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FIFTH ITEM ON THE AGENDA

Matters arising out of the work of the 101st Session (2012) of the International Labour Conference

Follow-up to the adoption of the resolution concerning the recurrent discussion on fundamental principles and rights at work: Plan of action

Purpose of the document

The Governing Body is invited to discuss the proposed plan of action and provide guidance to the Office for its implementation (see the draft decision in paragraph 37).

Relevant strategic objective: Promote and realize standards and fundamental principles and rights at work.

Policy implications: Guiding ILO action on fundamental principles and rights at work in the period 2012–16.

Legal implications: None.

Financial implications: Need for focus in the allocation of regular budget and mobilizing extra-budgetary resources.

Follow-up action required: Implementation of the plan of action.

Author unit: Programme for the Promotion of the ILO Declaration on Fundamental Principles and Rights at Work (DECLARATION).

Related documents: ILO Declaration on Social Justice for a Fair Globalization, ILO Declaration on Fundamental Principles and Rights at Work.

1. The first recurrent discussion on fundamental principles and rights at work under the ILO Declaration on Social Justice for a Fair Globalization (2008) and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (1998), was held during the 101st Session of the International Labour Conference in June 2012.
2. Following the discussion, the Conference adopted a resolution including a framework for action for the effective and universal respect, promotion and realization of fundamental principles and rights at work for the period 2012–16. The framework for action is organized according to five broad objectives with respect to the fundamental principles and rights at work: they should be universally respected, promoted and realized; accessible to all; enforced at national level; all ILO means of action should be mobilized in support of them; and full advantage should be taken of relevant initiatives outside the ILO.
3. The resolution requested the Director-General to prepare a plan of action incorporating the priorities laid out in the above framework for the consideration of the Governing Body at its 316th Session in November 2012, including by a review of existing action plans adopted in the context of the follow-up to the 1998 Declaration. The present paper is submitted accordingly and is the result of extensive consultation with all the relevant ILO departments and units at headquarters and in the field. The first section provides the overall strategic orientation and objectives. The following section deals with each key area of ILO action. The appended table details specific action to be undertaken in each area.

Overall strategic orientation and objectives

4. The plan of action is anchored in the universal nature of the fundamental principles and rights at work, their inseparable, interrelated and mutually reinforcing qualities and the reaffirmation of their particular significance, both as human rights and enabling conditions. Freedom of association and the effective recognition of the right to collective bargaining are particularly emphasized as enabling rights for the achievement of all the ILO strategic objectives related to fundamental principles and rights at work, employment, social protection and social dialogue.
5. The plan of action reflects an integrated approach, which addresses both the linkages among the categories of fundamental principles and rights at work and between them and the other ILO strategic objectives in order to enhance their synergy, efficiency and impact. The ILO Strategic Policy Framework 2010–15 and the Programme and Budget for 2012–13 set out the overall strategic direction and the specific results sought at country level with respect to the fundamental principles and rights at work. This plan develops further specific priorities for the period 2012–16 in the light of the framework for action adopted by the Conference, which will guide the preparation of the Programme and Budget for 2014–15.
6. The overall objective is to promote and realize fundamental principles and rights at work. This requires effective measures to be put in place at national level to prevent violations of rights relating to freedom of association and the recognition of the right to collective bargaining, freedom from forced labour, child labour and discrimination in employment and occupation; measures to provide legal recourse and appropriate remedies for victims when violations do occur and to impose sanctions on the offenders. It demands that action be taken by ILO constituents to allow all employers and workers to fully enjoy these rights.
7. For the period of this plan, ILO action aims to assist member States to be in a position to give effect to fundamental principles and rights at work by adopting and implementing specific laws, policies, programmes or actions for the effective application of the

fundamental Conventions or improved realization of fundamental principles and rights at work. Specific targets to be achieved by the end of 2015 are as follows:

