



Governing Body

328th Session, Geneva, 27 October–10 November 2016

GB.328/INS/17/2

Institutional Section

INS

Date: 3 October 2016

Original: English

SEVENTEENTH ITEM ON THE AGENDA

Report of the Director-General

Second Supplementary Report: Follow-up to the ILO 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 Director-General's Report to the 102nd Session of the International Labour Conference (2013), as decided by the Governing Body at its 319th Session (October 2013). The Governing Body is invited to provide guidance (see the draft decision in paragraph 27).

Relevant strategic objective: All.

Policy implications: No.

Legal implications: No.

Financial implications: Yes.

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

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

Related documents: ILC.102/DG/I(A), *Towards the ILO centenary: Realities, renewal and tripartite commitment*; ILC.104/II/Supplement, *The Director-General's Programme and Budget proposals for 2016–17*; ILC.104/DG/I, *The future of work centenary initiative*; ILC.105/DG/I(B), *The End to Poverty Initiative: The ILO and the 2030 Agenda*; GB.319/INS/3/1; GB.322/INS/13/2; GB.325/INS/15/2; GB.326/INS/3; GB.328/INS/5/1; GB.328/INS/5/2; GB.328/INS/6; GB.328/INS/7; GB.328/POL/2; GB.328/PFA/1; GB.328/PFA/2; GB.328/WP/GBC/1; GB.328/WP/GBC/2.

Introduction

1. At its 319th (October 2013), 322nd (November 2014) and 325th (November 2015) Sessions, the Governing Body discussed the seven Centenary Initiatives proposed by the Director-General in his Report to the 102nd Session (2013) of the International Labour Conference.¹ The Governing Body provided suggestions on the substance of the Initiatives, supported their implementation and requested the Director-General to continue providing annual progress reports.
2. The document below reports upon all seven Initiatives. Since certain Initiatives are dealt with principally under other agenda items, it is proposed that the Governing Body focus principally on the Green Initiative, the Women at Work Initiative and the Future of Work Initiative under this item.
3. Each of the Centenary Initiatives brings together action in key areas to give the ILO a good strategic positioning to pursue its mandate in its second century. Generally, action under the Initiatives is incorporated into both the Strategic Plan for 2018–21² and the policy and enabling outcomes and the cross-cutting policy drivers that are proposed in the preview of the Programme and Budget proposals for 2018–19.³ More detailed information on all seven Initiatives is provided on the ILO's dedicated Centenary Initiatives web pages.⁴

The Governance Initiative

4. The Governance Initiative comprises completion of the reform and evaluation of the ILO's governance structures and instruments to ensure that they are capable of giving effective direction to a twenty-first century organization. It is well advanced, with the structural reforms of the Governing Body and Conference largely completed; consideration of Regional Meetings is pending. Initial results show a marked improvement in the efficiency and effectiveness of constituent governance. At the present session, the Governing Body will discuss a report of the Working Party on improving the functioning of the Governing Body and the International Labour Conference,⁵ and on the role and functioning of Regional Meetings.⁶ It will also consider the setting of the agenda of future sessions of the International Labour Conference on the basis of the strategic and coherent approach adopted at its 322nd Session.⁷
5. The Governance Initiative incorporates relevant outputs from the evaluation of the impact of the 2008 Declaration on Social Justice for a Fair Globalization undertaken at the

¹ ILC.102/DG/1A, *Towards the ILO centenary: Realities, renewal and tripartite commitment*.

² GB.328/PFA/1.

³ GB.328/PFA/2.

⁴ <http://www.ilo.org/global/about-the-ilo/history/centenary/lang--en/index.htm>.

⁵ GB.328/WP/GBC/1.

⁶ GB.328/WP/GBC/2.

⁷ GB.328/INS/3.

