



107th Session of the International Labour Conference (May-June 2018)

Agenda item VI

Briefing Note for Workers' Delegates

Social Dialogue and Tripartism

Recurrent discussion on the strategic objective of social dialogue and tripartism, under the follow-up to the ILO Declaration on Social Justice for a Fair Globalisation, 2008

BACKGROUND

In 2008, the International Labour Conference (ILC) adopted the ILO Declaration on Social Justice for a Fair Globalization. The Declaration aims at strengthening the ILO's capacity to promote its Decent Work Agenda and effectively respond to the challenges of globalization. The Declaration lays out four strategic objectives that the ILO and its Members should pursue: (i) promoting employment; (ii) developing and enhancing measures of social protection; (iii) promoting social dialogue and tripartism; and (iv) respecting, promoting and realizing the fundamental principles and rights at work (FPRW).ⁱ

The follow-up to the Declaration 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. The Declaration emphasizes that social dialogue and tripartism should be promoted as the most appropriate methods for: (i) adapting the implementation of each of the four strategic objectives to the needs and circumstances of each country; (ii) translating economic development into social progress, and social progress into economic development; (iii) facilitating consensus building on relevant national and international policies that impact on employment and decent work strategies and programmes; and (iv) making labour law and institutions effective, including in respect of the recognition of the employment relationship, the promotion of good industrial relations and the building of effective labour inspection systems. The Declaration also expresses the universality of the Decent Work Agenda: all Members of the Organization must pursue policies based on the four strategic objectives. At the same time, it stresses an integrated approach by recognizing that these objectives are "inseparable, interrelated and mutually supportive".

This is the first discussion on social dialogue and tripartism within the second cycle of recurrent discussions. It builds on the Conclusions and Resolution of the Recurrent Discussion on social dialogue (ILC 2013),ⁱⁱ the Governing Body Decision (March 2016) concerning the implementation of the plan of action,ⁱⁱⁱ and the Resolution on Advancing Social Justice through Decent Work (ILC 2016).^{iv}

As a background to the Conference discussion, the ILO prepared a report¹ that (i) reviews global trends and challenges shaping social dialogue; (ii) actions taken by member States and constituents more broadly in respect of social dialogue, good practices, gaps and needs; (iii) action taken by the ILO in line with the plan of action on social dialogue for 2014–17; and (iv) key observations and suggested points for discussion. The report looks at developments since 2013, notably changes in the world of work and the impact of these changes on social dialogue at all levels, partly with a view to informing the discussions concerning the Future of Work (ILC 2019) and the role of social dialogue and tripartism in the context of the 2030 Agenda for Sustainable Development.

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¹ http://www.ilo.org/ilc/ILCSessions/107/reports/reports-to-the-conference/WCMS_626796/lang--en/index.htm

There are many cases presented in the report that are very summarily documented and often not analysed. Worker delegates are requested to verify the information related to cases in their country and share their assessment of the practices highlighted in the report.

The Committee will have to adopt conclusions and the key elements of a plan of action on social dialogue and tripartism that will guide the work of the ILO until the next recurrent discussion. To that end, the Office has suggested discussion points that can be found at the end of the report. After completing the discussion of the questions, a small tripartite drafting committee will 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.

Chapter 1: Social dialogue: Setting the scene

Social dialogue includes all types of negotiation, consultation and exchange of information between or among representatives of governments, employers and workers on issues of common interest relating to economic and social policy. Social dialogue is both a means to achieve social and economic progress and an end in itself, as it gives people a voice and a stake in their societies and workplaces. Social dialogue is central to the functioning of the ILO itself and is embedded in practically all of the ILO Conventions and Recommendations and in the Decent Work Agenda. Many provisions of ILO Conventions and Recommendations explicitly require consultations with the social partners.^v

The ILO Future of Work Centenary Initiative has identified four mega-drivers of change particularly affecting social dialogue and industrial relations: 1) Current technological revolutions; 2) Demography-related challenges – increased number of migrants and refugees; 3) Climate change; 4) Negative consequences of globalisation. Labour administrations, workers' and employers' organizations and the ILO are called to consider ways to adapt social dialogue and enhance its relevance in the evolving world of work. Major challenges are: (i) widening income inequality and a declining wage share; (ii) the changing nature of work and employment relationships; (iii) the weakening of labour market institutions; (iv) growing incidence of informal employment, the associated risk of lack of protection and capacity of the workers concerned to organise effectively; (v) pressures to address economic crises through the reduction of public spending; and (vi) doubts about the effectiveness of the outcomes of social dialogue.