- At least 15 more ratifications of the fundamental Conventions.
 - At least 50 per cent of member States that have not ratified one or more of the fundamental Conventions have taken specific action to give effect to fundamental principles and rights at work.
 - A further five countries will establish national action plans incorporating priority areas agreed by tripartite constituents to improve the application of freedom of association and collective bargaining principles.
 - A further 20 countries will have adopted or revised policies or laws on the elimination of forced labour and human trafficking.
 - A further five countries will have adopted or revised policies or laws or established programmes to promote the elimination of child labour.
 - A further five countries will establish national action plans to promote non-discrimination at work.
8. In addition, the action plan aims to facilitate a 20 per cent increase in the progress noted in the implementation of fundamental Conventions by the supervisory bodies in 2015 as compared to those in 2011. This will result in the ILO supervisory system noting, by 2015, 43 cases of progress in the implementation of Conventions Nos 87 or 98, 23 for Conventions Nos 29 or 105, 68 for Conventions Nos 138 or 182, and 41 for Conventions Nos 100 or 111.

Internal coherence

9. At the national level, the Office will pursue the systematic incorporation of fundamental principles and rights at work in Decent Work Country Programmes (DWCP), in close consultation with tripartite constituents. It will intensify collaboration within and across sectors, to ensure that fundamental principles and rights at work are mainstreamed in all ILO programmes and activities. To support this integrated approach, a training programme will be developed and implemented for members of staff to receive basic induction training on fundamental principles and rights at work, their promotion and implementation.

Standards-related action

10. The objective is to give new impetus to the campaign for the universal ratification and effective implementation of the eight fundamental Conventions, particularly taking into account the lower rates of ratification of Conventions Nos 87 and 98. Possible gaps in standards where standard-setting action may be required will also be identified. Attention will also be paid to the ILO governance Conventions to support the full implementation of the fundamental principles and rights at work. Effective and efficient functioning of ILO supervisory work on fundamental Conventions will be ensured.
11. This will involve increased efforts to raise global awareness of the importance of the fundamental principles and rights at work and their impact on social and economic

development. For this purpose, a four-pronged strategy will be pursued comprising: (a) development of ILO information tools, including NORMLEX as a user-friendly means to access the findings of the supervisory bodies. All other relevant information on fundamental principles and rights at work will be integrated into the NORMLEX platform; (b) systematic inclusion of fundamental principles and rights at work in ILO media activities, including social media; (c) national campaigns supported through policy advice and technical cooperation projects; and (d) educational programmes and campaigns on international days such as International Women's Day and the World Day against Child Labour. Other activities listed below, such as research and advisory services, will equally contribute to the campaign for ratification and implementation.

12. In order to eliminate duplication concerning the information requested from non-ratifying countries, the Director-General's annual letters on the fundamental Conventions will be discontinued, while the annual reports under the follow-up to the 1998 Declaration will continue to request information on obstacles to ratification, as well as information on promotional activities and the needs of member States for technical assistance.
13. Tailored approaches to overcome specific obstacles to ratification will be developed upon request, including gender-sensitive technical assistance and collaboration with academic institutions to undertake in-depth analyses of the implications of ratification for member States. The recent activities for the ratification of Conventions Nos 87 and 98 in a number of Asian and Pacific countries will be sustained.
14. Consideration may be given to the possibility of enabling member States that have not ratified one or more of the fundamental Conventions to share their experience in making progress towards ratification or greater respect for fundamental principles and rights at work, in the framework of the annual review discussion in the March session of the Governing Body. Further guidance by the Governing Body would be helpful in this regard.
15. Subject to the approval of the Governing Body, the Office will make preparations for a tripartite meeting of experts in early 2013, to identify possible gaps in ILO standards in the area of forced labour. In particular, it will explore the possible need for standard-setting to address prevention and victim protection, including compensation, as well as human trafficking for labour exploitation.

Research, statistics and knowledge base

16. The objective is to produce a solid and in-depth knowledge base on fundamental principles and rights at work, using sound research methods, that enables the design and implementation of effective policies and programmes to promote fundamental principles and rights at work and assess their impact.
17. Research will be undertaken to develop a much more comprehensive knowledge base on each category of fundamental principles and rights at work as a basis for robust policy advice and action. Freedom of association and collective bargaining will receive particular attention in this regard, through pilot studies implemented at the national level with a view to promoting the realization of this principle and right. Emphasis will also be given to categories of workers that are particularly vulnerable to violations of fundamental principles and rights at work, such as migrants, ethnic minorities, tribal and indigenous peoples, rural/agricultural workers, domestic workers, and workers in export processing zones. Research will serve to document the impact of public policies on fundamental principles and rights at work. The impact of trade arrangements on labour will also be studied.

