



106th Session of the International Labour Conference (June 2017)

Agenda item VI

Briefing Note for Workers' Delegates

Fundamental Principles and Rights at Work: From Challenges to Opportunities

Recurrent discussion on the strategic objective of fundamental principles and rights at work, under the follow-up to the ILO Declaration on Social Justice for a Fair Globalisation, 2008

BACKGROUND

Agenda Item VI is the result of the alignment of the follow-up procedures of the 1998 Declaration on Fundamental Principles and Rights at Work and the 2008 Declaration on Social Justice for a Fair Globalization (SJD).

The SJD aims at strengthening the ILO's capacity to promote its Decent Work Agenda and effectively respond to the challenges of globalization. The follow up to the SJD introduced a scheme of recurrent discussions at the Conference with respect to each strategic objective to understand better the diverse realities and needs of Members, using all ILO means of action, and to assess the results of ILO's activities with a view to informing programme, budget and other governance decisions.

This is the second discussion on Fundamental Principles and Rights at Work (FPRW) within the current cycle of recurrent discussions.

The discussion takes place in a challenging context where global unemployment stands at 200 million. Large emerging economies experience slower economic growth, and in some cases recession. Precarious work affects 1.5 billion workers worldwide and inequality is the highest in three decades. Wages are stagnating and job insecurity is on the rise. Serious decent work deficits remain in the informal economy, rural areas and global supply chains. 1.5 billion of the world's 7 billion people live in conflict and fragility-affected States. In 2015, 65.3 million were forcibly displaced worldwide, the highest level of displacement on record.

The report provides an overview of the progress and challenges in today's world in relation to the respect of FPRW. The Committee will have to adopt conclusions and the key elements of a plan of action covering the four categories of FPRW that will guide the work of the ILO until the next recurrent discussion in 2023. To that end, the Office has suggested four discussion points that can be found at the end of the report¹. After completing the discussion of the questions, a small tripartite drafting committee will be convened to prepare draft conclusions. The full Committee will then have a chance to modify the draft conclusions through a procedure of amendments.

A summary of the chapters is provided here below together with some initial indications on the answer to each question.

¹ http://www.ilo.org/ilc/ILCSessions/106/reports/reports-to-the-conference/WCMS_550269/lang--en/index.htm

Chapter 1: Trends and challenges of FPRW

Freedom of association and the right to collective bargaining

The report acknowledges the essential role of freedom of association and collective bargaining for the realisation of decent work, as well as continuing pressures on process and institutions that support these rights. Austerity programmes and labour market deregulation have had a negative impact on the realization of these rights, together with widespread anti-union discrimination, violence and repression of trade unionists. The growth of non-standard forms of employment poses challenges to freedom of association and collective bargaining. The report notes the reduction in the membership of workers' and employers' organisations and a decline in collective bargaining coverage, notably following conditionalities in international loans to some European countries. There is a trend towards deregulation in developed economies and reinforcement of labour legislation in some emerging economies. The report confirms that countries with high collective bargaining coverage face less inequality.

The elimination of all forms of forced or compulsory labour

Forced labour has attracted growing attention as a form of 'modern slavery'. The ILO's latest estimates from 2012 indicate that 21 million people were victims of forced labour. A new estimate will be published later this year. While state imposed forced labour persists, the majority of forced labour is found in the private economy, notably on board fishing vessels or in workshops, agriculture and private homes. Debt bondage through the manipulation of debt of workers by employers and recruiters remains a reality in many countries. Migrant workers are particularly vulnerable, notably undocumented migrants and low-skills migrants, who are more likely to be employed on a temporary and seasonal basis. Many countries have adopted legislation, but enforcement remains weak due to inadequate labour inspection in terms of capacity, resources, training and access to workplaces.

