 - ▶ Financial support by development agencies
 - ▶ Regional migration agreements



ACTION BY THE ORGANIZATION

- ▶ **Understanding and responding to Members realities**
 - Recurrent discussions: Serves as knowledge and governance tool
- ▶ **Making the best use of the unique advantage of the ILO**
 - ▶ Tripartite structure – improving functioning of the governing body and the International Labour Conference
 - ▶ Strengthening of standards as a means to achieving all strategic objectives
- ▶ **Promoting more integrated approach within the ILO**
 - ▶ Technical cooperation and expert advice
 - ▶ Research and knowledge building
 - ▶ Efficient and effective work by the office



ACTION BY AND WITH INTERNATIONAL AND REGIONAL ORGANIZATIONS

- **International organizations**
 - 2030 Dev. agenda, mainstreaming DW
 - Employment and Job creation
 - Consideration or social dialogue
 - Collaboration with other agencies and organizations
- **Regional organizations**
 - AU Tripartite Labour and Social Affairs
- **ILO cooperation with groupings of states**
 - UNTAD, World Bank, ASEAN, G20, G8, AfDB, IMF,
- **Non-States Actors**
 - NGO, Foundations, Academia



ACHIEVING THE FULL POTENTIAL OF THE DECLARATION

▶ Evidence of Impact and challenges ahead

- ▶ Declaration serves as a reference Members and Organization
- ▶ 2030 Development agenda
- ▶ Reform of ILO GB

▶ Equipping the ILO for its second century

- ▶ Areas of specific actions to improve implementation of the Declaration
 - ▶ Strengthened understanding of integrated approach to DWCP
 - ▶ Enhancing scheme of recurrent discussion
- ▶ Realizing the universal aspiration for social justice
 - ▶ What are the options to ensure that ILO work method is up-to-date?
 - ▶ What are the actions required to strengthen implementation?
 - ▶ What are the actions required to promote social dialogue?



COMMITTEE ON THE APPLICATION OF STANDARDS

- ▶ 90th anniversary
- ▶ 24 individual cases discussed and conclusions adopted
 - ▶ Convention No. 87
 - ▶ Conclusions: ILO missions, technical assistance
- ▶ General survey on labour migration
 - ▶ Effective management of international labour migration requires good global governance and international cooperation



AMENDMENTS TO THE MARITIME CONVENTIONS

- ▶ Maritime Labour Convention, 2006: Two amendments
 - ▶ Guidelines for the elimination of shipboard harassment and bullying
 - ▶ Allowing a five month extension of the validity of Maritime Labour Certificates in circumstances where ships have passed the relevant inspection but where a new certificate cannot be issued and made available on board.
- ▶ Seafarers' Identity Documents Convention, (No. 185): Annex amended
 - ▶ Seafarers' identity documents will, in future, use facial images stored in a contactless chip.



- ▶ Decent work for peace, security and disaster resilience:
Revision of the Employment (Transition from War to Peace)
Recommendation, 1944 (No.71)



EMPLOYMENT AND DECENT WORK
FOR THE TRANSITION TO PEACE



Recommendation No.71 and its Revision

Deeply rooted in ILO's foundational and constitutional principles:

- ✓ *" Universal and lasting peace can be established only if it is based upon social justice"* (Preamble of the Constitution)
- ✓ Continued high relevance of the main intent of R.71 in the new global context of conflicts and crises
- ✓ Revision guided by evolving national, international and ILO experience and new approaches to crisis response

Committee on Employment and Decent Work for the Transition to Peace (ETDTP)

- ✓ Report V (1)&(2) Employment and decent work for peace and resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71)
- ✓ 172 members (85 Government members, 23 Employer members and 64 Worker members) - 15 Committee sittings



Resolution to Place on the Agenda of the Next ILC the Item: “Employment and Decent Work for Peace and Resilience”

The General Conference of the International Labour Organization, Having adopted the report of the Committee appointed to consider the fifth item on the agenda,

Having in particular approved as general conclusions, with a view to the consultation of Governments, proposals for 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),

Decides that an item entitled “Employment and decent work for peace and resilience” shall be included in the agenda of its next ordinary session for second discussion with a view to the adoption of a Recommendation.