Chapter 2: Social dialogue in a changing world

This chapter reviews key global trends and it describes how constituents' needs and priorities are evolving.

Priorities and strategies of the key social dialogue actors in an evolving world of work

To be effective, social dialogue must be supported by a coordinated national system of labour administration. Main challenges include lack of funding, low efficiency and serious gaps in governance, including limited capacity to provide reliable data, and sectors and groups of workers falling outside the scope of labour administrations. Workers and employers' organizations also face important challenges. According to the report, membership levels of employers' organizations seem to have remained stable, amongst others through growing alliances between employers' associations and chambers of commerce or industry associations. In developing countries, one of the biggest challenges is the large informal economy. Pressure on workers' organizations persist through violations of trade union rights; the changing employment relationship; informality and rising unemployment in some countries; the fall of the labour share of national income and the decoupling of wages from rising productivity.

Some promising developments have been recorded, such as labour reforms and establishment of mechanisms to prevent, mediate and settle conflicts; opening up of collective bargaining (CB) mechanisms to some categories of self-employed workers; organizing and representing workers in non-standard forms of employment (NSFE); greater participation of women; broadening of social dialogue from traditional socio-economic issues such as working conditions and employment to formalizing the informal economy, labour migration or sustainable development.

Social dialogue at the national level takes a variety of forms and mechanisms worldwide. Of the ILO's 187 member States, 85% have national social dialogue institutions, not counting the mechanisms of social

dialogue that focus on specific subjects. Depending on the country, the global economic crisis has had different implications for social dialogue. Challenges remain to ensure effective national social dialogue, such as lack of implementation or distrust.

The report then addresses challenges and opportunities by region and themes clusters. For millions of workers around the world, CB is important for determining wages and working conditions. Wages remain the main topic for CB in many countries. There is nevertheless considerable variation among countries in the coverage and structure of CB and in its scope and content. The structure of bargaining is closely linked to the coverage and inclusiveness of collective agreements in the sense of the proportion of employees covered by collective agreements and the inclusion of workers in NSFE, migrant workers and paid informal employees. Given the relationship between CB and more equal wage distribution, there is growing concern over the contribution of declining bargaining coverage to widening inequality in wages.

Workplace cooperation is a form of bipartite social dialogue at the level of the undertaking. As foreseen by the relevant international labour standards, workplace cooperation should be complementary to CB, not undermine Freedom of Association (FoA) or CB, nor weaken the position of trade unions. Effects are stronger when cooperation and consultation take place in a unionized context and when workers' representatives can articulate an independent collective voice.

Practices of cross-border social dialogue are increasingly observed against a backdrop of new forms of international production, and increasing trade integration and foreign direct investment. Tripartite social dialogue at the cross-border level is fundamental to the ILO's Constitution and operations. It is an integral part of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration). Mechanisms of social dialogue are part of bilateral trade and investment arrangements, regional integration schemes, and numerous voluntary initiatives by MNEs, including International Framework Agreements (IFAs) and multi-company industry dialogue and agreements.

Chapter 3: ILO action on social dialogue: Responding to constituents' diverse realities and needs

This chapter presents ILO's assistance to constituents on social dialogue and tripartism at all levels, in line with the plan of action on social dialogue for 2014-2017. It draws on the ILO programme implementation produced since 2013.

A major focus of the ILO is developing the capacities of its constituents in all aspects of social dialogue, in many cases through Decent Work Country Programs (DWCP). One of the aims of ILO policy advice, technical services and capacity building since 2013 has been to enhance the effectiveness and efficiency of public administrations, for example by introducing new management methods, enhancing performance measurement, improving policy evaluation, and development of assessment methods and action plans. Strong and representative workers' and employers' organizations that are the voice of workers and business in policy dialogue are essential for effective social dialogue. The ILO's Bureau for Employers' Activities (ACT/EMP) has played a leading role in strengthening the technical and institutional capacity of employers' organizations to enable them to engage in social dialogue and influence policies, on the basis of their needs and policy priorities. The ILO Bureau for Workers' Activities (ACTRAV) has provided support to workers' organizations through technical advice and the implementation of development cooperation projects.

