

Governing Body

335th Session, Geneva, 14–28 March 2019

GB.335/INS/2/3

Institutional Section

INS

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SECOND ITEM ON THE AGENDA

Agenda of the International Labour Conference

Outcome document of the 108th (Centenary) Session of the Conference

Purpose of the document

The Governing Body is invited to provide guidance on the building blocks for the International Labour Conference outcome document as detailed in the appendix to this document.

Relevant strategic objective: All.

Main relevant outcome/cross-cutting policy driver: Enabling outcome B: Effective and efficient governance of the Organization.

Policy implications: To be determined.

Legal implications: None.

Financial implications: To be determined.

Follow-up action required: To be determined.

Author unit: Office of the Deputy Director-General for Management and Reform (DDG/MR).

Related documents: GB.335/PFA/1.

1. At its 334th Session (October–November 2018), the Governing Body endorsed the Director-General’s proposals for the nature, format and consultation process for the development of a draft outcome document for consideration by the International Labour Conference at its 108th Session (2019). The proposed consultation process included the following milestones:
 - (a) a working paper for informal consultations in February 2019;
 - (b) a second paper providing building blocks for the outcome document, for debate and guidance by the Governing Body at its 335th Session (March 2019);
 - (c) following the Governing Body discussion, a third paper for informal consultations in April 2019; and
 - (d) a proposed draft text of the outcome document in early May 2019 for consideration by the Committee of the Whole.
2. A working paper was prepared and detailed consultations held with the three groups during the week of 4 February 2019. A wide range of issues were discussed during the consultations and this current paper seeks to identify “building blocks” for the outcome document for debate and guidance by the Governing Body.
3. During the consultations there was evident convergence of views that the outcome document would need to be an ambitious but concise statement setting the long-term strategic direction and focus for the International Labour Organization (ILO). There was also strong support for the need for the outcome document to reaffirm, build on and equate to the significance of the Preamble to the ILO Constitution and to that of the Declaration of Philadelphia, and in this light there was wide support for the outcome document to be in the form of a Declaration. Its successful implementation will require universal endorsement and commitment for action from the ILO and all of its constituents. There was a clear call to strengthen the ILO global leadership role in advancing social justice and promoting decent work, in particular to extending tripartism and social dialogue at the national and global levels to all forms of work and employment relationships. It was also noted that over its first 100 years the membership of the ILO had changed significantly and this should be taken into account in ILO governance structures.
4. Several representatives expressed a preference for greater attention to be paid to the recommendations arising from the Report of the Global Commission on the Future of Work, in particular its overarching human-centred approach and the need for greater global efforts to identify and prepare for the skills needs of the future and to ensure that the ILO mandate is recognized as extending to all forms of work and employment relationships. However, it was also noted that the Report should not be the only consideration in preparing the outcome document. The creation of decent and sustainable work was seen as a priority, to assist through ensuring the environment for productive and sustainable business models. Many also referred to the strengthening and universal application of international labour standards, fundamental principles and rights at work and the effective application of the ILO supervisory system as being essential to attain the level of ambition to be set by the outcome document.
5. While different views have been expressed on the need for, and form of, an implementation and follow-up mechanism, it is clear that if the outcome document is to set out the level of ambition and impact called for the ILO will have to devote all of its resources and expertise, including its development cooperation programmes, to its pursuit. If so, the ILO should be using its principal programming and budgeting mechanism to this end. Any other follow-up mechanism would, by its very nature, be limited in scope and secondary to the ILO

programme and budget. The Director-General would therefore propose that future programme and budgets be formulated to ensure the implementation of the outcome document, also taking into account the strategic objectives determined in the ILO Declaration on Social Justice for a Fair Globalization (Social Justice Declaration), and that a redesigned Implementation report would be the effective vehicle for regularly monitoring the progress made towards achieving its objectives. Such an approach could be formalized by the International Labour Conference through a resolution to accompany the outcome document, and would be facilitated through the reorientation of the ILO programme and budget, Office structure and delivery model as referred to by the Director-General in his Programme and Budget proposals for 2020–21.¹

6. In view of the Governing Body discussion in November 2018 and the February 2019 consultations, it is proposed that the outcome document will:
 - (a) build on the ILO Constitution, Declaration of Philadelphia and other previous declarations, but will go beyond a mere reaffirmation of those instruments. It will reinforce the ILO core principles, strategic objectives and normative role, the value of tripartism and social dialogue, and their relevance to the future;
 - (b) be relevant to all member States at all stages of development;
 - (c) be concise and action oriented, but not time bound;
 - (d) identify challenges and set the long-term and strategic direction of the ILO, taking into account the Report of the Global Commission on the Future of Work;
 - (e) consolidate the ILO as the global authority on labour and employment matters and strengthen the ILO's role and influence in the multilateral system;
 - (f) drive the ILO's leading role in shaping the future of work; and
 - (g) take the form of a "Centenary Declaration".
7. In light of the above considerations, it is proposed that the Declaration comprise four parts:
 - (a) Part 1 will reaffirm the ILO mandate and core principles as established by the ILO Constitution, the Declaration of Philadelphia, the ILO Declaration on Fundamental Principles and Rights at Work and the Social Justice Declaration.
 - (b) Part 2 will present the current and anticipated future major developments, challenges and opportunities in the world of work.
 - (c) Part 3 will call for the ILO and its constituents to commit to addressing specific priorities in the pursuit of the ILO mandate in its current and future context.
 - (d) Part 4 will address the means of action to be used.
8. In view of the consultations to date and the level of convergence on many aspects, the Governing Body may wish to accelerate the process outlined in paragraph 1 and request the Office to prepare a draft Declaration to be available for consultations scheduled for April 2019.

