



EU Employment week 2009

- Session on adapting to change and developing leaders for the future
 - Presentation by Rudi Delarue, 24.06.2009, Brussels
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The International Labour Organization

- Specialised UN agency but tripartite decision making system (governments, employers and workers)
- 183 members and active regional coordination inside ILO institutional meetings (EU coordination)
- Key recent milestones for ILO
 - Declaration on social justice for a fair globalisation of 10 June 2008: formalises decent work agenda and provides tools for its implementation
 - ILO Global Jobs Pact of 19 June 2009
- International labour standards and other instruments and frameworks underpin decent work agenda



What the ILO Does...

- Formulates international policies and programmes to **promote decent work** including in times of crisis.
- Adopts **international labour standards: conventions** (binding after ratification) **and recommendations** (to serve as guidelines for national authorities in putting policies into action).
- **Supervision** of ILO Conventions, constitutional principles of freedom of association and collective bargaining
 - **ILO Membership includes obligations** (freedom of association, collective bargaining) and also the 1998 Declaration on fundamental rights and principles at work and the June 2008 Declaration
- Implements **technical cooperation programmes and projects** to assist countries in making these policies and standards effective in practice.
- Conducts **training, education, knowledge basis and research, publishing** activities to help advance all of these efforts.



Adaptation and leadership – ILO Perspective

- Respect for rights
- Quality in work
- Promoting sustainable enterprises
- Improving productivity
- Leadership taking into account voice and representation (through effective social dialogue)
- Managing change
- Skills development
- Social protection
- Corporate Social Responsibility (CSR)



2008 ILO Declaration on social justice for a fair globalisation : the decent work agenda

- Decent work agenda consists of 4 pillars:
 - Full and productive employment (including sustainable enterprises, skills development)
 - Rights at work (such as the fundamental rights at work enshrined in 8 Conventions and the 1998 Declaration)
 - Social Protection (social security, labour protection)
 - Social Dialogue and Tripartite Consultation
 - gender and non discrimination also cross cutting issues



EU and ILO

- Shared values such as combining social justice and economic efficiency, solidarity, human rights
- EU social and economic model of integration and ILO Decent Work Agenda
- Role of EU social dialogue and ILO tripartite consultations and promoting bipartite social dialogue
- Leadership taking into account voice, representation, empowerment and quality (competences and skills, working conditions, productivity)
- Pro-active approach to change
- Greening the economy



Financial and economic crisis

- ILO has reacted immediately indicating that it is not only a crisis on Wall Street but on all streets
- Coordinated and integrated approach at global , regional and national level
- November 08 ILO Governing Body discussed initial ILO responses
- March 09 ILO GB discussed analyses of 40 recovery packages and prepared next steps
- G 20 02 April Summit: welcomed ongoing ILO work in cooperation with others and requested ILO to prepare next steps
- Chief Executive Board of 05 April (UN and agencies, WB, IMF, WTO): 9 initiatives including ILO Global Jobs Pact, global social security floor and greening the economy
- ILO-ILC adopted Global Jobs Pact on 19 June 2009 (and benefitted from input from the Global Jobs Summit on 15-17 June 2009)



Financial and economic crisis – Jobs Pact

- Recovery for the crisis: A Global Jobs Pact:
 - 11 Principles for promoting recovery and development e.g.:
 - Measures to maintain employment, facilitate transitions and support access to labour market
 - Increasing equal access and opportunities for skills development, quality training and education to prepare for recovery
 - Promoting labour standards
 - Social dialogue as constructive processes to maximise impact of crisis responses
 - Ensuring synergies between state and market and effective regulation
 - Sustainable enterprises, quality public services and social protection



Financial and economic crisis – Jobs Pact

- A decent work response to the crisis:
 - Action in the 4 Decent Work Pillars and gender equality
- Fair Globalisation:
 - Supporting developing countries
 - International and regional cooperation/coordination on better financial and economic governance



Financial and economic crisis

- ILO Action e.g.:
 - Strengthening expertise capacity
 - Improving country-level diagnostics and policy advise
 - Active labour market programmes
 - Labour market institutions
 - Employment generation
 - Social protection design and financing models
 - Social Dialogue
 - Minimum wage setting mechanisms
 - Managing labour migration
 - Implementing and monitoring international labour standards



Main ILO Conventions

- 8 core labour standards conventions
 - No. 29, Forced Labour Convention, 1930
 - No. 87, Freedom of Association and Protection of the Right to Organize Convention, 1948
 - No. 98, Right to Organize and Collective Bargaining Convention, 1949
 - No. 100, Equal Remuneration Convention, 1951
 - No. 105, Abolition of Forced Labour Convention, 1957
 - No. 111, Discrimination (Employment and Occupation) Convention, 1958
 - No. 138, Minimum Age Convention, 1973
 - No. 182, Worst Forms of Child Labour Convention, 1999
- Priority conventions: employment policy, labour inspection, tripartite consultations
- Other up to date Conventions include skills development, health and safety at work, workers representation, employment services, minimum wage fixing, social security



To find out more...

- General information
 - www.ilo.org
- Global Jobs Pact
 - http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_108456.pdf
- ILO Website on Economic Crisis
 - <http://www.ilo.org/public/english/support/lib/financialcrisis/>