



Governing Body

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Institutional Section

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FIFTEENTH ITEM ON THE AGENDA

Report of the Director-General

Second Supplementary Report: Follow-up to the centenary initiatives

Purpose of the document

The document provides the annual report on progress with respect to implementation of the centenary initiatives presented in the Report of the Director-General to the 102nd Session of the International Labour Conference (2013), as decided by the Governing Body at its 319th Session.

Relevant strategic objective: All.

Policy implications: None.

Legal implications: None.

Financial implications: Yes.

Follow-up action required: Implementation of the initiatives in light of the guidance provided by the Governing Body.

Author unit: Office of the Director-General (CABINET).

Related documents: *Towards the ILO centenary: Realities, renewal and tripartite commitment* (ILC.102/DG/I); *The future of work centenary initiative* (ILC.104/DG/I); GB.319/INS/3/1; GB.321/INS/6; GB.322/INS/13/2; GB.323/PFA/1; GB.325/INS/2; GB.325/INS/3; GB.325/INS/6; GB.325/LILS/3; GB.325/WP/GBC/1.

Introduction

1. At its 319th Session (October 2013) and its 322nd Session (November 2014) the Governing Body discussed the implementation of the seven centenary initiatives proposed by the Director-General in his Report to the 102nd Session (2013) of the International Labour Conference. The Governing Body supported the implementation of the initiatives and requested the Director-General to provide annual progress reports.
2. In light of the guidance provided by the Governing Body, the Programme and Budget for 2016–17 approved by the International Labour Conference takes due account of the work to be conducted under the centenary initiatives. In addition, the future of work initiative was chosen by the Director-General to be the theme of his Report to the 104th Session of the Conference (2015), thereby enabling a very full participation of constituents in the discussion of its content.
3. The views of the Governing Body are now sought with regard to the ongoing implementation of the centenary initiatives. Since the governance initiative, the standards initiative and the end to poverty initiative are dealt with under separate items as indicated below, while the enterprises initiative is to be the subject of a discussion at the 326th Session of the Governing Body, it is proposed that the discussion at the current session under this item focus principally on the green initiative, the women at work initiative and the future of work initiative.

The governance initiative

4. The governance initiative has the objective of the completion of the reform and evaluation of the ILO's governance structures and instruments.
5. The new arrangements for the 2015 session of the International Labour Conference, including its duration of just two weeks, are to be the subject of a debate in the Working Party on the Functioning of the Governing Body and the International Labour Conference (WP/GBC) at the present session of the Governing Body.¹
6. Another major part of the governance initiative relates to the impact of the ILO Declaration on Social Justice for a Fair Globalization. This session will consider in a separate item the preparations that are now under way for the discussion of this item at the 105th Session of the International Labour Conference in 2016.²
7. A third element of the governance initiative, the reform of the Regional Meetings, will be considered by the WP/GBC in its future meetings. The Governing Body has completed its review of the fourth element, the reform of the Governing Body itself.

¹ GB.325/WP/GBC/1.

² GB.325/INS/3.

The standards initiative

8. The objective of this initiative is to establish full tripartite consensus on the functioning of an authoritative standards supervisory mechanism and on enhancing the relevance of international labour standards through a standards review mechanism. These issues will be the subject of a specific discussion at the current session of the Governing Body.³

The enterprises initiative

9. The enterprises initiative has the objective of realizing fully the potential of the ILO to engage with enterprises to achieve the goals of the Organization. As determined by the Governing Body at its 321st Session (June 2014), a progress report on implementation of the ILO's wider engagement with the private sector will be presented to the 326th Session (March 2016).

The end to poverty initiative

10. The objective of this initiative is to bring together all relevant areas of ILO action in a coherent strategy with clearly defined, concrete goals in order to maximize the Organization's contribution to ending world poverty.
11. The implementation of the United Nations (UN) 2030 Agenda for Sustainable Development, to be adopted by the General Assembly in September 2015, provides an important focus for the initiative. The opportunity presented by that Agenda to align the ILO's anti-poverty work with the overall efforts of the international community has been emphasized by the Governing Body.
12. A separate document submitted to the Governing Body⁴ assesses the importance of the 2030 Agenda for Sustainable Development for the ILO and provides recommendations on the ways the ILO can, through an integrated approach under the end to poverty initiative, make the fullest contribution to its implementation.