The ILO provided support on labour law reforms and dispute prevention and resolution, through labour law reform advisory services or technical advice on strengthening the design or operation of labour dispute prevention and resolution systems. The ILO engaged in a number of activities to support member States in using and strengthening national level social dialogue institutions and processes. Various ILO products and technical assistance have focused on strengthening bilateral social dialogue, such as the launch of various databases on industrial relations, the development of manuals or policy briefs, the delivery of training courses through the ILO Turin Centre or the organization of tripartite workshops.

ILO sectoral meetings - themselves a form of cross-border social dialogue - provided a forum for social dialogue between representatives of governments, employers and workers from several different member States on key and emerging issues in selected sectors. Furthermore, the revised MNE Declaration strengthens social dialogue across borders, including in EPZs. Global, (sub and inter) regional tripartite meetings on labour migration have been held with the support of the ILO, research has been conducted assessing labour

provisions in trade and investment arrangements, background research is going on regarding IFAs and support has been provided to multi-stakeholder dialogue such as the Accord on Fire and Building Safety in Bangladesh.

Social dialogue has been mainstreamed in the Sustainable Development Goals (SDGs) and the United Nations Development Assistance Frameworks (UNDAFs) through the decent work agenda, as such contributing to improved policy coherence in the multilateral system in a wide array of policy areas. Yet still too many countries do not engage with workers' and employers' organizations in the design and preparation phases of the voluntary national reviews or in actions to achieve the SDGs. The ILO has encouraged other international organizations and multilateral initiatives to engage with the social partners. Since 2013, cooperation has intensified across the Office to ensure that social dialogue is mainstreamed across the strategic objectives to ensure internal coherence and synergies. Social dialogue was integrated into most interventions at the country level. The strategic objective of social dialogue and tripartism received funding from all sources, namely the regular budget (RB), the regular budget supplementary account (RBSA) and extra-budgetary development cooperation (XBDC) resources.

Chapter 4: Key observations and suggested points for discussion

This chapter provides a synthesis of the key observations that emerge from the report on the role of social dialogue in a changing world of work and of ILO action to promote social dialogue, highlighting a number of challenges and opportunities. It also contains some suggested points for discussion.

Social dialogue in a changing world of work

The continued relevance of social dialogue and its important contributions are increasingly evident in the context of global developments in employment and labour relations. In an environment of growing inequalities and significant changes in employment and labour relations it is important to examine how social dialogue and tripartism can be a more effective tool of governance of the world of work. Several areas of social and economic policy have been addressed through social dialogue. Particular challenges remain for specific sectors of the economy or groups of workers (rural and informal economy, domestic workers). Difficulties in organizing employers and workers in these sectors result in the absence of social dialogue. Other challenges include: widening income inequalities, reduced public spending, the changing nature of the employment relationship, the increasing automation and digitization of work and the continuing rise of NSFE.

Strong and efficient labour administrations are needed to support social dialogue and achieve decent work. Employers' organizations have been adapting to emerging needs. They need to broaden the scope of their advisory services to positively influence policy outcomes. Respect for workers' rights, in particular the right to organize, is essential. However, serious violations of FoA and limitations to workers' effective access to trade union rights persist in many countries. Difficulties are exacerbated in situations where enterprise-level bargaining is replacing sectoral or national-level bargaining. An enabling environment requires appropriate legal and policy frameworks. While in some developing countries legislative reforms have improved frameworks for social dialogue and CB, in some industrialized countries reforms have restricted the scope of social dialogue and CB and the likelihood of legally extending collective agreements. The active participation of social partners in labour law development and in reforms related to the world of work should be strengthened.

Efforts are needed to make national social dialogue institutions more effective including through the active involvement of all tripartite actors. For millions of workers around the world, CB continues to be key for determining wages and working conditions. Given the relationship between CB and more equal wage distribution there is growing concern over the contribution of any decline in bargaining coverage to widening income inequality.

