



# Governing Body

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Institutional Section

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## Matters arising out of the work of the resumed part of the 109th Session (2021) of the International Labour Conference

Follow-up to the resolution concerning inequalities and the world of work

### Purpose of the document

This document proposes a plan of action on inequalities in the world of work for 2022–27, to give effect to the conclusions adopted by the International Labour Conference in December 2021. The Governing Body is invited to provide guidance on the proposed plan of action (see draft decision in paragraph 15).

**Relevant strategic objective:** All.

**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 inequalities in the world of work for the current and next two biennia (2022–27).

**Legal implications:** None.

**Financial implications:** See paragraph 14.

**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:** Resolution concerning inequalities and the world of work; Global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient; GB.343/INS/3/2; Resolution concerning the second recurrent discussion on social protection (social security); GB.343/INS/3.1; Resolution concerning skills and lifelong learning; ILO Centenary Declaration for the Future of Work; Programme and Budget for the biennium 2022–23; GB.344/INS/10 (Results of the ILO Action Plan for Gender Equality 2020–21, action plan-related findings of the high-level independent evaluation of the ILO’s gender equality and mainstreaming efforts in 2016–21, and proposed outline of the Action Plan 2022–25).

## ▶ Background and content

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1. The International Labour Conference, at its 109th Session (2021), adopted a resolution and conclusions concerning inequalities and the world of work.
2. The conclusions point to the urgent need for prompt action to reduce inequalities, a universal, complex and multifaceted phenomenon. While the type and extent of inequalities vary by country and over time, gender inequalities are persistent and pervasive. As work is the main, if not the only, source of livelihood of most people across regions, the world of work plays a key role in reducing inequality and facilitating intergenerational social mobility.
3. The conclusions identify the structural and systemic causes of inequalities as well as seven policy areas, on which Members, with the support of the International Labour Organization, should focus to reduce inequalities, achieve social justice and ensure that no one is left behind. The seven areas are as follows:
  - A positive agenda for reducing inequalities, through sustained, inclusive and sustainable growth, full and productive employment and decent work for all, in the context of a just transition, digitalization and demographic changes, and in line with the Employment Policy Convention, 1964 (No. 122), and the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169).
  - Fostering equal opportunity, access to quality education and training and quality public services: ensuring the effective realization of the right to education by promoting access for all, from early childhood, to quality and relevant education.
  - Ensuring adequate protection of all workers and fostering a fair share of the fruits of progress.
  - Accelerating the transition to formality by addressing the underlying causes of informality.
  - Ensuring gender equality and non-discrimination and promoting equality, diversity and inclusion.
  - Promoting trade and development for a fair globalization and shared prosperity.
  - Realizing universal social protection.
4. The conclusions also acknowledge that reducing inequalities requires combined, coordinated and coherent interventions at various levels as well as recognition of the interconnectedness of nations and people. They request the Office to assist Members in delivering in the above-mentioned areas, indicate a range of specific actions to be undertaken by the Office, notably to develop a comprehensive and integrated ILO strategy, in consultation with ILO constituents, to reduce and prevent inequalities in the world of work.
5. The purpose of this document is to give effect to the conclusions agreed at the general discussion on inequalities and the world of work by putting forward a proposed plan of action on inequalities in the world of work for 2022–27 and to seek the Governing Body's guidance.