18. Subject to Governing Body approval, tripartite meetings of experts will be held on fundamental principles and rights at work and the informal economy, and on fundamental principles and rights at work and non-standard forms of employment, either in 2013 or during the 2014–15 biennium. The Office will consult the groups on appropriate dates and make necessary preparations for each of these meetings accordingly.
19. Collection and analysis of statistics on child and forced labour will be pursued and further strengthened, so as to monitor trends over time. The forthcoming International Conference of Labour Statisticians in October 2013 will discuss both child and forced labour statistics, including ILO assistance to member States in this regard. A new methodology to measure discrimination in employment and occupation will be developed. These will simultaneously allow the strengthening of the capacity of member States to undertake data collection and analysis on fundamental principles and rights at work at national level.

Technical advisory services, capacity building and technical cooperation for ILO constituents

20. The objective is to enable ILO constituents at national level to tackle gaps with respect to the implementation of fundamental principles and rights at work by assisting them to put in place and implement strong national institutional, legislative and policy frameworks.
21. The Office will provide timely technical, policy and legal advice on fundamental principles and rights at work, in response to requests from member States. It will draw on comments by the supervisory bodies, relevant expertise from headquarters, field offices, decent work technical support teams and technical cooperation projects. The Office will continue to provide member States with technical advice on the design of labour legislation and regulations. It will also provide support for establishing and strengthening tripartite social dialogue institutions and mechanisms.
22. Technical cooperation projects will strengthen the capacity of ILO constituents to bring about change at the national level with respect to promotion and implementation of the fundamental principles and rights at work, with due attention given to their gender dimensions. Donor commitment will continue to be required to support projects of sufficient scope and duration to create lasting impact. South–South cooperation and public–private partnerships are expected to be of increasing importance. Opportunities will also be sought for projects which address the four categories of fundamental principles and rights at work in combination, as well as individually, building on collaborative efforts between different parts of the Office.
23. Particular attention will be given to address and prevent violations of fundamental principles and rights at work affecting workers in the informal economy in urban and rural areas and in non-standard forms of employment through targeted action in technical cooperation projects including research and data collection, legal and policy advice, institutional support, training, organization and action at grass-roots level. Due consideration will be given to the results of global research and analysis, including the outcomes of meetings of experts in carrying out these activities.
24. Technical cooperation projects will address enforcement, monitoring and compliance issues, by strengthening the capacities of labour courts and other relevant courts, enforcement agencies, labour inspectors, labour officers, mediators/conciliators, police, and other institutions involved in the application of national laws and other measures related to fundamental principles and rights at work, in particular by providing training.

Tripartite partnership: Strengthening the role of the social partners

25. The objective is to enable employers' and workers' organizations, at national, regional and global levels, to effectively play their role in the promotion and implementation of the fundamental principles and rights at work, and to engage in constructive social dialogue to prevent and resolve problems with respect to fundamental principles and rights at work.
26. The Office will strengthen the capacity of the social partners to engage in effective action within their respective constituencies and also through bipartite and tripartite structures and mechanisms, for the promotion and realization of fundamental principles and rights at work, especially among the previously identified categories of workers in more vulnerable situations.
27. Attention will be given, inter alia, to the following priority areas:
 - strengthening capacity to advocate fundamental principles and rights at work in public policy forums;
 - strengthening capacity to provide practical advice to their members, relating to each category of fundamental principles and rights at work and to the relationship between them;
 - strengthening capacity to engage in collective bargaining, including on reducing the gender pay gap and addressing other discrimination concerns;
 - identifying, documenting and sharing good practice with respect to the promotion and enforcement of the fundamental principles and rights at work;
 - building networks of focal points on fundamental principles and rights at work at national level and fostering coordinated action and experience-sharing.
28. Training on fundamental principles and rights at work will be offered to the social partners through courses at the ILO International Training Centre (Turin Centre), national programmes in the context of technical cooperation projects, and through technical advisory services at country level.