Effective elimination of child labour

There has been significant progress in reducing child labour since 2000. However, 168 million children remain in child labour with 40% being girls. The target date of 2016 for the elimination of the worst forms of child labour has also not been met. If the rate of decline is not increased, the goal of eradication of all child labour by 2025, established in the 2030 Agenda will not be reached. Forced recruitment of children in armed conflict - one of the worst forms of child labour - is a major concern. Successive global reports on child labour have pointed to the need for coherent national policy responses that address the root causes of child labour ensuring income security and decent work for adults. Investment in education and broadening access to social protection have proven to be most effective in the elimination of child labour.

Elimination of discrimination in employment and occupation

Despite some progress, inequalities between women and men persist in access to opportunities and earnings on the labour market. Women are overrepresented in low paid work and non-standard forms of employment and continue to perform the majority of unpaid household and care work. The wage gap stands at 23%, resulting also in less access to employment-related social protection for women. At the current pace of progress, pay equity would only be achieved in 2086. The report also states that where trade union density and collective bargaining is high, the gender wage gap is smaller. Discrimination based on race, ethnicity, origin, nationality, religion, sex and HIV status remain an everyday reality for many. Most countries have legislation and policies in place and grounds of discrimination covered have expanded beyond those contained in Convention 111 with disability and age being among the most commonly added.

Ratification of the ILO fundamental conventions

Despite some progress, the goal of universal ratification of ILO core conventions by 2016 was not achieved. 129 ratifications of the core conventions are still required to meet the goal of universal ratification set by the ILO in 1995. Conventions 87 and 98 remain the least ratified instruments. Half the world's population lives in

countries that have still not ratified one or both of these conventions. Many implementation gaps persist, exacerbated by the growth of precarious work and large informal economies. A positive development was the adoption in 2014 of the Forced Labour Protocol and its accompanying Recommendation, adding a new core labour standard. In May 2017, the Protocol was ratified by 13 countries, lagging far behind the goal of 50 ratifications by 2018.

Informal economy

The 2012 conclusions of the recurrent discussion on FPRW resulted in an experts' meeting on advancing FPRW in the informal economy and in 2015, the Conference adopted the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204). Recommendation 204 calls on member States to respect, promote and realize FPRW in the informal economy. It calls upon governments to create an environment for employers and workers to organize and bargain collectively. The nature of much informal employment constitutes barriers to the creation of democratic and independent workers' organisations. Most forced and child labour occurs in the informal economy, primarily in agriculture. Discriminated groups are more likely to work in the informal economy. Domestic work is entirely informal in most countries. Labour inspection is limited providing ground for employment practices that violate FPRW.

Rural economy

Almost half the world's population live in rural areas and 32% in agriculture. More than 82% of rural and 98% of agricultural employment are informal. Agriculture remains the main area of employment for women in low-income countries. The 2015 General Survey on the right of association and rural workers' organisations instruments painted a bleak picture in terms of FPRW with no real progress in some countries over a century. The rural economy is characterized by poverty, job insecurity, lack of representation and dangerous working conditions. The report acknowledges that the development of effective workers' and employers' organisations is vital to advance respect for FPRW. In some countries, self-employed and own-account workers face barriers to organise. In others, workers on small family farms, self-employed, temporary, seasonal or casual workers are excluded from legislation. Most child labour and much of forced labour is in agriculture. Many rural workers continue to be excluded from the scope of labour protection. The ratification and implementation of relevant ILO standards in rural areas has to be a priority with the promotion of FPRW as enabling rights.

Global supply chains and export processing zones

Global supply chains (GSC) now involve 453 million workers. That is one in five jobs. Supply chains are often complex and fragmented. Failures at all levels have contributed to decent work deficits, including freedom of association, collective bargaining, forced and child labour and discrimination. Export processing zones (EPZs) are an important part of global supply chains. These zones are often exempted from labour laws with workers facing restriction to the right to organise and bargain collectively. The 2016 Conference conclusions called on the ILO to develop a programme of action to address decent work in GSC. The Governing Body called for three meetings of experts including one to identify action to promote decent work and promotion of FPRW in EPZs that will take place later this year.