## ► The proposed plan of action

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6. The proposed plan of action builds on and reinforces ongoing and planned activities by the ILO and also envisages new actions. The proposed activities are listed in the appendix to this document and are organized in line with the sequence of points 22 to 24 of Part III of the conclusions concerning inequalities and the world of work. Point 22 highlights the importance of coordinated and coherent interventions to reduce inequalities; point 23 highlights the seven key areas on which Members, with the support of the International Labour Organization, should focus; while point 24 relates to action to be taken by the International Labour Office to best assist its constituents in this endeavour.
7. All country-level activities to be undertaken by the Office are reported under point 23. For point 24(b), the appendix only includes global or regional activities that complement, draw on and reinforce the effectiveness of country-level action spelled out in point 23. Activities related to global supply chains and the platform economy are presented in general terms in the appendix, as more specific details will be provided according to the outcomes of the tripartite working group on options to ensure decent work in supply chains and of the meeting of experts on decent work in the platform economy, both scheduled to take place in 2022.
8. A considerable number of actions envisaged in the proposed plan of action for 2022–23 are already included in the programme and budget for the current biennium. This is the case for many of the activities and initiatives that have been planned in relation to the above-mentioned seven priority areas (see appendix). However, some adjustments may be required, and will be made to the extent possible, to fully take into account the relevant points of the conclusions. For the following period, as required by point 24(d), further steps will be taken to mainstream the Office's response to inequalities in the world of work, notably the comprehensive and integrated strategy, across outcomes, particularly in the context of the Programme and Budget for 2024–25.
9. With regard to the new actions, which are not included in the Programme and Budget for 2022–23 but are foreseen in the conclusions, these comprise: a comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work, to be developed in consultation with the constituents and that will provide the framework for the ILO's work going forward; pilot country interventions to give effect to this strategy; and engagement with the multilateral system on inequalities, in line with the strategy (see appendix).
10. To ensure that the strategy is relevant and meaningful to the diverse realities of the world of work and different socio-economic contexts, the Office will prepare, during 2022, a first, concise draft, following Office-wide consultations, particularly with ILO regional offices, to get a better sense of priorities and of the main opportunities and implementation challenges by region and by country within regions. This draft proposal will be submitted to the Governing Body in November 2022 for adoption.
11. While developing the comprehensive and integrated strategy, the activities, whether already planned or new, relating to the seven priority areas mentioned in point 23 of the conclusions will be conducted, taking constituents' demands and available resources into account. Once adopted by the Governing Body, the strategy will be implemented at the country level and will bring together, under a common framework and with the shared purpose of reducing inequalities in the world of work, several of the seven policy areas, bearing in mind specific national circumstances, needs, opportunities and challenges.

12. It is proposed that the strategy should be implemented in countries that express the wish to engage in this exercise, possibly from across different regions and levels of socio-economic development; that the corresponding results should be monitored; and that what worked and what did not work should be documented and disseminated. The relevant findings will be presented to the Governing Body as part of the overall review of the implementation of the plan of action, if so decided. This would also help the Office to fine-tune its services to the needs and gaps identified during the implementation of the strategy and would inform subsequent efforts.
13. A clear, comprehensive and integrated strategy, endorsed by the ILO's tripartite constituents, will also help position the ILO as a key player within the United Nations (UN) system in the fight against inequalities, highlighting its comparative advantage and multiple contributions at the country level. It will raise the profile and influence of the Organization globally within the multilateral system, including the international financial institutions and other relevant organizations, and help accelerate the achievement of the Sustainable Development Goals (SDGs). The promotion and discussion of the strategy with multilateral and intergovernmental institutions, with the aim of forging global partnerships to reduce inequalities, is therefore key. To this end, the Office will use activities and events planned within the multilateral system, including the World Social Summit in 2025 proposed by the UN Secretary-General, to promote the strategy; will engage in bilateral discussions on the strategy and on the establishment of partnerships to reduce inequalities with several UN agencies and international financial institutions; and will organize dedicated events to present the strategy with the involvement of all the ILO's constituents, notably to the UN Resident Coordinators.
14. While some of the activities and outputs outlined in this plan of action will be carried out using existing resources, whether from the regular budget or extrabudgetary resources, others will require the allocation of additional funding. This is particularly the case for those activities related to developing the comprehensive and integrated strategy and implementing it at country level, and to fostering cooperation on reducing inequalities together with the multilateral system. Special efforts will be made by the Office to meet the costs of such activities through the repurposing of available resources and the redeployment of savings from costs not incurred, as well as by leveraging additional resources from ILO partners at the global, regional and country levels.

## ► Draft decision

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15. **The Governing Body requested the Director-General to:**
  - (a) **take into account its guidance concerning the proposed plan of action on inequalities in the world of work for 2022–27 as set out in document GB.344/INS/8, notably the preparation of the comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work;**
  - (b) **submit the said strategy, including the corresponding financial implications, for its consideration at the 346th Session (November 2022); and**
  - (c) **consider the outcome of the discussion of the comprehensive and integrated strategy at the 346th Session (November 2022) of the Governing Body in the preparation of the Programme and Budget for 2024–25 and subsequent programme and budget proposals.**