International partnerships

29. The objective is to seek the cooperation of international players, within and outside the UN system and in both public and private sectors, to pursue the implementation of fundamental principles and rights at work in their respective policies and programmes, working in coherence and partnership with the ILO.
30. Fundamental principles and rights at work will be promoted with the support of the UN system and international and regional financial institutions. The Office will advocate fundamental principles and rights at work for inclusion in their respective agendas as part of the rights-based approach to development, including through the development of guidelines and other tools used in the UN's operational frameworks. The Office will further advocate strongly for the prominent inclusion of universal respect for fundamental principles and rights at work and the centrality of decent work in the post-2015 UN development agenda.

31. The ILO will continue to engage actively in partnerships and coordination mechanisms at the international and regional levels, such as the Human Rights Council, United Nations Development Group Human Rights Mainstreaming Mechanism (UNDG-HRM), United Nations Indigenous Peoples' Partnership (UNIPP), and Inter-Agency Coordination Group against Trafficking in Persons (ICAT).
32. At country level, efforts to strengthen the capacity of constituents will facilitate further inclusion of fundamental principles and rights at work in national and international policy and associated budgetary frameworks including in United Nations Development Assistance Frameworks (UNDAFs).
33. International partnerships will also address the increasingly topical issue of business and human rights. The ILO will pursue its mandate in this regard, through engagement with the UN Global Compact, the UN Working Group on business and human rights, the Organisation for Economic Co-operation and Development (OECD) and other global initiatives. This will be done with the close involvement of employers' and workers' organizations, ensuring they have access to current information on the implications of this agenda for fundamental principles and rights at work, and drawing fully on the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. The Office's engagement with private business will be in line with ILO strategy on public-private partnerships.

Allocation of resources

34. The implementation of this plan of action, including the activities in the appended table, will require a strong focus on the use of regular budget resources. The plan will also be aligned with the priorities eventually adopted in the Programme and Budget proposals for 2014–15. Additional extra-budgetary resources will need to be secured for the implementation of this plan of action and to support relevant activities at national, regional or global levels.
35. A strategy to partner with the donor community and raise extra-budgetary resources for the implementation of a coherent approach to the promotion of the fundamental principles and rights at work is being developed. Based on a costing of proposed activities, an estimate of the resource gap for the implementation of this plan of action will be presented at a thematic donor meeting to be held in 2013.

Evaluation

36. The implementation of this plan of action will be evaluated in 2015, and the results incorporated into the report to be submitted to the Conference in 2016, when the second recurrent discussion on fundamental principles and rights at work will be held.

Draft decision

37. *The Governing Body requests the Director-General to take full account of this plan of action and the discussion thereof in the Governing Body, and to allocate the necessary resources for its implementation.*

Appendix

Activities 2012–16

Areas of action	Outcome	Activities	Corresponding paragraphs in Framework for Action	Time frame
I. Internal coherence	1. FPRW are mainstreamed in the ILO's strategies and activities	(i) Integrate FPRW in the strategic and programming frameworks (PROGRAM, PARDEV, all sectors and technical departments)	13(d), 18 & 19(a)	2012–16
		(ii) Integrate FPRW as enabling conditions in relevant technical activities (technical departments and programmes)	13(d), 18 & 19(a)	2012–16
		(iii) Integrate FPRW in DWCPs (all field offices)	20(a), 26(b)	2012–16
		(iv) Train newly recruited ILO staff on FPRW and their mutually reinforcing nature (HRD in collaboration with relevant departments)	18	2012–16
		(v) Develop a guideline on mainstreaming non-discrimination across the four strategic objectives and P&B outcomes (DECLARATION)	18 & 19(a)	2013–14
II. Standards-related action	1. New information tools on FPRW are available	(i) Maintain and develop NORMLEX and other existing ILO databases (NORMES, other relevant departments)	21(a)	2012–16
		(ii) Develop a policy evaluation methodology on the rights of migrant workers (MIGRANT)	13(a)	2013–14
		(iii) Develop a social security good practices guide, including references to FPRW (SECSOC)	21(a)	2012–16
		(iv) Develop impact assessment methodology for integrated decent work/FPRW approaches in child labour projects (IPEC)	9(b) & 18	2012–16
		(v) Develop a tool to evaluate the risk of child labour in supply chains (ACT/EMP and IPEC, in collaboration with other relevant departments)	9(b) & 21(a)	2012–16
		(vi) Maintain and develop the database of court cases using international labour standards (Turin Centre)	21(a)	2015