Non-standard forms of employment

The 2012 recurrent discussion noted that the increase in non-standard forms of employment (NSFE) raised questions concerning the full exercise of FPRW. As a follow-up, the 2015 Tripartite Meeting of Experts on Non-Standard Forms of Employment concluded that NSFE should not be used to undermine labour rights and decent work, including freedom of association and collective bargaining, equality and non-discrimination and security of employment. There are serious concerns that the use of casual, temporary or agency workers divide workforces and destabilise bargaining units. Women, migrants and youth are over-represented in NSFE. New NSFE such as on-demand economy blur the employment relationship and the distinction between dependent employment and self-employment. The 2015 Meeting of Experts concluded that special attention should be given to preventing and eliminating NSFE that do not respect FPRW.

Situations of fragility and conflict

1.5 billion of the world's 7 billion people live in conflict and fragility-affected States. In 2015, 65.3 million individuals were forcibly displaced worldwide, the highest level of displacement on record. An increase of more than 50% in five years. In crisis situations livelihoods are destroyed and workplaces damaged. Lack of respect for FPRW and other labour standards, inequality and social exclusion are common features of such situations. Tackling discrimination and inequalities can contribute to reducing social tensions, which are often driving forces in conflicts. Recruitment of children into armed conflict is a major concern as well as child labour and human trafficking of refugees. Workers' and employers' organisations can be a force for stability in crisis contexts. The 2017 Conference should adopt a new instrument revising the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71).

Chapter 2: Review of action by the ILO and its constituents

Chapter 2 highlights specific examples of efforts by constituents to promote FPRW and Office action in follow-up to the plan of action on FPRW adopted by the Governing Body in 2012.

Action taken by constituents to promote FPRW

Specific initiatives of trade unions to organise are mentioned together with good practices in social dialogue. Reference is also made to regional initiatives on child labour in Latin America and West Africa as well as some specific initiatives, including: the Child Labour Platform (an ILO-Global Compact initiative allowing companies and workers to share experience on the elimination of child labour), the ACT initiative (aimed at addressing the issue of living wages in the textile and garment supply chain through the development of industry-wide collective bargaining), the Bangladesh Accord and the Global Business and Disability Network (comprising multinationals, employers' organizations and organizations of persons with disabilities to promote disability inclusion in the workplace).

Implementation by the Office of the plan of action for 2012-2016

Internal coherence and synergies with other strategic objectives: Despite increased attention to FPRW in DWCPs, significant differences remain in prioritisation. Not a single DWCP prioritised action on freedom of association and collective bargaining and gender equality was mostly mainstreamed, regardless of the technical subject. The World Report on Child Labour focused in two separate years on links with other ILO strategic objectives (social protection and youth employment). In 2014, the ILO launched the Fair Recruitment Initiative aimed at preventing human trafficking and promoting safe migration. In 2016, the Governing Body approved general principles and operational guidelines on fair recruitment. In 2013, the Office established the Fundamental Principles and Rights at Work Branch to better integrate its activities on FPRW. Field-based specialists now all cover FPRW. An ILO flagship programme on the elimination of child and forced labour has also been established.

Standards-related action: The Protocol to C29 and Recommendation No. 203 were adopted and the 50 for freedom campaign launched. Member States that have not ratified fundamental conventions have to report to the Governing Body by means of annual reviews under the follow-up to the 1998 Declaration why they did not. Country situations are specific hence a targeted approach is needed to assist member states to overcome the challenges they face. The pace of ratification and implementation could be increased by providing further assistance to reporting States.

Research, statistics and knowledge base: The Industrial Relations Data (IRData) database provides data on union density and collective bargaining coverage and IRLex is a pilot legal database on Industrial Relations. New global estimates will be released later this year on forced and child labour, in line with the resolution of the International Conference of Labour Statisticians (ICLS). The ILO has also started a process that should lead to the production of new estimates on discrimination at work. The Office has undertaken research on individual labour dispute systems, which can involve disputes related to FPRW noting a significant increase in individual labour disputes.