## ► Appendix

### ► ILO action to reduce inequalities in the world of work 2022–27: A summary table

Point 22	Other references in Part III of the resolution concerning inequalities and the world of work	Programme and budget outputs (2022–23)	Main SDG targets	Time frames
<b>To reduce inequalities, achieve social justice and ensure that no one is left behind, simultaneous action is needed in several policy areas, and fragmented and piece-meal approaches should be avoided.</b>				
Develop and implement integrated strategies to reduce and prevent inequalities in the world of work in a limited number of pilot countries across regions and levels of development.	23, 24(b)	To be defined according to national circumstances	1, 3, 4, 5, 8, 10, 16	2022–23, 2024–25
Point 23	Other references in Part III of the resolution concerning inequalities and the world of work	Programme and budget outputs (2022–23)	Main SDG targets	Time frames
<b>23(a) A positive agenda for reducing inequalities, through sustained, inclusive and sustainable growth, full and productive employment and decent work for all, in the context of a just transition, digitalization and demographic changes, and in line with the Employment Policy Convention, 1964 (No. 122) and Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169).</b>				
Provide guidance to national data producers to generate inequality-related labour statistics and evidence to support policymaking and monitoring.	24(b), 24(e), 24(f)	Outcome A		2022–23, 2024–25, 2026–27
Strengthen the capacity of constituents to develop employment policies that are based on gender-responsive macroeconomic frameworks, with the goal of supporting decent job creation and industrial, sectoral and active labour market policies that enhance job opportunities for women and young people and provide support to vulnerable workers and to the sectors most affected by the pandemic.	23(b), 24(b), 24(e), 24(i)	3 and 3.1	1, 5, 8, 10	2022–23, 2024–25, 2026–27

Strengthen the capacity of constituents in the development and implementation of a new generation of national employment policies for recovery from the COVID-19 crisis, including for the management of aggregate demand over the business cycle, the introduction of broad-based and progressive taxation systems, and transparent and well-regulated financial intermediation that supports the productive sectors of the economy and fosters structural transformation.	23(b), 24(b), 24(e), 24(i)	3.1 and 3.5	1, 8, 10	2022–23, 2024–25, 2026–27
Strengthen the capacity of constituents to design and implement impact assessments that take into account international labour standards and assess the effects of international economic and financial policies, including external debt, on labour market outcomes and inequalities.	23(b), 24(b), 24(e), 24(i)	3.5	8, 10	2022–23, 2024–25, 2026–27
Support constituents in the generation and analysis of more and better information and data for evidence-based employment policy development, harnessing partnerships and collaboration with international financial institutions and upscaling current collaboration with other UN entities.	23(b), 23(e), 24(b), 24(e), 24(i)	3 and 3.1	8, 10	2022–23, 2024–25, 2026–27
Support constituents in undertaking assessments, diagnostics and analyses of the economic impact of climate change, environmental degradation and resilience on employment and skills.	23(b), 24(b)	3.3 and 5.1	4, 8, 10	2022–23, 2024–25, 2026–27
Support constituents in improving the environment for nurturing the creation, growth and sustainability of enterprises as generators of employment, innovation and decent work, including through institutional frameworks that support the resilience and productivity of micro, small and medium-sized enterprises, with a view to addressing drivers that narrow productivity gaps across enterprises.	23(f), 24(b)	4.1	8, 10	2022–23, 2024–25, 2026–27
Support constituents in developing or revising policies to promote productivity in environmentally efficient and circular economies, and to support enterprises and workers during transitions.	24(b), 24(f), 24(g)	4.1	8, 10	2022–23, 2024–25, 2026–27