Areas of action	Outcome	Activities	Corresponding paragraphs in Framework for Action	Time frame
	2. Enhanced awareness of FPRW leads to new ratifications and better implementation	(i) Integrate FPRW in the ILO media policy and news agenda (DCOMM)	9(a)	2012–16
		(ii) Communicate impact of technical cooperation projects and programmes on FPRW (DCOMM, in collaboration with PARDEV)	9(a)	2012–16
		(iii) Train media professionals on FPRW (Turin Centre, Communicating Labour Rights)	9(a)	2012–16
		(iv) Train field staff on media relations (Turin Centre, IPEC)	9(a)	2012–16
		(v) Disseminate targeted materials to raise awareness on FPRW (DECLARATION, IPEC and NORMES)	9(a), 22(a) & 22(b)	2012–16
		(vi) Develop e-based guidance tools, webinars and joint events to sensitize businesses and investors on forced labour (SAP-FL in partnership with IOE)	9(a) & 28(a)	2012–16
		(vii) Include awareness-raising activities in technical cooperation projects (various technical departments)	9(a), 9(c), 22(a) & 22(b)	2012–16
		(viii) Develop new modules in the Programme Supporting Children's Rights through Education, the Arts and the Media (SCREAM) (IPEC)	9(a)	2012–16
		(ix) Organize special events (e.g. education programmes and campaigns) on international days (e.g. International Women's Day) (DCOMM with relevant technical departments)	9(a)	2012–16
		(x) Conduct training for government, employers' and workers' representatives using the guide on "Freedom of Association and Development" (NORMES, DECLARATION)	9(a) & 20(b)	2012–16
		(xi) Conduct training for governments, employers' and workers' representatives on strategic communication and awareness-raising campaigns on freedom of association and collective bargaining rights using the guide on "Putting your message to work" (NORMES, DECLARATION)	9(a) & 20(b)	2012–16
	3. Reporting procedures are optimized and ratification is promoted	(i) Rationalize reporting procedures for non-ratifying member States (NORMES, DECLARATION)	18	2013
		(ii) Provide more effective assistance to member States to comply with reporting requirements (NORMES)	18 & 22(b)	2012–16
		(iii) Continue to promote ratification and improved implementation through technical assistance activities (NORMES, DECLARATION, IPEC, ACTRAV, GENDER, LAB/ADMIN, DIALOGUE, SECTOR, Turin Centre, field offices)	9(c), 9(d), 20(b), 20(c), 22(a) & 22(b)	2012–16

Areas of action	Outcome	Activities	Corresponding paragraphs in Framework for Action	Time frame
	4. Need for new standard-setting to complement forced labour Conventions is explored	(i) Conduct research to identify gaps in existing coverage of ILO standards on forced labour and trafficking (SAP-FL, NORMES)	22(c)	2013
		(ii) Organize a tripartite meeting of experts to analyse identified gaps in coverage of ILO standards on forced labour to address prevention and victim assistance, including compensation; and human trafficking for labour exploitation (NORMES, in collaboration with SAP-FL)	22(c)	2013
III. Research, statistics and knowledge-base	1. Comprehensive databases on FPRW are available	(i) Continue to develop social dialogue database (DIALOGUE, NORMES, STAT)	21(a)	2012–16
		(ii) Develop a global data warehouse on forced labour and trafficking (SAP-FL)	21(a)	2013–16
		(iii) Collect and review factory-level data including FPRW (Better Work programme)	21(a)	2012–16
		(iv) Maintain and develop the database of court cases on forced labour (SAP-FL)	21(a)(ii)	2012–16
	2. Better statistics on FPRW are generated	(i) Publish new forced labour estimates (SAP-FL, STAT)	21(a)(ii) & 21(c)	2015
		(ii) Further develop child labour statistics (IPEC, STAT)	21(a)(ii) & 21(c)	2012–16
		(iii) Develop a methodology to measure discrimination in employment (DECLARATION, NORMES, STAT)	21(a)(iii) & 21(c)	2013–15
		(iv) Publish new global estimates on child labour in preparation for the Global Conference on Child Labour in Brasilia (IPEC)	21(a)(ii) & 21(c)	2013
		(v) Develop and apply pilot studies to promote freedom of association in vulnerable sectors (DECLARATION, NORMES)	13(a) & 21(a)(iv)	2013–16
	3. In-depth knowledge base on FPRW is created	(i) Organize tripartite expert meeting on FPRW and informal economy (NORMES, EMP/POLICY and other concerned departments)	13(c)	TBD
		(ii) Organize tripartite expert meeting on FPRW and non-standard forms of employment (NORMES, DIALOGUE, SECTOR and other concerned departments)	13(b)	TBD
		(iii) As part of the ILO-wide research agenda, conduct research on effective policies concerning FPRW (relevant technical departments)	21(a)	2013
(iv) Conduct research on the socio-economic impact of FPRW (INST and concerned technical departments)		21(b)	2014–16	