Technical advisory services, capacity building and development cooperation: The ILO Turin Centre has trained 1,315 people on FPRW issues. In order to maximize impact, training at interregional and regional levels could be combined with subregional and national training involving local actors, in partnership with regional institutions and national development agencies. Development cooperation projects sought to pursue a more integrated approach to FPRW, although a growing number of public-private partnerships have mainly targeted child labour. The report says that steps are being taken to address this. The Workers' Group may wish to ask what measures are being implemented and how they aim to address this issue. The report highlights some projects that applied an integrated approach.

Strengthening the role of social partners: The report describes some activities to build the capacity of social partners.

Allocation of resources: Resources for development cooperation projects on FPRW between 2012 and 2015 were worth 137.7 million USD. 55% was allocated to child labour, 21% to forced labour, 15% to freedom of association and collective bargaining and 9% to non-discrimination. The Workers' Group may wish to insist on a more balanced expenditure across the four categories of rights. 8% of the ILO regular budget is spent on FPRW. There has been a significant reduction in regular budget supplementary account funding between 2012 and 2015.

Chapter 3: Initiatives in other frameworks aimed at the promotion of FPRW

The UN and the 2030 Agenda for Sustainable Development

The 2030 Agenda and emerging alliances: FPRW are key to the achievement of SDG 8 on Economic Growth and Decent Work for All as well as of some other SDGs (1, 4, 5,10,16). A number of 'global alliances' have emerged. Alliance 8.7 was launched in September 2016 to reduce forced and child labour. The Global Equal Pay Coalition will be launched in September 2017 to promote SDG target 8.5 on equal pay for work of equal value by 2030, including universal ratification of C100. The Global Deal was launched in September 2016 by the Swedish Prime Minister in cooperation with the ILO and OECD in order to address challenges in the global labour market and allow people to benefit from globalization. This multi-stakeholder partnership aims to encourage governments, business, trade unions and other organisations to commit to enhancing social dialogue. The Workers' Group may wish to question why no concrete initiatives were taken to spearhead tripartism and freedom of association and collective bargaining in the SDGs.

UN Guiding Principles on Business and Human Rights: The UNGPs recommend that business apply human rights due diligence in order to identify, prevent, mitigate and account for how they address human rights impacts across their operations and make specific reference to the 1998 Declaration. The ILO has organised sessions on child labour and forced labour at the annual business and human rights forums and has established close cooperation with the UN Working Group on Business and Human Rights. The Workers' Group may wish to call on the ILO to ensure that there is an integrated focus including events and activities on freedom of association and collective bargaining as well as discrimination. The ILO MNE Declaration refers specifically to the 1998 Declaration. The Workers' Group may wish to recall that the ILO MNE Declaration was recently reviewed and now includes reference to the Social Justice Declaration, UNGPs and global supply chains. The MNE Declaration acknowledges that the process of due diligence should take account of the central role of freedom of association and collective bargaining, industrial relations and social dialogue.

Other UN partnerships: partnerships exist with the UN Global Compact and the UNHCR. The Workers' Group may wish to insist that these initiatives should promote FPRW in an integrated way.

Global and regional economic institutions

The G20 has repeatedly committed to respect FPRW and recognised the contribution of social dialogue. FPRW have been integrated more firmly in safeguard policies of several international and regional development banks. The Asian Development Bank and the Inter-American Development Bank have not yet taken action to adopt labour safeguards. In 2016, the World Bank adopted a new Environmental and Social Framework for investment lending, which includes a labour safeguard. While certain provisions are not in line with ILO

standards, the report states that it provides new opportunities for collaboration and the development of practical guidance at country level. The Workers' Group may wish to share some experience as to the effectiveness of these initiatives and the implementation of the commitments taken by the G20 on FPRW. Many governments which are part of the G20 have yet to ratify all fundamental conventions, including Conventions 87 and 98.

