International Labour Conference, 108th Session, 2019



International Labour Organization



Report IV

ILO Centenary outcome document

Fourth item on the agenda

International Labour Office, Geneva

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I. The background to the development of the proposed ILO Centenary Declaration

1. The year 2019 marks the 100th anniversary of the International Labour Organization (ILO). The Centenary is an opportunity not only to look back and celebrate the ILO's history and achievements, but also to look forward to its future. It provides a unique opportunity to reaffirm the relevance of the ILO's social justice mandate and Decent Work Agenda, and to chart a path that will enable the Organization to meet new challenges as it enters its second century.

2. In his Report to the 102nd Session (2013) of the International Labour Conference, [1] the Director-General proposed seven Centenary Initiatives: [2] the Governance Initiative, the Standards Initiative, the Green Initiative, the Enterprises Initiative, the End to Poverty Initiative, the Women at Work Initiative and the Future of Work Initiative. The Future of Work Initiative is the centrepiece of the ILO's activities to commemorate its Centenary.

The Future of Work Initiative

3. The Future of Work Initiative was the subject of the plenary debate at the Conference at its 104th Session (2015), when the delegates expressed support for a three-stage implementation plan that was outlined in the Director-General's Report. [3] During the first stage of the Initiative over 110 member States organized tripartite dialogues on the future of work, considering four conversations identified in the Director-General's Report: work and society, decent jobs for all, the organization of work and production, and the governance of work.

4. The second stage of the Initiative began with the launch of the Global Commission on the Future of Work in August 2017. The Global Commission was co-chaired by the Prime Minister of Sweden, Mr Stefan Löfven, and the President of South Africa, Mr Cyril Ramaphosa. [4] They were joined by 25 Commissioners, from every region, with different interests, backgrounds, experiences and perspectives, but all with strong expertise in the world of work.

[1] ILO: *Towards the ILO centenary: Realities, renewal and tripartite commitment*, Report of the Director-General, Report I(A), International Labour Conference, 102nd Session, Geneva, 2013.

[2] For more information about the seven Centenary Initiatives, visit: https://www.ilo.org/global/about-the-ilo/history/centenary/lang--en/index.htm.

[3] ILO: *The future of work centenary initiative*, Report of the Director-General, Report I, International Labour Conference, 104th Session, Geneva, 2015.

[4] Ms Ameenah Gurib-Fakim, former President of the Republic of Mauritius, served as Co-Chair of the Global Commission during its first two meetings.

5. The Global Commission met four times in formal session and launched its report – *Work for a brighter future* – on 22 January 2019. [5] The report of the Global Commission has been transmitted to the current session of the Conference by the Director-General and will be the topic for the debate in its plenary.

6. During the third stage of the Initiative the ILO encouraged its member States to hold Centenary events to consider the Global Commission report in preparation for their participation in the 108th Session of the Conference.

Governing Body sessions and tripartite consultations

7. Since 2013, several sessions of the Governing Body and a number of consultations with the three constituent groups have provided invaluable and strategic guidance concerning the Centenary Initiative on the Future of Work, including the scope and nature of a Centenary Declaration and the process for its preparation.

8. The Governing Body first discussed the agenda of the 108th Session of the Conference at its 329th and 331st Sessions in March [6] and October [7] 2017, where there was a general consensus that the agenda of the Conference should be focused on the future of work, with the aim of giving direction to the future activities of the Organization through the consideration of an "outcome document".

9. The Governing Body further discussed the agenda, format and programme of the Centenary Session of the Conference at its 332nd Session in March 2018. [8] Members of the Governing Body expressed their support for negotiating an outcome document through the establishment of a Committee of the Whole and emphasized that any text adopted by the Conference on the occasion of its Centenary would need to have comparable standing to those adopted at other key moments of the Organization's history. The Governing Body decided to place on the agenda of the 108th Session of the Conference items related to the future of work and the relevant Centenary Initiatives, and to request the Director-General to further develop the nature and format of these items for consideration by the Governing Body in November 2018.

10. At its 334th Session [9] in November 2018, the Governing Body endorsed the Director-General's proposals concerning the nature, format and consultation process for the development of a draft outcome document for consideration by the Conference at its 108th Session. The milestones of the agreed consultation process included: a working paper for informal tripartite consultations to be held in February 2019; a second paper providing building blocks for the outcome document, for debate and guidance by the Governing Body at its 335th Session in March 2019; a third paper for informal consultations to be held in April 2019; and a proposed draft text of the outcome document to be made available in early May 2019.