105th Session of the International Labour Conference in June 2016. The Governing Body will consider the follow-up to that discussion under a separate item at its present session.⁸

The Standards Initiative

6. The objective of the Standards 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. Significant progress has been made, particularly with the launch of the Standards Review Mechanism as well as other processes, and the Initiative will be the subject of a number of discussions at the current session of the Governing Body.⁹ Given the fundamental importance of standards to the identity of the ILO and consequently to all ILO activity, the success of this Initiative is critical in defining the ILO's mission in its second century.

The Enterprises Initiative

7. The objective of the Enterprises Initiative is to realize fully the potential of the ILO to engage with enterprises so as to contribute to achieving the Organization's goals, including the promotion of sustainable enterprises. There are three main strategic components: enterprise and supply chain policies and practices; international initiatives on enterprise behaviour; and knowledge building and outreach. The Governing Body reviewed the Initiative at its 326th Session (March 2016), and requested the Director-General to continue efforts to improve ILO engagement with the private sector, taking into account its guidance. Accordingly, the Enterprises Department, acting in conjunction with the other departments concerned and in accordance with the Governing Body's earlier decisions, has been implementing the Enterprises Initiative as part of the broader Office strategy to engage the private sector.¹⁰ Actions have included the rapid expansion of the ILO Global Business and Disability Network; support for the Global Apprenticeships Network; increased training at the ILO International Training Centre in Turin as part of the ILO package on Sustaining Competitive and Responsible Enterprises (SCORE) and, in the field, on occupational safety and health; initiation of a review of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy; and increased joint work with other agencies on international initiatives concerning enterprises. A full progress report will be submitted to the Governing Body at its 329th Session (March 2017).

The End to Poverty Initiative

8. The End to Poverty Initiative is the ILO's vehicle for contributing to the implementation of the United Nations 2030 Agenda for Sustainable Development. As such, the Initiative brings together and gives focus to all ILO activities that support the achievement of the objectives of the 2030 Agenda. Due to the active engagement of the ILO and its member States during the preparatory stage, the 2030 Agenda reflects a wide range of ILO concerns with decent work at its centre, providing an important signal that the priorities and the strategic direction of the ILO are influencing the international community as a whole. The Office has

⁸ GB.328/INS/5/2.

⁹ In particular, GB.328/INS/6, GB.328/LILS/2/1 and GB.328/LILS/2/2.

¹⁰ Additional documents before this session of the Governing Body that are relevant to this discussion include GB.328/POL/2 and GB.328/INS/5/1.

undertaken preparatory work to provide the necessary support, which calls for an Organization-wide effort across most of its policy outcomes, enabling outcomes and cross-cutting policy drivers.

9. The End to Poverty Initiative was the subject of the Director-General's Report to the 105th Session of the Conference (2016). The 291 speeches in the Conference plenary strongly supported the ILO's role in achieving the goals of the 2030 Agenda, particularly Goal 8. The importance of a close partnership with all UN agencies and the multilateral system was emphasized, so as to maximize the contribution of the Decent Work Agenda to the realization of the Sustainable Development Goals and to avoid duplication of efforts. The role of the private sector was highlighted. National ownership was identified as a critical factor of success, along with effective national adaptation of global strategies on the Sustainable Development Goals, including through their integration into ILO Decent Work Country Programmes. Many delegates signalled their readiness to take their full place in national strategies to implement the 2030 Agenda. Many also highlighted the ILO's responsibility to support its tripartite constituents' efforts in this regard, for example by facilitating the development of tripartite approaches, encouraging participatory follow-up frameworks, sharing relevant knowledge, contributing to the indicators to monitor progress, and assisting in capacity building of constituents in developing countries.
10. A separate Governing Body document assesses the follow-up to the 2030 Agenda and describes how the ILO intends to maximize its contribution to achieving the Sustainable Development Goals through an integrated approach.¹¹