The green initiative

13. The green initiative is intended to maximize the ILO's contribution to the transition to a low-carbon, sustainable development path through the integration of a practical decent work dimension.
14. At its 322nd Session, the Governing Body was advised that the initial phase of implementation would focus on four elements: assistance to constituents in a number of countries on a pilot basis; enhanced partnerships on climate change including work with social partners; intensified research and knowledge-sharing; and contributing to the efforts to conclude an effective agreement at the 21st Conference of the Parties to the UN Framework Convention on Climate Change (UNFCCC) in Paris in December 2015.

³ GB.325/LILS/3.

⁴ GB.325/INS/6.

15. Over the past year the ILO's work under the green initiative has intensified, and the higher visibility of the ILO in this field has itself generated increased demand for ILO support and advice. The ILO has started to assist a number of countries on greening their economies and jobs, and to estimate the labour market impact of their intended nationally determined contributions (INDCs) to reduce greenhouse gas emissions. The ILO knowledge base on green jobs and decent work has been strengthened through several country analyses. In October 2015, a tripartite meeting of experts is to adopt policy guidelines for "a just transition for all", with recommendations on giving them practical effect at the country level.
16. At the multilateral level, the ILO has taken an active role together with its tripartite constituents to engage in the intergovernmental climate change processes leading up to the Paris Conference at the end of 2015. In that regard, the High-level Summit on "Climate Change and the World of Work" held during the 104th Session of the Conference underscored the key role of actors of the world of work in addressing climate change. The ILO will be present at the Paris Conference and will seek to make an important contribution to its effective outcome.
17. In the light of that outcome the ILO will need to step up its work in undertaking the promotion of a just transition strategy. Accordingly, the following steps are proposed, resources permitting:
 - assisting member States in managing the labour issues associated with implementing the INDCs, by piloting the application of the ILO guidelines being adopted in October 2015 to countries with different environmental and social challenges;
 - deepening its knowledge base with an emphasis on the sectoral labour market impact in key sectors particularly prone to climate change effects such as agriculture, transport and tourism, as well as identifying the conditions in which specific sectors could expand and create opportunities for decent jobs, such as construction, environmental services and waste management;
 - developing and enhancing the ILO's cooperation with key networks and enhancing its partnerships with major actors to promote just transition;
 - maintaining close cooperation with the UNFCCC secretariat and other UN bodies with a view to maximizing the ILO's contribution to effective national and international action to implement the Paris outcome.

The women at work initiative

18. The objective of this initiative is to undertake a major stocktaking of the status and conditions of women in the world of work and to engage in concrete action to achieve full and lasting gender equality and non-discrimination.
19. The Governing Body agreed last year that the initiative would be pursued along three tracks: research into the situation of women at work and the obstacles to equality and empowerment; consultations with constituents and relevant stakeholders with a view to identifying the innovative action needed; and advocacy and support to constituents in the implementation of the action identified as key to the attainment of gender equality.

20. Since the 322nd Session of the Governing Body, work has proceeded in all these areas. The Office proposes the following next steps, provided additional resources can be identified:
- finalizing an initial publication on the labour market situation of women as a first step towards a special stocktaking report for release in 2017 to identify “what works” in addressing decent work deficits for women;
 - conducting a global survey into women’s and men’s perceptions related to gender gains, gaps, obstacles and discrimination in the world of work;
 - organizing a series of “women at work dialogues” to examine experiences across the globe and elicit cutting-edge thinking on more innovative and effective approaches;
 - holding a global tripartite forum on women at work in 2017;
 - launching and conducting a comprehensive and strategic global campaign to achieve progress between 2017 and 2019.

The future of work initiative

21. The objective of the future of work centenary initiative is to enable an in-depth reflection on the future of work, intended to provide the analytical basis to equip the ILO to deliver on its social justice mandate in its second hundred years. The initiative was, as noted above, the subject of the Director-General’s Report to the 2015 session of the International Labour Conference.
22. That Report proposed a three-stage approach to the process of implementation of the initiative. The first stage would be to invite the widest possible engagement in and contributions to the reflection on the future of work. Tripartite constituents, international organizations, research institutions, universities, civil society and individual personalities would all be asked to participate, and member States encouraged to establish their own networks and processes.
23. In order to give structure to the potentially considerable body of inputs that would be generated and to process them in such a way as to feed into the second and third stages of implementation, the report proposed to cluster participation in four “centenary conversations”:
- work and society;
 - decent jobs for all;
 - the organization of work and production; and
 - the governance of work.
24. The four conversation headings are intended to provide space for discussion of all issues considered relevant to the future of work without limitation, while ensuring that contributions are not so dispersed or unconnected that their value risks being lost. Each conversation would be synthesized in core reports with publication targeted for late 2016.
25. The second stage would be the establishment of a high-level commission on the future of work. It would be asked to examine the outputs from the centenary conversations, and to develop them and to fill such knowledge gaps or deficits as become apparent, inter alia,