Labour provisions in trade agreements

Labour provisions are increasingly included in bilateral and plurilateral trade agreements. They commonly refer to the 1998 Declaration and FPRW. They usually include obligations of not lowering labour standards in order to encourage trade or investment and maintaining labour laws and practices in line with the 1998 Declaration. They have various monitoring, implementation and compliance mechanisms, ranging from pre-ratification measures to dispute resolution mechanisms. The report mentions that one mechanism to improve effectiveness is the involvement of all stakeholders, both with respect to transparency and accountability. The report states that further research and discussion is needed to identify other avenues for the involvement of the ILO in order to ensure further coherence between FPRW and the effective implementation of labour commitments under trade agreements. The report also makes references to the EU Generalized System of Preferences (GSP) whereby countries have to ratify and implement ILO fundamental conventions in order to be eligible for special incentives.

Chapter 4: Observations on strengthening action on FPRW

This chapter provides some observations by the Office based on the information presented in Chapters 1 to 3 and suggestions for concrete follow-up actions. Perspectives on these proposals are included below.

Suggested points for discussion by the Conference:

The preceding comments can provide a framework for a Workers' Group response to the points for discussion. Some additional and initial suggestions are also provided below.

Chapter 1 provides a global picture and highlights specific opportunities and challenges for each of the four categories of FPRW:

a) *What have been your experiences and what lessons have you learned in giving effect to the 1998 Declaration and in respecting, promoting and realizing FPRW to further enhance social, economic and development objectives in your country? In your experience, what has worked and what has not?*

The Workers' Group may wish to recall that the conclusions of the 2012 discussion confirmed that FPRW are human rights. Shrinking civic space, attacks, harassment and violence against trade unionists in many countries have resulted in FPRW violations. The Workers' Group should also highlight the negative impact on FPRW of austerity policies and structural adjustment programmes in particular on the effective implementation of C87 and C98. We are still far from universal ratification, in particular of C87 and C98. Serious implementation gaps remain. The follow-up to the SJD should not be reduced to purely programmatic pieces of work. The SJD reflects political commitment that need follow-up by all constituents. Responses to this question will also have to be enriched by the experience of worker delegates based on their country situations.

b) *What additional efforts by governments and social partners are needed to promote and ensure the effective realization of FPRW at both the national and global levels?*

In the lead up to the ILO Centenary in 2019, the 20th Anniversary of the 1998 Declaration and 10th anniversary of the SJD in 2018, renewed commitment by member States on the goal of universal ratification and effective implementation of fundamental conventions is critical with a focus on Conventions 87 and 98 that remain the least ratified. Member states should commit to respect, promote and realize FPRWs as part of their contribution to the implementation of the 2030 Development Agenda. The Workers' Group should support the call in the report to monitor the erosion of FPRW in non-standard forms of employment, building on the meeting of experts on non-standard forms of employment of 2015. Member states should ensure the coordination and coherence of the positions they take at the ILO and in other organisations to guarantee the

promotion of FPRW. As part of the implementation of Recommendation 204, Member states should ensure respect, promotion and realization of FPRW in the informal economy and create an enabling environment for workers' and employers' organisations to organise, bargain collectively and participate in social dialogue in the transition to the formal economy.

Member states should guarantee to agricultural and rural workers the right to organize and bargain collectively. Steps should be taken to facilitate the establishment, growth and functioning of rural workers' organisations as a key element of addressing the many decent work deficits in the sector.

Chapter 2 provides a summary of some of the achievements of the plan of action on FPRW adopted in 2012. Taking into account achievements and challenges in implementation of the plan of action and the guidance provided in the 2016 evaluation of the impact of the Social Justice Declaration:

a) What should the Office's priorities be with regard to development cooperation, DWCPs, capacity building, research, standards-related action and the allocation of resources for FPRW?

Development cooperation programmes should systematically include FPRW in an integrated way. The ratification of FPRW needs to be systematically included in all DWCPs. Implementation gaps based on the comments of the ILO supervisory system and the requests of assistance from the annual reviews under the 1998 Declaration should also be addressed.

Capacity building needs to target workers' organisations to promote the realization of FPRW and assist them to organise and bargaining collectively.

Research needs to prioritise the correlation between freedom of association and collective bargaining and poverty, inequality, forced labour and child labour that should then guide ILO policy work. The research areas identified in the conclusions of the meeting of experts on NSFE need to be given priority, notably research on the barriers to freedom of association and collective bargaining in law and in practice.