The Green Initiative

11. The Green Initiative aims to give practical application to the decent work dimension of achieving a "just transition" to a low-carbon, sustainable development path and to facilitate the contribution of the tripartite constituents. The agreement reached at the 21st session of the Conference of the Parties to the United Nations Framework Convention on Climate Change (UNFCCC) in Paris in December 2015 has given major impetus to ILO action to achieve outcomes in the world of work which meet human needs and the imperative of planetary survival. The ILO is now combining advocacy of this approach with increased practical support to member States.
12. Over 2015, the pace of work increased as climate change negotiations accelerated. Together with its tripartite constituents, the ILO played an active role in promoting decent work objectives in the outcome of the Paris climate change conference. At its 325th Session, the Governing Body agreed that the ILO should focus on promoting a strategy for a just transition in four areas: (i) assisting member States in managing labour issues associated with implementing their nationally determined contributions to global action on climate change by piloting the practical application of the ILO "Guidelines for a just transition towards environmentally sustainable economies and societies for all"; (ii) deepening the knowledge base with an emphasis on labour market impacts in key sectors particularly prone to climate change effects, as well as identifying the conditions in which specific sectors could expand and create opportunities for decent jobs; (iii) developing and enhancing the ILO's cooperation with key networks and partnerships with major actors to promote a just transition; and (iv) 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.

¹¹ GB.328/INS/7.

13. Since the Paris conference, the ILO has intensified its efforts to support tripartite action. The ILO guidelines for a just transition are being implemented in the Philippines, with similar processes to be initiated in Uruguay and Ghana; expansion to further countries is planned, subject to the availability of additional resources. The Office has prepared a policy brief entitled “Decent Jobs in a Safe Climate: ILO Solutions for Climate Action” and a resource guide, “Greening Economies, Enterprises and Jobs: The role of employers’ organizations in the promotion of environmentally sustainable economies and enterprises”. Support has been provided for the design and implementation of a new trade union training programme on climate change and decent work. A series of Geneva-based dialogues has been organized with the permanent missions of member States to consider strategies and actions in support of the implementation of the Paris Agreement on Climate Change. A new training course on green jobs for a just transition to low-carbon and climate resilient development was launched in May 2016, in collaboration with the Turin Centre, and the ILO’s second global academy on the green economy is being held in Turin in October 2016, which includes a high-level policy dialogue on the future of work in the transition to inclusive green economies. A new web portal on climate change and the Green Initiative has been set up. In its own work, the Office has sought to improve integration of environmental practices by “green-streaming” all areas of its operations and through an internal, Office-wide Environmental Sustainability Action Plan for 2016–17. To ensure that all ILO activities take into account the objectives of the Green Initiative, environmental sustainability has been proposed as a fourth cross-cutting policy driver in the Programme and Budget proposals for 2018–19 and is part of the framework of the Strategic Plan for 2018–21.
14. The Green Initiative must equip the Organization with the required knowledge, policy and operational tools and build capacity among constituents and staff on inclusive and sustainable development ahead of the expected entry into force of the Paris Agreement in 2020. Accordingly, the following key areas of work are proposed for 2016–2019, building on the priorities established earlier:
- expanding national application of the just transition framework, while improving the relevance and quality of policy advice, tools and technical knowledge;
 - increasing the knowledge base through a series of thematic policy and technical briefs addressing the policy areas contained in the ILO guidelines for a just transition;
 - further enhancing capacity building of constituents in conjunction with the Turin Centre and using new and targeted training courses;
 - deploying innovative approaches in communications through the new Green Initiative web portal and other outreach tools for constituents and the public;
 - establishing new and strategic partnerships with UN agencies, social partners and relevant private sector institutions;
 - engaging in additional resource mobilization, including through the Green Climate Fund;
 - reinforcing the mainstreaming of environmental sustainability within the ILO in its outcomes and development cooperation projects, and other adaptation of ILO operations;
 - focusing on the Green Initiative in the ILO’s flagship *World Employment and Social Outlook* report in 2018.