through a series of public hearings and other activities. The output of the commission would be a report to be submitted to the 108th Session (2019) of the Conference.

26. The ILO's centenary year, 2019, would be the occasion for the third stage of the initiative. All member States would be encouraged to hold ILO centenary events in the first half of the year. While national tripartite constituencies would undoubtedly wish to provide space to commemorative or historical components in such events, in accordance with the specifics of their interaction with the ILO over the years, it would also be important for each of them to give attention to the issues arising from the future of work initiative.
27. The 108th Session (2019) of the Conference would be the culminating event of the initiative. A large part, or all, of the centenary Conference agenda could be devoted to the initiative, within the limits set by the Constitution and other necessary work. On the understanding that the report of the high-level commission on the future of work would be a key document presented to the Conference, it would be possible to examine it as a whole in a continuous plenary debate or to deal with specific themes arising from it in the technical committees or elsewhere in interactive sittings.
28. The majority of substantive activities over 2015–19 described above would not be undertaken within the Office. However, implementation of the initiative would entail its coordination, the preparation of reports arising from the initial stage of reflection, servicing of the commission and preparations for the 108th Session (2019) of the Conference. Consequently, the Director-General's Report proposed to establish a dedicated unit within the Office, headed by an adviser on the future of work, and to mobilize financial resources to cover this work and other aspects associated with implementing the initiative.
29. In the plenary debate on the Director-General's Report at this year's session of the Conference, a total of 297 interventions were made. There was strong and unequivocal support for the initiative which was considered relevant and necessary, both for the ILO and for the global community as a whole. There were many indications by member States of readiness to initiate national processes to contribute to its implementation.
30. The Conference further delivered a number of clear messages about how the initiative should be implemented. Firstly, and as also highlighted in the Governing Body's discussion in November 2014, it was stressed that while the proposed outreach to academia, civil society and others was an important and necessary way of gathering knowledge to enrich the initiative, that outreach had to be undertaken in ways which served and bolstered tripartism and in no way diminished or displaced it, and that it was up to the tripartite constituents to provide guidance on policy.
31. The four areas outlined as the subject of the four centenary conversations were seen as appropriate and speakers highlighted a number of specific items for consideration including, in particular, skills and training, and migration. It was stressed that key international processes including the 2030 Agenda for Sustainable Development had to be woven into the initiative, and that the other centenary initiatives being undertaken concurrently with the future of work initiative were highly relevant and needed to feed into it.
32. The proposed establishment of a high-level world commission was widely supported, with important questions being raised about its functioning – including in relation to the strengthening of tripartism.
33. Speakers were supportive of the 2019 session of the Conference being given over to the future of work initiative and there was agreement that the possible adoption by it of a Centenary Declaration would require careful consideration and preparation. It was

suggested that the initiative might require further examination at a Conference session before 2019.

34. The more focused nature of debate in the Governing Body now provides an important opportunity to deepen discussion of the issues raised in debate of the Director-General's Report at the Conference and to offer more detailed guidance.
35. In particular, the Governing Body might take the view that the Director-General should write to all member States to announce the launching of the initiative and to seek their full engagement in its implementation, including through the establishment of national processes. It will also be necessary to consider how the implementation of the initiative will impact the setting of agendas of Conference sessions until, and including, 2019.

Draft decision

36. *The Governing Body requests the Director-General:*

- *to take account of its guidance with regard to the centenary initiatives, and to facilitate the strong involvement of constituents in their implementation;*
- *to send a circular to all member States inviting their fullest engagement in the future of work centenary initiative;*
- *to submit a report on progress at its 328th Session (November 2016).*

37. *The Governing Body further requests the widest possible engagement in and contributions of the ILO constituents to the reflection on the future of work, and encourages them to establish their own networks and processes to ensure it is given full effect.*