Workplace cooperation can be used as a tool for anticipating and managing change and conflict. Workplace cooperation is distinct from CB but can complement it. It is most successful where workers and employers pursue an active process of interaction rather than mere communication.

Mechanisms to prevent and resolve conflict are necessary to promote sound industrial relations. However, member states face challenges to establish and maintain fair, effective and sustainable individual dispute resolution systems. Lack of impartiality, of adequate resources and of independence is common. Cross-

border social dialogue is increasingly observed in light of new forms of international production, increasing trade integration and foreign direct investment. Enhanced participation of social partners in regional and sub-regional economic integration communities as well as International Framework Agreements can assist in reducing compliance gaps at country level.

ILO action to promote social dialogue

Since 2013, there have been 22 new ratifications of Conventions related to FoA and CB (Conventions 87, 98, 144, 151 and 154). Conventions Nos 87 and 98 remain the least ratified fundamental conventions and gaps in implementation persist as documented by the ILO supervisory bodies. The resolution of the second recurrent discussion on FPRW (2017) called upon the ILO to step up action to campaign for the universal ratification of the core conventions taking into account the low rates of ratifications of Conventions 87 and 98. The question arises as to whether further measures are needed to generate momentum in achieve the targets set.

Efforts have continued to mainstream social dialogue in all ILO strategic objectives. The adoption of the 2030 Agenda and the consensus on the need to address poverty and inequality, offers important opportunities to promote policy coherence on social, economic and environmental policies through social dialogue at national and international levels. Including social dialogue both as an outcome and as a modality in the framework of DWCPs and UNDAFs is important. The current UN reform has the potential to provide social partners with further space to engage actively in setting the priorities for national development strategies and in the design and implementation of UNDAFs. Mobilizing resources to strengthen the capacity of actors and institutions of social dialogue including CB is important. Existing knowledge on labour law and statistics, national tripartite social dialogue, CB and workplace cooperation should be further expanded.

Key observations and suggested points for discussion

Some initial suggestions for each question are provided here below. Worker members of the Committee will be invited to enrich the discussion by bringing their own national experiences.

In considering their responses to the questions, the Workers' Group may wish to argue against some of the conclusions in this chapter and in the report that tend to be overly positive and not highlighting enough the persisting challenges faced by workers in effectively engaging in social dialogue and CB.

POINT NO 1 WHAT ARE THE CHALLENGES AND OPPORTUNITIES RELATED TO STRENGTHENING SOCIAL DIALOGUE?

Policies that have strengthened tripartite social dialogue, bipartite social dialogue and CB, and their contribution to inclusive growth and decent work: what works

The precondition for social dialogue is the existence of an enabling environment where human and labour rights are respected. FoA and the right to CB are enabling rights for robust social dialogue. Progress was made in some countries following the ratification and implementation of C87 and 98 or implementation of the recommendations of the ILO supervisory bodies. The Workers' Group may consider the following examples also based on their national experience as having had a positive impact on the reduction of inequality and poverty and the strengthening of social dialogue: measures to extend the application of labour law to cover additional workers and to formalize the informal economy; recognition of domestic workers as economic actors which could set an example for the recognition of new categories of workers in the gig economy; innovative bargaining practices such as legal extension of CB coverage; limitations on the use of temporary employment contracts; preventing austerity measures through sound industrial relations, particularly in the public sector; minimum wage setting (particularly when done through bi-/tri-partite negotiations in minimum wages councils), and CB (mostly centralized and sectoral).

Challenges to social dialogue in all its forms: what does not work

The primary challenge to social dialogue is the low level of ratification and implementation of Conventions 87 and 98. Despite commitments made for their universal ratification in 2019, little progress has been achieved.

Worrying trends are labour market reforms that have effectively weakened social dialogue mechanisms, in particular CB, such as through the decentralisation from national/sector-level to firm-level, allowing

companies to deviate from collective agreements, and allowing collective agreements to expire without renewal. These policies have led to a large reduction in CB coverage and have increased inequality. Some countries have also unilaterally implemented reforms to flexibilize the labour market and retrench workers' social protection entitlements without any consultation with social partners – leading to increased labour market segmentation and poverty.