The Women at Work Initiative

15. The purpose of the Women at Work Initiative is to survey the situation of women in the world of work today in order to identify the impediments to faster progress on gender equality and women's empowerment and the potential remedial action. As decided by the Governing Body, the Initiative has three mutually reinforcing tracks: research into the situation of women at work and the obstacles to equality and empowerment, in partnership with key institutions and academics; consultations with constituents and relevant stakeholders with a view to identifying the innovative action needed; and advocacy and support in the implementation of the action identified as key to the attainment of gender equality. The results will form the basis for the ILO's work on gender equality in its second century.
16. In November 2015, a collaborative effort was launched with Gallup to provide ongoing measurement in more than 140 countries of developments regarding gender equality in the world of work, based on interviews with women and men aged 15 and above, both across regions and across rural/urban and socio-economic divides. A report entitled *Women at work: Trends 2016*, which examines women's situation in the labour force today and progress made over the past 20 years, was released in March 2016. A Women in Business and Management project is being implemented with the aim of challenging gender stereotypes and corporate cultures, given the need to balance work and family responsibilities at both the enterprise and the national level. Consequently, a series of reports and conferences is planned to highlight the business case for gender diversity and provide further proposals for action. The Office is consulting with constituents on the preparatory inputs for the discussion at the 2018 session of the International Labour Conference of a new standard on violence against women and men in the world of work, which will also be considered by a tripartite meeting of experts on 3–6 October 2016. The Initiative is also reflected in the cross-cutting policy driver on gender equality and non-discrimination in the draft Programme and Budget for 2018–19. Finally, it should be noted that the 61st Session of the UN Commission on the Status of Women (New York, 13–24 March 2017) will have “women's economic empowerment in the changing world of work” as its priority theme, a strong indication that the employment issues highlighted by the ILO are permeating international discussions of gender equality.
17. The Office proposes the following next steps:
 - further regional reports and conferences as part of the Women in Business and Management project;
 - a number of “women at work dialogues” to examine experiences around the globe and elicit cutting-edge thinking on more innovative and effective approaches, beginning with a dialogue on gender equality in the world of work in collaboration with the Nordic Council of Ministers in Finland in November 2016 involving exchanges with international constituents and experts to identify globally replicable elements, and followed by an international conference in May 2017 in collaboration with the Universities of Oxford and Kent, United Kingdom, to assess why current legal and policy strategies have failed to break cycles of disadvantage and to discuss new actions;
 - a major event in March 2017 in Washington, DC, to mark International Women's Day, with the release of the results of the abovementioned ILO–Gallup global survey into women's and men's perceptions of gender gains, gaps, obstacles and discrimination in the world of work;
 - selection of “women at work” as the theme of the next World of Work Summit, to be held on 15 June 2017 during the 106th Session of the International Labour Conference;

- launch of a global report on the care economy in late 2017, supported by practical actions such as preparation of a manual for caregivers to provide detailed practical guidance on vocational issues, including the rights and responsibilities of the workers and employers concerned;
- a major stocktaking report pulling together the different strands of the Women at Work Initiative for release in 2018 to identify what works in ensuring equality of opportunity and treatment, followed by a global event on women at work later in 2018, resources permitting, to culminate in a roadmap for the ILO in promoting women's empowerment and gender equality;
- on the basis of the above efforts, launch of a comprehensive and strategic global campaign to achieve measurable progress on gender equality during the first years of the ILO's second century.