Support tripartite constituents in tackling inequalities in the world of work through effective and inclusive social dialogue. This includes enhancing the role of social dialogue institutions and strengthening partnerships with institutions such as the International Association of Economic and Social Councils and Similar Institutions.	23(c), 24(b)	1.1, 1.2 and 1.4	8, 10	2022–23, 2024–25, 2026–27
Support governments and social partners in promoting inclusive and gender-responsive collective bargaining systems at all appropriate levels, as well as other forms of social dialogue, to help attain a just share of the fruits of progress.	23(a), 23(b), 23(c), 24(b)	1.1, 1.2, 1.4, 2.1, 2.2, 7.1 and 7.3	5, 8, 10	2022–23, 2024–25, 2026–27
<b>23(b) Fostering equal opportunity, access to quality education and training and quality public services: ensuring the effective realization of the right to education by promoting access for all, from early childhood, to quality and relevant education.</b>				
Support constituents in improving the inclusiveness of skills systems and enhancing the access of disadvantaged groups to skills and lifelong learning and to skills recognition, including upgrading informal apprenticeships and improving the access of informal economy workers and small and medium-sized enterprises to upskilling and reskilling services. Skills-related work will also address gender equality in skills and lifelong learning.	23(a), 23(b), 24(b), 24(h)	5.3	4, 5, 8, 10	2022–23, 2024–25, 2026–27
Support constituents in developing and implementing evidence-based, forward-looking and inclusive sector-based skills strategies to identify and address skills needs, with a focus on gender equality and inclusion of vulnerable groups.	23(a), 23(b), 24(b), 24(h)	5.1	4, 8, 10	2022–23, 2024–25, 2026–27
Support constituents and training providers in promoting equitable access to digital learning through technical support, partnerships and piloting of innovative low-cost solutions, and in designing inclusive training programmes and certificates to deliver digital skills.	23(a), 23(b), 24(b), 24(h)	5.4	4, 8, 10	2022–23, 2024–25, 2026–27



Strengthen the capacity of constituents to develop and implement inclusive, non-discriminatory skills and lifelong learning policies and strategies, through social dialogue and collective bargaining, from early childhood, including new equitable and sustainable financing arrangements and incentive systems that enable lifelong learning and facilitate innovative solutions to skills challenges faced by disadvantaged individuals and enterprises.	23(a), 23(b), 24(b), 24(h)	5.2	4, 8, 10	2022–23, 2024–25, 2026–27
<b>23(c) Ensuring adequate protection of all workers and fostering a fair share of the fruits of progress.</b>				
Enhance labour market governance by supporting labour administration and promoting labour law compliance through labour inspection.	23(a), 23(d), 24(a), 24(b), 24(g), 24(i)	1.3, 2.2, 7.1, 7.4 and 8.3	8, 10	2022–23, 2024–25, 2026–27
Promote respect for and the implementation of the fundamental principles and rights at work, including for workers in insecure forms of work in the formal and informal economies, through an integrated approach with a focus on equal access to opportunities and earnings in the labour market.	24(a), 24(g)	7.1	8, 10	2022–23, 2024–25, 2026–27
Support ILO constituents in adopting gender-responsive policies, reforming laws and regulations, and improving compliance mechanisms to ensure adequate protection to workers in work arrangements that face decent work deficits.	23(c), 24(a), 24(b)	7.4	8, 10	2022–23, 2024–25, 2026–27
Support social partners in collective wage bargaining to establish wage floors or set/adjust wages and to strengthen the inclusiveness and effectiveness of wage bargaining.	23(a), 23(c), 24(i)	1.4 and 7.3	8, 10	2022–23, 2024–25, 2026–27
Strengthen the capacity of social partners to organize workers and employers in new and emerging forms of employment and other hard-to-organize groups and include them in social dialogue and collective bargaining at all relevant levels.	23(a)	1.1 and 1.2	1, 8, 10	2022–23, 2024–25, 2026–27

Support constituents in establishing effective and evidence-based minimum wage systems that promote adequate minimum wages, statutory or negotiated, which take into account the needs of workers and their families and economic factors, as well as other elements in line with the Minimum Wage Fixing Convention, 1970 (No. 131).	23(c), 24(i)	7.3	8, 10	2022–23, 2024–25, 2026–27
<b>23(d) Accelerating the transition to formality by addressing the underlying causes of informality.</b>				
Raise awareness more systematically at national level on the need to overcome the challenges informality generates for workers, enterprises and societies, and intensify the promotion of a common understanding of how the guidance contained in the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), can be used and acted on in different contexts.	24(b), 24(g)	3.1, 4.3, 7.4, 8.1 and 8.3.	1, 8, 5, 10, 17	2022–23, 2024–25, 2026–27
Foster the capacity of constituents to realize diagnostics of factors, characteristics, causes and circumstances of informality to inform the design and implementation of laws and regulations, policies and other measures aiming to facilitate the transition to formality.	24(b), 24(g)	3.1, 4.3, 7.4, 8.1 and 8.3 and Outcome A	1, 8, 5, 10, 17	2022–23, 2024–25, 2026–27
Support constituents in developing and implementing gender-responsive integrated policies, plans, strategies and measures to facilitate transition of enterprises and jobs to the formal economy, including through innovative approaches, in line with Recommendation No. 204.	23(c), 23(d), 24(b), 24(g)	3.1, 4.3, 5.3, 6.1, 7.4, 8.1 and 8.3	1, 8, 5, 10, 17	2022–23, 2024–25, 2026–27
Strengthen the capacity of employers’ and workers’ organizations, where appropriate, to extend membership and services to workers and economic units in the informal economy.	24(g)	1.1 and 1.2	8, 1, 5, 10, 17	2022–23, 2024–25, 2026–27

