

ILO Decent Work Agenda

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Presentation:

- Scope of the Decent Work Agenda
- Decent work Country Programmes
- Mainstreaming DW into the MDG process

Decent Work

The primary goal of the ILO today is to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity.

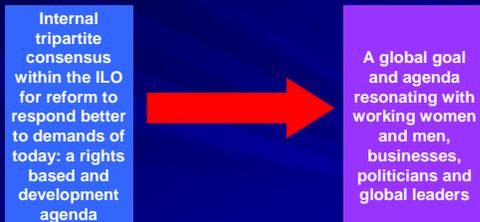
Decent Work

- Promoted through four strategic objectives:
 - Standards and fundamental rights and principals at work
 - Promoting employment and enterprises
 - Social Protection
 - Social dialogue

WHAT IS DECENT WORK



FROM INTERNAL AGENDA TO GLOBAL GOAL





World Commission on the Social Dimension of Globalization

Independent body established by the ILO

Produced report to stimulate wider process of public debate and common endeavor to promote fair and inclusive globalization.

Reviewed uneven impact on labour, economic growth, trade, investment, financial liberalization, employment, inequality, poverty and people and made *recommendations*.

Endorsed decent work agenda

Decent work: a global goal

“We strongly support fair globalization and resolve to make the goals of full and productive employment and decent work for all, including for women and young people, a central objective of our relevant national and international policies as well as national development strategies including poverty reduction strategies, as part of our efforts to achieve the Millennium Development Goals. These measures should also encompass the elimination of the worst forms of child labour, as defined in the ILO Convention No.182, and forced labour. We also resolve to ensure full respect for the fundamental principles and rights at work”

Paragraph 47, Outcome Document United Nations World Summit, 2005



Decent work: a global goal

"We call upon the ILO to focus on the implementation of commitments regarding the promotion of full and productive employment and decent work for all at the major United Nations conferences and summits, including those contained in the outcomes of the 2005 World Summit and the World Summit for Social Development, in order to achieve significant progress in both policy and operational programmes, and in this regard we request the ILO to consider developing time-bound action plans to 2015, in collaboration with all relevant parties, for the achievement of this goal"

Ministerial Declaration of the High-Level Segment of UN ECOSOC, 2008

DECENT WORK: A NATIONAL GOAL

Taking into account national realities, cultures and levels of development:

- Countries set own national agendas for promoting productive employment and decent work

No "one size fits all" strategy for realizing decent work

But in all circumstances:

- Respect for fundamental principles and rights at work: a social floor;
- Balance economic goals with social justice.

Declaration and Constitution

■ All ILO Member States have an obligation to respect, promote and realize the fundamental principles and rights.

■ This obligation derives from the ILO Constitution, which countries accept when they join the Organization.

DECLARATION OF FUNDAMENTAL PRINCIPLES and RIGHTS at WORK

Economic growth is essential but **not sufficient** to ensure *equity, social progress and the eradication of poverty*"

“ In seeking to maintain the link between social progress and economic growth, the guarantee of fundamental principles and rights at work is of particular significance in that it enables the persons concerned to **claim freely** and on the basis of **equality of opportunity** their **fair share of**

the wealth which they have helped to generate, and to achieve fully their human potential ”

Declaration on FPRW

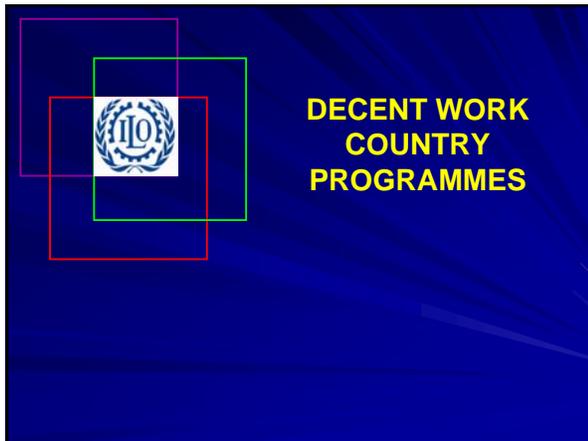
- Reaffirms the constitutional value of ILO FPR in the context of the global economy
- Does not change international labour standards (ILS), but affirms the pivotal role of FPR in the promotion of ILS
- Establishes an official dialogue on FPR channel in the absence of ratification
 - Mobilizes resources in support of FPR