Workers in NSFE are more often than other workers unable to exercise their fundamental rights, including the right to FoA and to bargain collectively with the relevant employer(s). As a result, they face a variety of decent work deficits. Similar challenges exist for workers in the gig and platform economy. In light of the growth of these forms of work linked to technological development, the Workers' Group may consider proposing a tripartite experts meeting on access to decent work for workers in the gig and platform economy.

The high percentage of workers in the informal economy prevent millions of workers from benefiting of the protection of the right to FoA and CB and more broadly decent work and wages.

Increased inequality, the declining wage share and poverty also represent significant challenges to the promotion of social dialogue on the eve of the ILO centenary celebration.

Violations of trade union and workers' rights remain a significant impediment to social dialogue. In 2017, in 11 countries workers were killed for their trade union activity. Workers were exposed to violence in 59 countries. This violence included threats, kidnappings and physical violence from state security forces and gangs working on behalf of companies. Rights to freedom of expression and freedom of assembly were violated in 50 countries in 2017².

Several categories of workers remain excluded from the right to organize, bargain collectively and more broadly from engaging in social dialogue processes. IFIs continue to promote labour market flexibility and fiscal consolidation through policy recommendations and conditionalities while free trade agreements promote downward competition on labour standards. In several countries, unilateral reforms have been imposed on labour issues. Labour market institutions remain underfunded and not efficient while serious gaps remain in governance.

Largely, there is inaction towards the social and labour consequences of climate change and insufficient attention paid to just transition as a key strategy to ensure decent jobs and environmental sustainability.

Global supply chains are leading to the proliferation of precarious and low-paid work and anti-union practices. Voluntary CSR as “social compliance programs are failing to ensure respect for workers' rights in the supply chains they monitor” and are no substitute for CB.³

How labour law reforms can support effective social dialogue

The following measures can support effective social dialogue: extending the application of laws to cover additional workers, laws promoting unionization and CB, laws granting legal value to collective agreements and extending their coverage; the establishment of social dialogue mechanisms such as wages and/or employment councils and social protection councils and reinforcement of labour inspection and administration.

How adequate frameworks for dispute prevention and resolution can support social dialogue more effectively:

Sound industrial relations, CB and social dialogue are the best mechanism to prevent and resolve work place disputes. Effective social dialogue should be seen as a prerequisite for sustainable labour disputes settlement systems. Mediation and arbitration should not lead to restrictions in the recourse to industrial action.

Operational-level grievance mechanisms can be an important tool to identify adverse impacts in the workplace and, once identified, to provide workers an early and direct remedy. However, such systems should not undermine social dialogue and CB. The Workers' Group may consider proposing a tripartite

² ITUC Global Rights Index 2017. Available at: <https://www.ituc-csi.org/ituc-global-rights-index-2017>

³ Anner, Mark, 2017 - Monitoring Workers' Rights: The Limits of Voluntary Social Compliance Initiatives in Labor Repressive Regimes. Available at: <https://onlinelibrary.wiley.com/doi/full/10.1111/1758-5899.12385>

meeting of experts to identify practical modalities to give effect to operational company level grievance mechanisms based on the revised MNE Declaration and the UN Guiding Principles on Business and Human Rights.

The complementarity between workplace cooperation and CB

Workplace cooperation may be an important tool to promote social dialogue, especially when it complements CB. Under international labour standards, workers' organisations have the right to CB and where there is a representative trade union, CB should be promoted to regulate terms and conditions of employment.

POINT No 2 HOW CAN SOCIAL DIALOGUE BECOME MORE INCLUSIVE AND ADDRESS CURRENT AND FUTURE CHALLENGES?

Changes driven by technology, demography, climate change, environmental risks and the continued globalization of production and services and how social dialogue in all its forms (including innovative approaches) could help address them

Changes cannot be used as an argument to deepen the precariousness of the workforce.