<b>23(e) Ensuring gender equality and non-discrimination and promoting equality, diversity and inclusion.</b>				
Support constituents in the design and implementation of actions to promote and advance equality of opportunity and treatment, inclusion and diversity in law and in practice, including in the context of transitions from the informal to the formal economy.	24(h)	6.1, 6.2 and 6.3	5, 8, 10	2022–23, 2024–25, 2026–27
Enhance the capacity of ILO constituents, at national and regional levels, to develop and implement policies that afford equal treatment to migrant workers by ensuring coherence between employment and migration policies.	24(h)	1.1 and 1.2	5, 8, 10	2022–23, 2024–25, 2026–27
Support constituents and other partners in reducing inequalities in starting, growing and consolidating small and medium-sized enterprises, targeting particularly women entrepreneurs and entrepreneurs in vulnerable situations, and building capacities for the development of market systems and value chains.	24(h), 24(i)	4.2	5, 8, 10	2022–23, 2024–25, 2026–27
<b>23(f) Promoting trade and development for a fair globalization and shared prosperity.</b>				
Support constituents and businesses in accompanying businesses' efforts to align their practices with international principles and standards and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, including through trade and investment policies.	23(a), 23(c)	4.4	8, 10	2022–23, 2024–25, 2026–27
<b>23(g) Realizing universal social protection.</b>				
Support constituents in the formulation, implementation and monitoring of national social protection policies and strategies to reinforce national social protection systems, including floors, in line with ILO standards, in particular the Social Security (Minimum Standards) Convention, 1952 (No. 102), and the Social Protection Floors Recommendation, 2012 (No. 202). (See the <a href="#">Plan of Action on Social Protection for 2021–26</a> and components 1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7, 1.8, 1.9, 1.10, 1.12, 2.6, 3.1, 3.2, 4.1, 4.3 and 4.4.)	24(b)	8.1, 8.2 and 8.3	1, 3, 8, 10	2022–23, 2024–25, 2026–27

<p>Knowledge developed and capacity-building and technical support provided to constituents and other stakeholders on extending social protection to informal and domestic workers and facilitating their transition from the informal to the formal economy, duly taking into account ILO social security standards as well as other relevant standards, such as the Domestic Workers Convention, 2011 (No. 189), and Recommendation No. 204. (See component 4.3 of the Plan of Action on Social Protection for 2021–26.)</p>	24(b)	8.1, 8.2 and 8.3	1, 3, 8, 10	2022–23, 2024–25, 2026–27
Point 24	Other references in Part III of the resolution concerning inequalities and the world of work	Programme and budget outputs (2022–23)	Main SDG targets	Time frames
<p><b>24(a) Develop, in consultation with constituents, a comprehensive and integrated strategy reflected in, among others, the ILO's strategic plans and programmes and budgets, to guide its Members, especially at the country level, in accelerating action to reduce and prevent inequalities in the world of work.</b></p>				
<p>A comprehensive and integrated strategy on reducing and preventing inequalities is developed in consultation with social partners and widely disseminated.</p>	22, 24(b)	To be defined in the next programme and budget	1, 3, 4, 5, 8, 10, 16	2022–23, 2024–25
<p><b>24(b) Assist constituents, including through Decent Work Country Programmes and appropriate technical advisory services, in establishing comprehensive and integrated strategies to reduce inequalities in the world of work and in designing and implementing actions under the above-mentioned seven relevant areas (see point 23).</b></p>				
<p><b><i>To complement and reinforce its action at country level, the ILO will undertake the following activities globally or regionally:</i></b></p>				
<p>Ensure alignment of data collection instruments with statistical standards and that data production processes are up to the task of producing a core set of inequality-related labour market indicators.</p>	23, 24(f)	Outcome A		2022–23, 2024–25, 2026–27