Four Principles and Rights

- Freedom of association and effective recognition of the right to collective bargaining
- Elimination of all forms of forced or compulsory labour
- Effective abolition of child labour
- Elimination of discrimination in respect of employment and occupation

International Labour Standards

- ILO 186 Conventions, 197 Recommendations and 5 Protocols
 - fundamental human rights at work
 - occupational safety and health
 - social security
 - employment policy
 - conditions of work
 - Sector specific and occupation specific also
- ...
- Governing Body has extensively reviewed the relevance of the all ILS since 1995



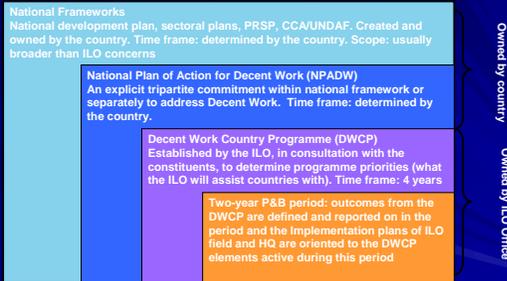




WHAT IS A DECENT WORK COUNTRY PROGRAMME

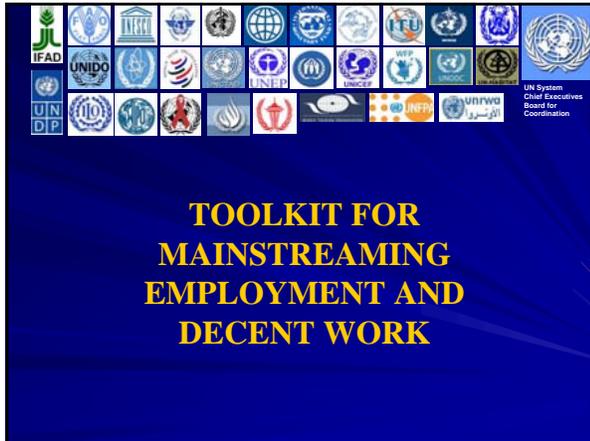
- Operational framework for all ILO activities in a given country
- Puts ILO knowledge, instruments and advocacy at the service of constituents to achieve progress towards decent work for all
- Integrates decent employment into national macroeconomic and social policies
- Tool for results based management

DWCPs AND NATIONAL FRAMEWORKS



Mainstreaming Decent Work :Different Strategies

- International agenda (UN summit, ECOSOC, Regional Meetings, EU communications, Presidential Summits, other fora).
- Toolkit for Mainstreaming employment and decent work
- MDG indicators



BACKGROUND

UN Chief Executives Board for Coordination:

- ❖ Assist agencies to support countries in giving effect to commitment to employment and decent work
- ❖ Asked ILO to take the lead in developing Toolkit in collaboration with CEB member agencies
- ❖ In April 2007, endorsed the Toolkit and commended inclusive methodology
- ❖ Agreed that all agencies proceed with application of the Toolkit

BACKGROUND

2007 ECOSOC Resolution

- ❖ **Called on all agencies to:**
 - Collaborate in using, adapting and evaluating application of Toolkit
 - Adopt three-phase approach in action plans to promote employment and decent work for all
 - Develop mechanisms to share expertise and assess impact on employment and decent work outcomes
 - Build capacity to better implement Decent Work Agenda
- ❖ **Called on ILO to assist agencies to do so**

BACKGROUND

2007 ECOSOC Resolution

“Requests the United Nations funds, programmes and specialized agencies, including non-resident agencies, and invites the international financial institutions, as appropriate within their existing mandates, to promote synergies and strategic collaboration, involving relevant stakeholders, including Governments and representatives of employers and workers, for the formulation and delivery of specific outcomes related to full and productive employment and decent work goals at the country level in support of national strategies and programmes, including the decent work country programmes driven by the International Labour Organization”.

OBJECTIVE OF THE TOOLKIT

Mandated by and part of:

- ❖ Inter-agency process through CEB
- ❖ Inter-governmental process through ECOSOC

The Toolkit aims to:

Enhance employment and decent work impact of multilateral agencies as contribution towards system-wide, coherent approach to implementation of World Summit Outcome and ECOSOC Declaration and Resolution

WHAT IS THE TOOLKIT?