Areas of action	Outcome	Activities	Corresponding paragraphs in Framework for Action	Time frame
		(v) Conduct research on FPRW related to informal economy, vulnerable categories of workers and sectors, and those in non-standard forms of employment (INST, EMP/POLICY, SECTOR and concerned technical departments)	13(b) & 13(c)	2013–14
		(vi) Update the annotated guide to ILO Recommendation No. 198 (2006), on employment relationships (DIALOGUE)	21(a)	2012–13
		(vii) Continue to develop the EPLex database, including developments in employment protection laws (DIALOGUE)	21(a)	2012–16
		(viii) Develop international framework on non-discrimination, equality of opportunity and integration (MIGRANT and other concerned departments)	13(a) & 21(a)	2013
		(ix) Disseminate the statistical compilation incorporating indicators on discrimination by gender and age, including information on informal employment (STAT)	21(a), 13(b) & 13(c)	2012–16
IV. Technical advisory services, capacity building and technical cooperation	1. Key ILO partners are trained on the effective implementation of FPRW	(i) Run courses on freedom of association and collective bargaining, the elimination of child labour, elimination of forced labour and trafficking, on-line Gender Campus and residential courses on gender mainstreaming and equality, modular courses on equality and non-discrimination in the world of work, a rights-based approach to labour migration, effective wage policies, non-standard forms of employment (Turin Centre in collaboration with relevant technical departments)	20(b) & 20(c)	2012–16
		(ii) Publish a module on promoting ethnic diversity at the workplace (DECLARATION in collaboration with NORMES)	9(a), 20(b) & 20(c)	2013
		(iii) Develop an e-learning platform on FPRW and other international labour standards for each of the constituent groups and for companies (EMP/MULTI in collaboration with DECLARATION and the Turin Centre)	9(a), 20(b), 21(a) & 28(a)	2013–16
		(iv) Publish an introductory guide to equal pay (NORMES, TRAVAIL)	9(a), 20(b) & 20(c)	2013
		(v) Publish “Discrimination against migrant workers: Trends, responses and challenges today and tomorrow” (DECLARATION)	13(a), 20(b), 20(c) & 21(a)	2013
		(vi) Develop tools for training labour inspectors on freedom of association and collective bargaining with a special focus on the rural sector (NORMES)	17(a) & 20(b)	2013–16