Violations of FPRW are a serious issue in global supply chains, especially, but certainly not exclusively, in the lower segments of the chain. Legally binding instruments, such as the Bangladesh Accord, should be promoted and further developed. IFAs should be promoted and further developed as a form of cross border social dialogue. The updated MNE declaration should be implemented in the field to promote social dialogue. Some countries have already approved binding due diligence mechanisms that could provide models for ambitious national and international instruments to hold companies accountable for rights' violations.

The declining labour share in many countries and its negative impact on growth and equity is of great concern. Strengthening institutions for wage determination, particularly minimum wage setting and CB as well as measures such as active coordination of wage agreements and the use of extension mechanisms should be promoted as a key strategy to achieve more inclusive labour market outcomes.

Measures and practices to increase membership of employers' and workers' organizations

Institutional and legal frameworks that effectively enable social partners' participation in social dialogue

Member states should create a legal enabling environment in line with C 87 and 98 that allows unions to organize, increase their membership, bargain collectively and service their members. Membership should be facilitated by lifting legal and practical barriers where they exist. Employers should also respect the right of workers to organize and bargain collectively as a key tool to promote decent working conditions and enhance productivity. Trade union self-reform processes that seek to include all workers in workers' organizations, (such as precarious workers, unemployed, retirees, migrant workers and refugees) are taking place in several countries and should be further promoted.

As stated above, informal economy workers are often excluded from social dialogue processes (e.g., participation on national wage / social security councils). In order to address this challenge, the ILO should promote the implementation of Recommendation 204 on the transition to the informal to formal economy as it provides useful guidance on developing representation mechanisms for informal workers, and continue promoting the ratification and implementation of C189 for domestic workers.

The ILO should assist member states in strengthening tripartite social dialogue institutions and the effective participation of workers' and employers' organizations in these institutions in order to allow them to become an effective mechanism to discuss social and economic issues and issues related to the world of work on a tripartite level.

POINT No 3 HOW CAN ILO ACTION ON SOCIAL DIALOGUE BE IMPROVED?

The ILO's role and priorities in respect of: knowledge generation and dissemination; policy advice; training; capacity building; promotional campaigns and advocacy; development cooperation and building partnerships; standard-setting action

Capacity building needs to assist ILO constituents to promote the right to organize and bargain collectively. Research needs to prioritize the correlation between FoA and CB, poverty and inequality. The ILO should produce global data on FoA and CB. In the lead up to the ILO centenary in 2019 renewed measures are needed to achieve the set targets of universal ratification of the core conventions with a focus on C87 and C98. Convention 154, Recommendation 163, Convention 151 and 144 are also key instruments to facilitate social dialogue and their ratification and implementation should be pursued as well.

In light of the clear relationship between CB and more equal wage distribution, the ILO should step up its assistance to countries and its advocacy at international level on the value of CB in reducing income inequality and poverty.

The ILO could provide useful guidance to countries on the establishment, functioning and effectiveness criteria of judicial mechanisms for the enforcement of labour laws. Another priority area of work is the impact of non-standard forms of employment (NSFE) on FPRW. Particularly the right to organize and bargain collectively. Building on the conclusions of the 2015 meeting of experts on NSFE, the ILO should research on the barriers to FoA and CB, including in new forms of employment such as the “gig economy” and “on demand” economy.

Cross-border social dialogue is essential to give effect to the due diligence required from MNE’s in the framework of the UNGP’s and the revised MNE Declaration. Modalities for cross-border social dialogue should be further developed during the 2019 experts meeting on cross-border social dialogue.

Internal policy coherence, to better promote ILO standards and values

DWCP should better include ratification targets of core, governance and technical conventions and follow-up more systematically on the recommendations of the supervisory system. Workers’ organizations remain inadequately involved in the design, implementation and evaluation of DWCPs as well as UNDAFs. The Office should therefore ensure that workers’ and employers’ organizations can adequately participate especially in light of the UN reform. Between 2012 and 2016, only 12 per cent of projects on FPRW covered work to promote FoA and CB. This situation should be urgently redressed. Budgets and activities need to be balanced across the four categories of rights (as per ILC conclusions 2017). In the FPRW action plan approved by the Governing Body last year there is still a need for fundraising on social dialogue and CB. There need to be safeguards in the ILO spending to ensure balance and there is an urgent need for targeted funding for activities to promote social dialogue and CB or at the very least unearmarked funding from governments to allow the ILO to fulfil its core mandate. The ILO should champion tripartism and involvement of social partners in SDG follow-up. The Office should intensify the links between the annual reviews under the follow-up to the 1998 Declaration on FPRW and development cooperation activities to help member states overcome obstacles to ratification.