Adopted on 10 June 2016



Suggested Content of New Recommendation Revises and Replaces the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71)

1. Preamble
2. Purpose and Scope
3. Guiding Principles
4. Strategic Approaches
5. Rights, Equality and Non-discrimination
6. Employment Generation
7. Education, Vocational Training and Guidance
8. Social Protection
9. Labour Law, Labour Administration and Labour Market Information
10. Social Dialogue
11. Refugees, Internally Displaced Persons and Returnees
12. Prevention, Mitigation and Preparedness
13. International Cooperation



Important developments of the New Recommendation (1)

- Expand the purpose and scope of R71: from 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
- “DISASTER”: 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;
- “RESILIENCE”: ability of a system to reduce, prevent, anticipate, absorb and adapt, or recover from the effects of a hazardous event in a timely and efficient manner, including through ensuring the preservation, restoration, or improvement of its essential basic structures and functions



Important developments of the New Recommendation (2)

- Stabilize livelihoods and income through employment and social protection measures
- Promote local economic recovery for employment and decent work opportunities and socio-economic reintegration
- Promote sustainable employment, social protection, sustainable development, creation of sustainable enterprises, just transition, access to public services and decent work
- Build or restore labour market institutions and social dialogue
- Adopt a phased approach, and coherent and comprehensive strategies for promoting peace, preventing crises, enabling recovery and building resilience
- Promote equality of opportunity and treatment for women and men without discrimination of any kind



Important developments of the New Recommendation (3)

- Prevent, identify and eliminate child labour and to integrate crisis responses into relevant national policies and programmes
- Adopt inclusive measures for ensuring decent employment and income generation opportunities
- Seek to ensure basic income security for disadvantaged and marginalized groups of the population whose jobs or livelihoods have been disrupted by the crisis
- Review and establish, re-establish or reinforce labour legislation
- Promote reconciliation, social and economic stability, recovery and resilience through social dialogue, and support women's influence and meaningful participation in social dialogue
- Adopt specific measures, in accordance with international instruments on refugees, in the event of refugee influx caused by conflict, violence and persecution



WORKERS GROUP ILC2016

- ✓ 24 individual cases relating to violations of international labour standards.
- ✓ The matter of employment and decent work in the service of peace was also discussed.
- ✓ Committee on decent work in global supply chains - Committee's conclusions call on governments to strengthen their labour inspection systems, promote social dialogue and fundamental principles and rights at work, including freedom of association and collective bargaining.



105TH SESSION OF THE ILC: EMPLOYERS PERSPECTIVE

Overall the Conference was again successful and constructive

- Early consultation with IOE members will contribute to further improvements.
- In addition strengthening regional consultations would improve coordination of policy positions.
- The office remains committed to working with EO's in the region to convene preparatory meetings to draft regional policy positions on pertinent matters to be discussed at the Conference - the modalities will be discussed within the context of the CEC



THE COMMITTEE ON THE APPLICATION OF STANDARDS

- ▶ The CAS completed its work in a constructive and open atmosphere. While divergences of views among the tripartite constituents on substantial issues remain, these were voiced in a spirit of mutual respect and understanding.
- ▶ The issue relating to the interpretations of the “right to strike” in the context of C. 87 remains a concern for Employers
- ▶ Employers maintained that matters related to the “right to strike” were outside the scope of C. 87 and outside the scope of the mandate of both the CEACR and the CAS.
- ▶ Employers remains adamant that the Governments do not have a duty to provide in their national reports on the application of C. 87 any information on changes to their law and practice related to the CEACR observations on the “right to strike”. The same is valid for the CAS conclusions on cases concerning C. 87, which will continue not to make any request to governments for information or for changes of law and practice regarding the right to strike.
- ▶ The discussion of the 24 individual cases was conducted successfully. However, the Employers deeply regretted that no case of progress was included in the 24-country list



Q & A

You have

Questions

We have

Answers



▶ Thank you for attending today's Webinar