[5] ILO: *Work for a brighter future – Global Commission on the Future of Work*, Geneva, 2019.

[6] GB.329/INS/2.

[7] GB.331/INS/2.

[8] GB.332/INS/2.

[9] GB.334/INS/2/2.

11. A working paper was prepared and consultations were held with the three groups [10] during the week of 4 February 2019. A consensus emerged that the outcome document of the Conference should take the form of a Centenary Declaration, which would build on the ILO Constitution, the Declaration of Philadelphia (1944) and other previous declarations, but go beyond a mere reaffirmation of those instruments. It should reinforce the core principles, strategic objectives and normative role of the ILO, reaffirm the value of tripartism and social dialogue, be relevant to all member States at all stages of development, be concise and action oriented, but not time bound, and set the long-term and strategic direction of the ILO. The proposed Declaration should take into account the report of the Global Commission on the Future of Work, consolidate the ILO as the global authority on labour and employment matters, strengthen the ILO's role and influence in the multilateral system, and drive the ILO's leadership role in shaping the future of work.

12. At its 335th Session, the Governing Body discussed building blocks [11] for the development of a Centenary Declaration that had been prepared on the basis of the informal consultations held in February 2019. Members of the Governing Body provided valuable guidance on the proposed building blocks. In view of the level of convergence on many aspects resulting from the consultations, the Governing Body also agreed to the Office proposal to accelerate the process and requested the Director-General to prepare a draft Declaration to be available for consultations in April 2019.

13. A draft Declaration and draft working methods for the Committee of the Whole were subject to consultations with constituents at the end of April [12] 2019. In light of the comments and guidance provided through these consultations, the Director-General has prepared the attached draft ILO Centenary Declaration, which is submitted to the current session of the International Labour Conference for consideration.

[10] Consultations for Governments (4 February), Workers (5 February), Employers (7 February), the tripartite groups (8 February).

[11] GB.335/INS/2/3.

[12] Consultations for Governments (25 April), Workers (29 April), Employers (29 April), the tripartite groups (30 April).

II. Draft Declaration for the consideration of the International Labour Conference

ILO Centenary Declaration

The International Labour Conference, meeting in Geneva at its One Hundred and Eighth Session on the occasion of the Centenary of the International Labour Organization (ILO),

Considering that the experience of the past century has confirmed that the continuous and concerted action of governments and representatives of employers and workers is essential to the achievement of social justice and the promotion of universal and lasting peace;

Acknowledging that such action has brought historic advances in the realization of truly humane conditions of work, but that persisting poverty, inequalities and injustices, and fragility and conflict in many parts of the world, constitute a threat to those advances and that pressing challenges remain in securing shared prosperity and decent work for all;

Recalling and reaffirming the aims, purposes and principles set out in the ILO Constitution and the Declaration of Philadelphia (1944);

Underlining the importance of the ILO Declaration on Fundamental Principles and Rights at Work (1998) and the ILO Declaration on Social Justice for a Fair Globalization (2008);

Moved by the sentiments of social justice that gave birth to the ILO one hundred years ago, and the conviction that it lies within the reach of the governments, workers and employers of the world to shape a future of work that realizes the Organization's founding vision; and

Calling upon all constituents of the ILO to reinvigorate the social contract for social justice and universal and lasting peace to which they committed in 1919,

Adopts this … day of June of the year two thousand and nineteen the present Centenary Declaration.

I

The Conference declares that:

A. The ILO marks its Centenary at a time of transformative change in the world of work, driven by technological innovations, demographic shifts, climate change and globalization, which bring into question the very nature and future of work, and the place and dignity of people in it.

B. It is imperative to act with urgency to seize all opportunities to shape a fairer, inclusive and more secure future of work with full employment and decent work for all.

C. Such a future of work is a precondition for sustainable development that puts an end to poverty and leaves no one behind.

D. The ILO must carry forward into its second century with unrelenting vigour its enduring mandate for social justice by making people's rights, needs and aspirations the primary objectives of economic, social and environmental policies – ***the human-centred approach for the future of work***.

E. The growth of the Organization over the last 100 years towards universal membership means that the full contribution of the ILO's constituents to this endeavour can be assured only though their full, equal and democratic participation in its governance.