¹ [GB.335/PFA/1](#).

Draft outcome

- 9. The Governing Body provided guidance on the building blocks for a Centenary Declaration as detailed in the appendix of document GB.335/INS/2/3.*

Appendix

Building blocks for a Centenary Declaration

Part 1 (Reaffirming the mandate)

A statement of principles and objectives, reaffirming the ILO Constitution and its declarations, recognizing that work still needs to be done to achieve universal peace through social justice and the new demands of a changing world calling for strong action and leadership by the ILO and its constituents. It would reiterate the fundamental importance of tripartism, social dialogue, international labour standards and fundamental principles and rights to all forms of work and employment relationships. It would further recognize that while significant progress has been achieved over the past 100 years, the world of work still faces formidable challenges.

Part 2 (Identifying the challenges and opportunities for the future of work)

Identifying the challenges and opportunities arising from the transformational change facing the world of work. These relate to:

- (a) demographic change, including labour migration and mobility;
- (b) increasing inequalities and persistent gender gaps;
- (c) the urgent need for a just transition to environmental sustainability;
- (d) rapid growth of the digital society, the platform economy and technology;
- (e) identifying and addressing future skills demands and the need for skills development and lifelong learning;
- (f) changing patterns of production and work, business models and employment relationships in an increasingly globalized economy;
- (g) creating the conditions for sustainable enterprises to generate full and productive employment and decent work, including through the transition from informal to formal enterprises;
- (h) the growing and universal constituency of the ILO and the need to reflect this fully in ILO governance and programmes; and
- (i) the developments in the multilateral system and the increasing role and relevance of the ILO, in particular as a result of the recognition by the multilateral system of decent work as a key to sustainable development and ending poverty, and the consequent need for greater cohesion across the system.

Part 3 (A commitment to action)

A commitment to action by the ILO and its constituents to put people and decent work at the heart of social and economic development through a human-centred approach and inclusive growth, including through the reinvigoration of, and respect for, the tripartite social contract.

- (1) Increasing investment in people's capabilities through:
 - (a) a universal entitlement to lifelong learning that enables people to acquire skills, reskill and upskill;
 - (b) investments in the institutions, policies and strategies that will support people through future-of-work transitions;
 - (c) the implementation of a transformative and measurable agenda for gender equality; and
 - (d) the provision of universal social protection from birth to old age.
- (2) Increasing investment in the institutions of work by:
 - (a) strengthening and revitalizing the institutions of work, international labour standards, regulations, employment contracts, collective agreements and labour inspection systems to promote formalization, reduce working poverty and secure a future of work with dignity, economic security and greater equality;
 - (b) establishing a universal labour guarantee to allow workers, regardless of their contractual arrangements or employment status, to enjoy fundamental principles and rights at work, including occupational safety and health and work-life balance;
 - (c) strengthening the collective representation of workers and employers through social dialogue, recognizing it as a public good and actively promoting it through public policies; and
 - (d) harnessing and managing technology for decent work, including the effective regulation of data use and privacy in the world of work.
- (3) Increasing investment in decent and sustainable work by:
 - (a) taking measures to promote investments in key areas, including the care economy and the social economy, to achieve a just transition to the green economy and to raise productivity in sustainable enterprises in order to provide new opportunities for decent work;
 - (b) reshaping business incentive structures for longer-term investment approaches and establishing an environment for increased job creation and decent work; and
 - (c) scaling up ILO action for those who have historically remained excluded from social justice and decent work, notably those working in the rural and informal economies.

Part 4 (Means of action)

In order to attain the level of ambition set by the Declaration, the ILO and its constituents must strengthen and use their full capacity, in particular:

- (a) to ensure that the ILO has a clear, robust and up-to-date body of international labour standards, and that these are implemented through effective national legislation and monitoring of compliance;
- (b) to extend the functioning of social dialogue and strengthen the capacity of representative organizations;
- (c) to strengthen joint work with other multilateral institutions through the establishment of more systemic and substantive working relations, recognizing the strong, complex and crucial links between trade and financial, economic and social policies, and ensuring coherence across these policy areas;

- (d) to focus development cooperation activities on meeting the needs of member States in all circumstances and at all levels of development; and
- (e) to strengthen ILO research, knowledge and technical expertise.