Develop a conceptual framework for productivity ecosystems and pilot test the interventions to support enterprises in achieving greater productivity, generating employment, promoting decent work and contributing to sustainable development, while ensuring that workers gain a fair share of the benefits from economic activities and increased productivity.	23(c), 24(a)	4.2	8, 10	2022–23, 2024–25, 2026–27
Develop and disseminate products and training tools on how to reduce inequalities through inclusive social dialogue, based on the results of the research produced to underpin policy advice and capacity-building activities, including Turin-based academies and training courses.	23(f)	1.1, 1.2 1.3 and 1.4	8, 10	2022–23, 2024–25, 2026–27
Document innovative areas and practices in collective bargaining that support workers' and employers' organizations on issues such as wages, working time, skills and lifelong learning, inclusiveness and just transition, with a view to achieving a fair share of productivity gains and economic growth.	23(a), 23(b), 23(c), 24(b),	1.1, 1.2, 1.4, 3.3, 5.2 and 7.4	8, 10	2022–23, 2024–25, 2026–27
Support the development and implementation of new and appropriate approaches, including those based on new information and communication technologies, to overcome barriers to the transition from the informal to the formal economy, and to prevent informalization of the economy.	23(d), 24(b)	1.3, 3.1, 4.3, 7.4, 8.1 and 8.3	8, 1, 5, 10, 17	2022–23, 2024–25, 2026–27
Develop a set of practical tools to support the design and implementation of policies, regulations and other measures to facilitate the transition to formality of economic units and workers and prevent the informalization of formal jobs.	23(d), 24(b), 24(g)	3.1, 4.3, 7.4, 8.1 and 8.3	8, 1, 5, 10, 17	2022–23, 2024–25, 2026–27
Actions to be defined in accordance with the Governing Body decision concerning the conclusions of the tripartite working group on options to ensure decent work in supply chains.	23(f)	4.4, 5.1 and 7.1	8	2022–23, 2024–25, 2026–27

Actions to be defined in accordance with the Governing Body decision concerning the conclusions of the Meeting of experts on decent work in the platform economy.	23(a), 23(b), 23(c), 23(d)	7.4 and 8.3	8	2022-23, 2024-25, 2026-27
<b>24(c) In its contribution to the United Nations reform effort, incorporate systematically inequality issues in country-level activities and Decent Work Country Programmes, placing social dialogue at the heart of the policy debate, while strengthening ILO country offices and further developing the “One-ILO” approach.</b>				
Continue to promote social dialogue and tripartism within the UN system as a unique tool for promoting inclusive and sustainable governance of the world of work.	24(e)	1.4	8, 10	2022-23, 2024-25, 2026-27
Joint UN Review of ten years of One-UN work on social protection conducted and lessons learned disseminated. This includes in particular the following component in the Plan of Action on Social Protection for 2021-26: component 5.1.	23(g)	8.1, 8.2 and 8.3	8, 10	2022-23, 2024-25, 2026-27
Continue mainstreaming labour migration issues, including social dialogue, in the context of its joint actions with the United Nations Network on Migration and through technical cooperation projects with UN agencies and other partners at national and regional levels.	23(e)	7.5	8, 10	2022-23, 2024-25
Continue to strengthen the partnership with UN Women and the Organisation for Economic Co-operation and Development (OECD) through the Equal Pay International Coalition (EPIC), and continue to position EPIC as a leading actor in the promotion and achievement of equal pay for work of equal value. Continue to grow the membership of EPIC and to promote the role of social dialogue therein.	23(c), 23(e), 24(e), 24(h), 24(i)	6.1 and 6.2	5, 8, 10	2022-23, 2024-25, 2026-27
<b>24(d) Mainstream inequality issues into the follow-up to the ILO Centenary Declaration, the global call to action, and into the ILO’s programme and budget, highlighting explicitly the possible contribution of selected outcomes to the reduction of inequality and building upon ongoing relevant country programmes with a view to expanding their scope and maximizing impact.</b>				
Activities to be defined in accordance with the next programme and budget	All clauses of points 23 and 24	To be defined later		2024-25, 2026-27

**24(e) Engage urgently in stronger multilateral coordination and cooperation, including with international financial institutions and other relevant organizations, on the issue of inequality, with the ILO promoting policies for full employment and decent work, employment impact assessments and alignment with international labour standards, and assessing the effects of international economic and financial policies, including external debt, on labour market outcomes and inequalities.**