II

The Conference declares that:

A. In discharging its constitutional responsibilities and adopting the human-centred approach for the future of work, the ILO must direct its efforts to:

(i) ensuring a just transition to an environmentally sustainable future of work;

(ii) harnessing the fullest potential of technological progress to achieve the material welfare, self-realization and dignity of all human beings, with a just sharing of its benefits for all;

(iii) promoting the acquisition of skills for all workers at all stages of their working lives in order to address existing and anticipated skills gaps, with particular attention to aligning education and training systems with labour market needs;

(iv) developing effective policies to generate decent work opportunities for youth and facilitate the transition from school to work;

(v) carrying to its conclusion the unfinished struggle for gender equality at work through a transformative agenda, which achieves equal participation and equal remuneration for women and men for work of equal value;

(vi) realizing equality in the world of work for people with disabilities;

(vii) promoting an enabling environment for entrepreneurship, innovation and sustainable enterprises, including social enterprises and micro, small and medium-sized enterprises, so as to generate decent work, productive efficiency and improved living standards;

(viii) ensuring that the increasing diversification of production and work arrangements and business models serves social and economic progress and the promotion of decent work;

(ix) achieving the reduction and eventual elimination of informality;

(x) promoting systems of governance of labour migration and mobility that fully respect the rights of migrant workers and benefit countries of origin, transit and destination; and

(xi) intensifying engagement within the multilateral system, in line with the system's recognition that decent work is key to sustainable development and ending poverty, and given that in conditions of globalization the failure of any country to adopt humane conditions of labour is more than ever an obstacle to progress in all other countries.

B. Tripartite cooperation through social dialogue between governments and employers' and workers' organizations provides the essential foundation of all ILO action and successful policy and decision-making in its member States.

C. Occupational safety and health is a fundamental principle and right at work in addition to those specified in the ILO Declaration on Fundamental Principles and Rights at Work (1998).

III

The Conference calls upon all member States to work individually and collectively, on a tripartite basis, to advance the human-centred approach for the future of work by:

A. Strengthening the capacities of all people to benefit from the opportunities of a changing world of work through:

(i) the effective realization of lifelong learning and quality education for all;

(ii) universal, comprehensive and sustainable social protection; and

(iii) active measures to support them through the increasing transitions they will face in working life.

B. Strengthening the institutions of work to ensure adequate protection of all workers against a background of new and emerging forms of work. All workers, regardless of their employment status or contractual arrangements, should be guaranteed:

(i) respect for their fundamental rights;

(ii) an adequate living wage;

(iii) limits on maximum working hours;

(iv) safety and health at work;

(v) privacy and personal data protection; and

(vi) scope for achieving better work–life balance, by having greater influence over their working time, in ways that respect enterprise needs and promote productive efficiency and shared benefits.

C. Promoting productive employment and decent work through:

(i) macroeconomic frameworks that have decent work for all as their central objective;

(ii) investment in infrastructure and strategic sectors, including the green, care and rural economies; and

(iii) policies and incentives that promote inclusive growth through enterprise creation and formalization, and that align business practices to the objectives of this approach.

IV

The Conference declares that:

A. The setting and supervision of international labour standards is of fundamental importance to all ILO activity. This requires the Organization to have a clear, robust, up-to-date and relevant body of international labour standards, which offer necessary protections covering all forms of work, which are ratified and applied in law and practice, and which are subject to authoritative and effective supervision.

B. It is incumbent on the ILO to strengthen the capacity of its tripartite constituents to engage in all relevant processes, within and across borders, and to promote collective representation at work through strong and influential mechanisms of social dialogue, with full respect for freedom of association and collective bargaining, in the conviction that such representation and dialogue contribute to the overall cohesion of societies and are a matter of public interest.

C. The services that the ILO offers to its member States and social partners, notably through development cooperation, must be consistent with its mandate and based on a thorough understanding of their diverse circumstances, needs and priorities, including through expanded South-South and triangular cooperation.

D. The ILO must maintain the highest levels of statistical, research and knowledge management capacities and expertise in order to maximize the quality and influence of its evidence-based policy advocacy.

E. The ILO must take a role of partnership and leadership in the multilateral system, based on its constitutional mandate, by reinforcing cooperation and developing institutional arrangements with other organizations, recognizing the strong, complex and crucial links between trade, financial, economic, social and environmental policies, which promote coherence across these policy areas in pursuit of the human-centred approach for the future of work.

V

The Conference invites the Governing Body to periodically review progress on the implementation of this ILO Centenary Declaration.