An innovative inclusive methodology for:

- ❖ Assisting agencies to support countries to achieve employment and decent work
- ❖ Promoting system-wide coherence and delivering as One UN
- ❖ Self assessment at institutional and country levels
- ❖ Knowledge management to develop and share tools
- ❖ Capacity building and awareness raising on decent work

TO WHOM IS THE TOOLKIT TARGETED?

❖ At one level:

- CEB member organizations
- UN functional and regional commissions
- International financial institutions

❖ At another level:

- Governments and national constituents
- Development community
- Civil society

IMPLEMENTATION OF THE TOOLKIT

- ❖ Self-assessment by agencies using diagnostic checklist in Toolkit
- ❖ Developing and sharing knowledge on mainstreaming employment and decent work
- ❖ Branching out and applying Toolkit at country level
- ❖ Capacity building and advocacy for agencies, constituents, development partners
- ❖ Time-bound action plans

ACTION PLANS

- ❖ Agencies to develop own action plans by end 2007/beginning 2008
- ❖ Agencies to implement action plans up to end 2008/beginning 2009
- ❖ Link to application of Toolkit at country level
- ❖ Agencies collaborate to develop by end 2009 system-wide action plan for 2010-2015
- ❖ Implementation of system-wide action plan at global, regional and country levels

TOOLS AND RESOURCES

❖ How-to tools

- ❑ Operational manuals, institutional directives, discretionary guidelines, Conventions and Recommendations, codes of conduct, training materials

❖ Knowledge-based tools

- ❑ Policy briefs, research findings, data and statistics, evaluation reports, knowledge-sharing networks

❖ Good practices and lessons learned

- ❑ Global, regional national
- ❑ What works, factors that make for success or non-success, scope for replication, adaptation, scaling up

KNOWLEDGE MANAGEMENT

Establishment and maintenance of interactive website for users to:

- ❖ Post tools on employment and decent work
- ❖ Access tools in knowledge-sharing network
- ❖ Provide feedback
- ❖ Develop communities of practice
- ❖ Identify knowledge gaps
- ❖ Set up e-forums on specific topics of interest
- ❖ Collaborate to develop and test new tools

COUNTRY LEVEL APPLICATION

Objectives:

- ❖ Assist UNCT, collectively and individually, to effectively support countries to achieve national priorities and meet international commitments on employment and decent work
- ❖ Facilitate UN reform and assist UNCT to coherently and efficiently “deliver as one”
- ❖ Strengthen dialogue, knowledge sharing and collaboration among multilateral system and constituents
- ❖ Enhance capacity of UNCT, national constituents and development partners to promote employment and decent work

COUNTRY LEVEL APPLICATION

How?

- ❖ Use checklist to review and improve employment and decent work outcomes in national development framework
- ❖ Assist agencies to identify strategic division of labour and strategic collaboration to effectively deliver as One UN
- ❖ Assist agencies to consult and collaborate with wide range of economic and social actors
- ❖ Strengthen synergies between Decent Work Country Programme and UNDAF
- ❖ Compile, develop and share tools to meet country needs
- ❖ Tailor capacity building and advocacy for UNCT, national constituents and development partners

WHERE TO FIND THE TOOLKIT

Toolkit available at:

<http://hlcp.unsystemceb.org/reference/07/>

http://www.ilo.org/public/english/bureau/dgo/selected_documents.htm

Versions in English, French, Spanish, Arabic, Portuguese (forthcoming in Russian and Chinese)

FURTHER STEPS

- ❖ UN agencies' self-assessments
- ❖ Adaptation of the TK at the local level through UN Teams and other partners
- ❖ Adaptation to others: IPU (parliamentarians), local authorities, etc.
- ❖ Joint work with special agencies: WB
- ❖ Joint work with European Commission
- ❖ Joint work with others (OECD)
- ❖ Indicators...

Indicators and data

- ❖ This process has been acknowledged by the MDG Expert Group by suggesting 4 new indicators to MDG 1
- ❖ Need to improve dramatically the data generation process and the collection of decent work indicators by developing and industrialized countries.
- ❖ Recent developments.