Promote and disseminate, together with the social partners, the comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work within the multilateral system and intensify engagement with such system, including with international financial institutions and other relevant organizations.	24(c)		1, 3, 4, 5, 8, 10, 16 and 17	2022–23, 2024–25, 2026–27
Develop inter-agency projects and partnerships at national, regional and global level to scale up ILO action on the transition to formality and mainstreaming informality and formalization in development cooperation.	23(d), 24(b)	3.1, 4.3, 7.4, 8.1 and Outcome A	1, 5, 8, 10 and 17	2022–23, 2024–25, 2026–27
Strengthen engagement with and guidance for the multilateral system to mainstream social protection and promote policy coherence; continue engagement with international financial institutions on national social protection needs and priorities, and also with other organizations working in the area of social protection and health to advance a joint vision and principles on social protection. (See the Plan of Action on Social Protection for 2021–26, components 5.2, 5.3, and 5.5.)	23(g)	8.1, 8.2 and 8.3	8, 10, 17	2022–23, 2024–25, 2026–27
Foster partnerships and advocate for full, productive and freely chosen employment and decent work globally, including the promotion of Convention No. 122), Recommendation No. 204, and the Follow-up plan of action on youth employment for the period 2020–30, in particular with regional and international organizations, international financial institutions, the United Nations Development Programme (UNDP), UN Economic Commissions and other UN agencies.	23(a)	3.1	8, 10, 17	2022–23, 2024–25, 2026–27

Promote a stronger strategic focus on monitoring and impact assessment of employment policies and programmes with an enhanced task team on employment impact assessment, including members from the Global EMPLOYMENT Technical Team and from external partners to strengthen research, develop tools and assist countries.	23(a)	3.1	8, 10	2022–23, 2024–25, 2026–27
Engage with international financial institutions, development finance institutions, impact investors and other private and public sector financiers to integrate employment outcomes in quantitative and qualitative terms into their own systems.	23(a)	3.1, 3.2, 3.3, 3.4, and 3.5	8, 10	2022–23, 2024–25, 2026–27
<b>24(f) Pursue research and gather knowledge aimed at providing evidence-based guidance to combat inequality in the world of work, appropriately address the promotion of a just transition to a carbon neutral digital economy, and gain knowledge on intergenerational transmission of disadvantages, as well as on the causes of and possible measures to address a declining labour share of income.</b>				
Develop and compile a database of national, global and regional inequality-related labour statistics.	23(e)	Outcome A	8, 10	2022–23, 2024–25, 2026–27
Integrate inequality issues into future editions of ILO flagship reports, such as the <i>Global Wage Report</i> , the <i>World Social Protection Report</i> and the <i>World Employment and Social Outlook</i> report, the social dialogue report and reports on research on the impact of COVID-19 on the world of work, especially with regard to hard-hit groups.	24(b)	1.4, 7.3, 8.2, and Outcome A	8, 10	2022–23, 2024–25, 2026–27
Carry out research on several dimensions of inequality and potential policy responses thereto, such as with respect to macroeconomic and employment policies, sustainable enterprise development, productivity growth, investment in people’s skills and capabilities, institutions of work, contractual arrangements, international trade and digitalization.	23	Outcome A	5, 8, 10	2022–23, 2024–25, 2026–27
Document and evaluate past and current national or sectoral policies and interventions on what works and what does not work to facilitate transition to the formal economy of workers and economic units currently in the informal economy and to prevent the informalization of formal jobs.	23(d), 24(b)	3.1, 4.3, 7.4, 8.1 and 8.3	1, 5, 8, 10, 17	2022–23, 2024–25, 2026–27