Following estimates on forced and child labour, there should be global estimates on freedom of association and collective bargaining. There is a need to improve data on discrimination.

More resources should be allocated to FPRW including a more equal allocation to cover action on all categories of FPRW.

The Office should also step up its efforts to increase the level of ratification of the fundamental conventions with a focus on Conventions 87 and 98. A targeted approach is needed in that regard.

The Workers' Group should call for ILO leadership in policy coherence with organisations of the multilateral system to ensure respect of FPRWs.

The Workers' Group may wish to consider the possibility of adopting a protocol to Convention 111 to include additional grounds of discrimination in addition to those set out in Article 1 (a)². A protocol would cover additional grounds that are increasingly being recognized in international instruments and national legislation.

The Workers' Group may wish to request further information from the Office on the need highlighted in the report to develop further guidance on the development of hazardous work lists required under Convention 182.

The ILO could provide useful guidance to countries on the establishment, functioning and effectiveness criteria of judicial mechanisms for the enforcement of labour laws. The Office should include the results of the research on collective dispute settlement mechanisms in the Office report for the recurrent discussion on social dialogue in 2018.

² Article 1 (a) of C. 111 includes the following grounds: race, colour, sex, religion, political opinion, national extraction and social origin

b) What steps should the Office and member States take to further promote the integrated ILO strategy on FPRW?

The Workers' Group should welcome the establishment of FUNDAMENTALS and support the report when it suggests the need to ensure that equal attention and resources are allocated to the four categories of rights. Much more efforts are needed to achieve this goal, notably by giving greater focus on C87/98/100/111. The integrated strategy should better reflect the key role of Conventions 87 and 98 as enabling rights. The ILO should support constituents to achieve progress towards the realization of the four categories of rights. The ILO should champion tripartism and involvement of social partners in SDG follow-up and other governance areas. The ILO should monitor progress against all FPRW as a contribution to SDG monitoring. The ILO should explore the opportunities offered by the New Global Deal, as proposed by Sweden, to promote tripartism and social dialogue.

The Office should better respond to requests for technical assistance made under the Annual Reviews under the 1998 Declaration by allocating the necessary resources to assist member states to ratify ILO core conventions. The Office could intensify the links between the Annual Review process and development cooperation activities.

The Conference offers an opportunity to reflect on a better use of the discussion of the Annual Reviews in the ILO Governing Body to promote the ratification of FPRWs. One idea envisaged in 2012 to allow member states having ratified one or more conventions to share their experience in the GB followed by a tripartite debate should be examined.

Violations of fundamental principles and rights at work are a serious issue in global supply chains, especially, but certainly not exclusively, in the lower segments of the chain. The ILC discussion on decent work in global supply chains last year highlighted numerous violations, including the prevalence of forced and child labour, widespread violations of trade union rights and discrimination.

The conclusions provide a solid framework for further action and this discussion could use them as a basis to further build on. In particular, the need to focus on specific and additional measures to ensure respect for fundamental principles and rights at work throughout supply chains is important. This should go beyond the current, albeit important, national measures of promotion of the ratification of ILO core conventions and increased and improved labour inspection, to more global levels such as global framework agreements, the use of the UNGPs which set out the various human rights obligations and responsibilities of governments and companies in their operations. Also important is the revised MNE Declaration which incorporates the UNGPs and requires companies to undertake due diligence with a central role for freedom of association, collective bargaining, industrial relations and social dialogue, as well as the important role for workers' organisations in this process.

Another priority area of work is the impact of NSFE on FPRW. The Office, building on the conclusions of the 2015 meeting of experts should monitor the erosion of FPRW, notably freedom of association and collective bargaining, including in new forms of employment such as the "gig economy" and "on demand" economy. This together with research and data collection are important elements in building the ILO knowledge base and inform policy responses also as part of the future of work initiative.

c) What further steps would be required by the Office and member States to give new impetus to the campaign for universal ratification of the eight fundamental Conventions and the Protocol to Convention No. 29?