The Future of Work Initiative

18. The Future of Work Initiative is centred on an in-depth examination of the future of work that will provide the analytical basis for the delivery of the ILO's social justice mandate in the twenty-first century. The Initiative was the subject of the Director-General's Report to the 2015 session of the International Labour Conference, and was referred to in 297 speeches during the plenary discussion. The report proposed a three-stage approach to implementing the Initiative: tripartite national dialogues in 2016; the establishment in 2017 of a high-level Global Commission on the Future of Work to function over a 12- to 18-month period and report back; and the centenary session of the Conference.
19. There was strong support for the Future of Work Initiative at the 2015 session of the Conference. At its 325th Session (November 2015), the Governing Body emphasized the importance of the strong involvement of constituents, and requested the Director-General to invite the fullest engagement of member States and ILO constituents in the reflection on the future of work and to encourage them to establish their own networks and processes. The Governing Body took note of the appointment of a Special Adviser on the Future of Work Initiative, Mr Nicolas Niemtchinow.
20. The first stage of implementation of the Initiative is under way. At the time of writing, 135 member States – slightly more than two-thirds of the ILO's membership – had responded positively to the Director-General's invitation. The majority have provided information regarding the organization of tripartite national dialogues and there is a strong commitment to the full realization of the objectives of the Future of Work Initiative.
21. Most national dialogues are being organized with reference to the four "centenary conversations" proposed in the Director-General's Report: work and society; decent jobs for all; the organization of work and production; and the governance of work. The outcomes are being synthesized under those headings and will be among the inputs submitted to the Global Commission. Should member States so wish, the reports of national dialogues will be published on the Future of Work public website.¹² The ILO regional and country offices are ready to support constituents if needed. They are also renewing outreach to those member States that have yet to respond to the Director-General's invitation.
22. In addition to reports from the national dialogues, a number of policy inputs will be prepared for the Global Commission. An internal steering committee led by the Deputy Director-

¹² <http://www.ilo.org/global/topics/future-of-work/lang--en/index.htm>.

General for Policy is guiding this work, which will contribute to or complement the ongoing work in related areas of many member States as well as of entities such as the G20, which will focus on the future of work under Germany's presidency in 2017. The Office will draw on the wealth of knowledge on the future of work already available elsewhere when developing its own research, policy papers and other products, with a view to enabling the ILO to become a major knowledge centre on the future of work. It will also organize events aimed at making significant contributions to the global future of work debate, as far as possible in collaboration with partners who support the Initiative. The Future of Work Initiative is a central element of the Strategic Plan for 2018–21 and core actions are integrated into the draft Programme and Budget for 2018–19. The Office is seeking to mobilize additional financial resources to cover the full costs of implementing the Initiative.

23. Efforts are under way to secure the widest possible engagement of outside parties – international and regional organizations, research institutions, universities, civil society and individual experts – to join the ILO's tripartite constituents in the examination of and reflection on the future of work. It is a topic that is proving to have great resonance across the world. Preparations are being made for a major symposium on the future of work in the first half of 2017, the proceedings of which will be summarized and submitted to the high-level Global Commission on the Future of Work. The commission is anticipated to be launched by mid-2017. Its report will be submitted to the centenary session of the Conference in 2019.
24. In 2019, the ILO's centenary year, member States may wish to organize events that will focus on the matters arising from the Future of Work Initiative. The Nordic Council of Ministers, for instance, has already scheduled a major conference on the future of work in April 2019 in Iceland.
25. The third milestone of the Initiative is the centenary session of the International Labour Conference in 2019. As has been previously discussed, the 108th Session (2019) of the International Labour Conference could be devoted to the future of work, subject to constitutional and other requirements. Speakers at the 104th Session (2015) and at the subsequent Governing Body in November 2015 generally supported this possibility. The report of the Global Commission could either be examined as a whole in a continuous plenary discussion or divided between technical committees to examine its specific themes. The adoption of a Centenary Declaration, if commensurate with constituents' level of ambition for the future of the Organization, could be considered.
26. It has been suggested that the Future of Work Initiative might require further examination at a Conference session in advance of 2019; when the Governing Body prepares the agenda for the 2018 session, it may wish to bear such possibilities in mind.¹³

Draft decision

27. *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 submit a report on progress at its 331st Session (November 2017).*

¹³ Notably, in the Governing Body's discussion of the agenda of the International Labour Conference (GB.328/INS/3).