Document and identify good social dialogue practices in relation to the inclusion of groups such as young people, informal economy workers and workers with disabilities.	23	1.1 and 1.2 and 1.4	8, 10	2022–23, 2024–25, 2026–27
Conduct gender-responsive research on the policies needed to encourage the positive contribution of multinational enterprises to economic and social progress, sustainable development and decent work for all.	24(a), 24(g)	4.4	5, 8, 10	2022–23, 2024–25, 2026–27
Document and disseminate innovative labour protection measures and practices adopted to support workers not covered or not adequately covered in law or in practice.	24(a), 23(c)	7.4	8, 10	2022–23
<b>24(g) Continue promoting the ratification and implementation of ILO fundamental Conventions and those ILO instruments relevant to employment policies, employment relationship and working conditions, informality, crisis situations, violence and harassment in the world of work, as well as workers with family responsibilities, indigenous and tribal peoples, and domestic workers.</b>				
Provide technical advisory services to Member States on ratification and effective implementation of Conventions and instruments referred to above, including gaps analysis and pre-ratification reviews, tripartite consultations on proposals of ratification, reviews of draft regulatory texts and other advisory services, drawing attention also to their broad scope of application and relevance to workers who are particularly disadvantaged.	23(c), 24(b), 24(g)	2.1 and 2.2	8, 10	2022–23, 2024–25, 2026–27
<b>24(h) Accelerate the implementation of a transformative agenda for gender equality and a transformative agenda for equality, diversity and inclusion, in accordance with the ILO Centenary Declaration and the global call to action.</b>				
Promote the development of a better framework of statistics to monitor gender and migrant equality, while continuing the update of the global and regional estimates on migrant workers, and improve data-to-policy linkages.	23(e)	Outcome A		2022–23, 2024–25, 2026–27

Undertake and disseminate action-oriented research on persisting and new forms of discrimination in the world of work, including systemic and intersectional discrimination and unequal pay for work of equal value, and on emerging and innovative legal frameworks that address multiple grounds of discrimination, including disability, gender, indigeneity, race, health status, and their intersection.	23(e), 24(a), 24(b), 24(d), 24(f), 24(g)	6.2, 6.3 and 6.4	5, 8, 10	2022–23, 2024–25, 2026–27
Support constituents in the use of tools and methodologies to prevent discrimination and exclusion, to address violence and harassment in the world of work, including gender-based violence and harassment in specific sectors, and to support the economic empowerment of women migrant workers at national and regional levels.	23(e), 24(a), 24(b), 24(d), 24(g)	6.2, 6.3, 6.4 and 7.5	5, 8, 10	2022–23, 2024–25, 2026–27
Assist constituents in assessing the impact of the COVID-19 crisis on gender equality and in supporting investments across the care economy, including in ways to improve working conditions. Advance care leave policies and other measures to achieve more equal sharing of unpaid care work and promote care policies inclusive of migration populations/migrant workers.	23(b), 23(c), 23(d), 23(e), 23(g), 24(a), 24(b), 24(e)	6.1, 6.2, 6.3, 6.4, 7.5, 8.1 and 8.3	1, 3, 5, 8	2022–23, 2024–25, 2026–27
Strengthen joint work with relevant departments and ILO field offices to produce tailored guidance on mixes of policy measures (social, economic and legal) that contribute to the transformative agendas for gender equality and for equality, diversity and inclusion.	23(b), 23(d), 23(e), 23(g), 24(a), 24(b), 24(c), 24(d)	6.1, 6.2, 6.3, 6.4 and 7.5	5, 8, 10	2022–23, 2024–25, 2026–27
Foster national and international partnerships to test innovative approaches and to mobilize resources to implement the transformative agendas for gender equality and for equality, diversity and inclusion.	24(d), 24(e)	6.1, 6.2, 6.3, and 6.4	5, 8, 10	2022–23, 2024–25, 2026–27
Support the fair recruitment of migrant workers, including in the care economy, through the global multistakeholder Fair Recruitment Initiative and its Knowledge Hub.	23(e)	7.5	8, 10	2022–23, 2024–25, 2026–27

**24(i) Redouble efforts to support constituents in developing and implementing gender-responsive employment policies in line with Convention No. 122 and Recommendation No. 169. Likewise support constituents in establishing effective and evidence-based minimum wages setting systems that promote adequate minimum wages, statutory or negotiated, and promote the ratification and implementation of Convention No. 131. In this context, identify evidence-based and innovative policy recommendations to tackle gender pay and pension gaps.**

Support constituents in mainstreaming gender-focused decent job creation approaches into macro and sectoral policies, in line with Convention No. 122 and Recommendation No. 169, including the promotion of employment in the digital and care economies.	23(a), 24(b)	3.1	5, 8, 10	2022–23, 2024–25, 2026–27
Promote the ratification and implementation of Convention No. 131	23(c), 24(b)	7.3	8, 10	2024–25, 2026–27