External policy coherence, to ensure that the policies and actions of other organizations, including their practical efforts to achieve the SDGs, are consistent with ILO standards and values:

The Workers’ Group may consider to ask the Office to pilot the implementation of policy coherence for decent work in selected countries with the involvement of the tripartite constituents, all relevant ministries and regional and international organizations. In so doing, the ILO will have to promote social dialogue with a view to give integrated and rights-based policy advice based on the four dimensions of decent work. Growing income inequalities will have to be addressed as well. Importantly, the ILO will have to advise constituents on pro-employment macro-economic policies and how labour rights can be promoted to ensure that economic development goes hand in hand with social progress and environmental sustainability.

Standard setting and supervision, tripartism and social dialogue, including CB need to be recognized as the ILO’s core added value in the UN reform process at all levels.

A key ILO contribution in the SDG framework should be to raise awareness on ratification and implementation of ILO core labour standards with a focus on Conventions 87 and 98. SDGs – notably goals 1 to reduce poverty, 8 on decent work, 10 on inequality, provide an opportunity to foster CB and social dialogue.

As part of the implementation of the 2030 agenda and the UN reform process the ILO should guarantee the adequate involvement of the social partners in the identification of priorities, their implementation and evaluation at national level.

The ILO should measure the impact of policy interventions requested by International Financial Institutions (IFIs) conditionalities and free trade agreements, on FPRW and advocate for policy coherence on the respect of FPRW. Labour reforms should be developed in consultation with social partners and submitted to robust FPRW impact assessments before they are carried out. The ILO should provide guidance on the promotion of labour rights in the negotiation of a binding agreement on transnational corporations at the UNHCR.

ILO member states should engage in pacific solutions of existing armed conflicts. Effective implementation of R205 on employment and decent work for peace and resilience should be seen as a key contribution of the ILO and the world of work to peace and reconstruction.

The Workers' Group may consider calling upon the ILO to:

- Create political momentum for the universal ratification of CLS on the occasion of the ILO centenary in 2019 and assist member states in overcoming obstacles to ratification
- Place the ratification of relevant conventions or commitment to ratification as a conditionality for DWCPs, and make social dialogue and CB, a central element of DWCPs
- Promote the extension of the coverage of labour and social protection law to cover all workers
- Enhance its policy advice on the value of extending CB coverage for more equal wages by promoting that agreements are legally binding, by promoting agreements at sectoral or national level, and by putting extension mechanisms in place
- Convene a tripartite experts meeting on access to decent work for workers in the gig and platform economy
- Convene a tripartite meeting of experts to identify practical modalities to give effect to operational company level grievance mechanisms based on the revised MNE Declaration and the UN Guiding Principles on Business and Human Rights
- Pilot the implementation of policy coherence for decent work in selected countries with the involvement of tripartite constituents, all relevant ministries and regional and international organisations.
- Produce a flagship report on trends in trade union density and CB and the relation to inequality
- Produce global statistics and indicators on FoA and CB
- Further develop and resource the strategic plan of action around SDG target 8.8 to protect labour rights with a focus on FoA and the effective recognition of the right to CB

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ⁱ http://www.ilo.org/global/about-the-ilo/mission-and-objectives/WCMS_099766/lang--en/index.htm

ⁱⁱ http://www.ilo.org/ilc/ILCSessions/102/texts-adopted/WCMS_223786/lang--en/index.htm

ⁱⁱⁱ http://www.ilo.org/gb/GBSessions/GB326/pol/WCMS_453924/lang--en/index.htm

^{iv} http://www.ilo.ch/ilc/ILCSessions/105/texts-adopted/WCMS_497583/lang--en/index.htm

^v Table 1.1. provides useful working definitions for tripartism, bipartite social dialogue, collective bargaining and workplace cooperation.