Member States should renew their commitment for universal ratification and a specific campaign on C87 and C98 as enabling rights should be launched. The ILO should better respond to requests for assistance by member states from the annual review reports under the 1998 Declaration and proactively engage with governments to overcome obstacles to ratification. Ratification of core labour standards should become a conditionality for DWCPs. Tri-partite bodies in all countries should oversee policy areas related to FPRW and be consulted by other ministries and administrations when adopting legislation or measures that impact on FPRW. Member states should resubmit the ratification of all FPRW (and the Protocol if it didn't happen) to the legislative powers in the country in case they report no legal obstacles. The Protocol ratification campaign should also be

used to promote the universal ratification of C29. The ILO needs to step up the protocol ratification campaign as we are far away from the 50 ratifications by 2018.

Chapter 3 provides information on the rise in references to FPRW in international frameworks. Specific targets in the 2030 Agenda, in particular, place a responsibility on the ILO to help drive and monitor progress towards the effective realization of FPRW.

a) How do we ensure that policy coherence is maintained in international forums in relation to FPRW and that they are better integrated in the policies and strategies of other international actors?

The ILO contribution in the SDG framework should be used to raise awareness on the need for member states to ratify and implement ILO core labour standards and the ILO needs to ensure adequate participation of social partners in Alliance 8.7 and the future ILO-UN Women Global Equal Pay Coalition. Public private partnerships have become increasingly common, initially focusing on child labour, then being extended to forced labour and more recently seeking to use an approach which would involve all four areas of FPRW. However, the latter remains the exception rather than the rule. The Workers' Group may therefore wish to insist that any engagement of the ILO in a PPP ensures coverage of and respect for all FPRW.

The World Bank's labour safeguards are currently weaker than those of some other Multilateral Development Banks as they do not refer to core labour standards and they require respect for freedom of association only in a manner consistent with national laws. The ILO will therefore have to collaborate with the Bank to address this weakness and ensure that bank-financed activities do not result in denial of workers' rights.

The ILO should measure the impact of policy interventions by other organisations on FPRW and advocate for policy coherence on the respect of FPRW. Austerity-related reforms should be developed in consultation with social partners and submitted to robust FPRW impact assessments before they are carried out. Respect for FPRW should be incorporated in policies of international, regional and national financial institutions, in policy documents and lending policies. International institutions should exercise human rights due diligence when taking lending decisions and require consultation with trade unions and employer organisations on matters affecting them. States and international financial institutions considering labour law reforms should systematically, and in a timely manner, consult with the ILO. ILO can also assist in fostering dialogue and consultation between trade unions, employer organisations and the Government at country level.

b) What steps should member States and the Office take in order to mainstream tripartism in international frameworks and to strengthen the capacity of the social partners so that all constituents are fully engaged in SDG processes?

In its contribution to the SDG framework the ILO should raise awareness on the need for member states to ratify and implement core labour standards, stressing the importance of Conventions 87 and 98 as enabling rights. The 8.7 and pay gap alliances should be complemented by an 8.8. alliance on freedom of association and collective bargaining to spearhead the promotion of freedom of association and collective bargaining as enabling rights to achieve progress in protecting labour rights and promote FPRW in development in an integrated way. This initiative could build on the New Global Deal initiative.

ILO action should promote tripartism in all activities, as recommended during the evaluation of the SJD. The Workers' Group may wish to insist that the ILO takes leadership in promoting social dialogue and tripartism in the implementation of the SDGs and as a means to achieve progress on FPRW in all related SDG goals.

c) How can emerging alliances be fully mobilized to make a sustainable positive impact on the realization of FPRW?

The ILO and key member States should take political leadership to promote an integrated approach towards FPRW based on the SJD. Within the frame of the Office integrated strategy for the realization of FPRWs there is a need to ensure that equal attention and resources are allocated to the four categories of rights. Throughout all the alliance the key role of Conventions 87 and 98 as enabling rights should be highlighted.

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