Areas of action	Outcome	Activities	Corresponding paragraphs in Framework for Action	Time frame
	2. Capacity of member States to implement FPRW is strengthened	(i) Implement technical cooperation projects on all FPRW (DECLARATION and other technical departments and field offices)	9(c), 9(d), 17(b), 17(c), 20(a), 20(b) & 20(c)	2012–16
		(ii) Provide technical assistance in follow-up to ILO supervisory comments (NORMES in collaboration with other departments)	9(d), 17(b), 17(c), 20(b) & 20(c)	2012–16
		(iii) Implement the Hague Roadmap for achieving the Elimination of the Worst Forms of Child Labour by 2016	29	2012–16
		(iv) Strengthen the capacity of member States to advocate for the inclusion of FPRW as part of the contribution of decent work to the post-2015 UN development agenda (relevant field offices)	26	2012–16
		(v) Develop a Labour Law Reform Toolkit for the participatory design of labour legislation (DIALOGUE)	17(c)	2014–15
	3. National enforcement mechanisms are strengthened	(i) Run courses, upon request, on international labour standards for judges, lawyers and legal educators (Turin Centre and other relevant departments)	17(a) and 20(c)	2012–16
		(ii) Develop specific training tools for judges, labour inspectors, labour officers, mediators/conciliators and other law enforcement agencies on all FPRW and effective dispute resolution (LAB/ADMIN, SAP-FL, DIALOGUE, NORMES, GENDER, ILO/AIDS, PRO 169, Turin Centre)	17(a), 20(c) & 21(a)	2012–16
V. Capacity of social partners	1. Social partners are better able to promote FPRW	(i) Implement various training programmes on international labour standards and FPRW for trade unions and employer associations at selected national and regional levels (ACTRAV, ACT/EMP)	20(b)	2012–16
		(ii) Organize training activities to enhance the capacity of trade unions to develop policies and programmes on discrimination with emphasis on HIV and AIDS (ACTRAV)	20(b)	2012–16
		(iii) Organize capacity-building workshops on FPRW for newly elected trade union leaders to enhance their lobbying and advocacy skills (ACTRAV)	20(b)	2013
		(iv) Provide technical advisory services to support trade unions in conducting collective bargaining (ACTRAV)	20(b)	2012–16
		(v) Conduct research on discrimination, xenophobia and violation of fundamental rights of migrant workers in order to inform trade union strategies and policies (ACTRAV)	13(a) & 21(a)	2012–15

Areas of action	Outcome	Activities	Corresponding paragraphs in Framework for Action	Time frame
		(vi) Provide technical advisory services to national employers' organizations (EOs) to better respond to changing gender roles and the advancement of women in the workplace (ACT/EMP)	20(b)	2012–16
		(vii) Provide policy advice and technical support to EOs to develop national or sectoral strategies against child labour (ACT/EMP, SECTOR)	20(b)	2012–16
		(viii) Expand the Global Business and Disability Network (ACT/EMP in collaboration with EMP/SKILLS), create an employers' network to eliminate child labour (ACT/EMP in collaboration with IPEC) and employers' and trade unions' networks on non-discrimination (DECLARATION in collaboration with ACT/EMP and ACTRAV)	28(b)	2013–16
		(ix) Develop and implement a policy making handbook for tripartite constituents on "How to effectively promote collective bargaining" (NORMES, DECLARATION)	20(b) & 21(a)(iv)	2013–16
		(x) Develop and implement practical guide on "Successful workplace cooperation" (NORMES, DECLARATION)	20(b) & 21(a)(iv)	2013–16
VI. International partnerships	1. International partners integrate FPRW in their policies and programmes	(i) Participate in the Global Migration Group (MIGRANT), strengthen partnership with UN-Women (GENDER, Turin Centre, NORMES), collaborate with interagency mechanisms concerning human rights, undg Human Rights Mainstreaming Mechanism, UN Human Rights Council and mandates set up by the Council, the Office of the United Nations High Commissioner for Human Rights, and treaty-based and charter-based human rights bodies (NORMES), the competent services of the Council of Europe (NORMES), UN Indigenous Peoples Partnership – UNIPP (PRO 169), ICAT (SAP-FL), UN.GIFT (SAP-FL, IPEC), Global Task Force on Child Labour And Education for All, Understanding Children's Work, International Partnership for Cooperation on Child Labour in Agriculture, UN Committee on the Rights of the Child, Child Labour Platform of the UN Global Compact Labour Working Group, Global March against Child Labour, World Organization of the Scout Movement (IPEC)	26(a), 26(c) & 26(d)	2012–16
	2. Other initiatives better reflect FPRW	(i) Conduct research on private initiatives promoting FPRW and on synergies between private and public efforts (EMP/MULTI)	28(a) & 28(b)	2014
		(ii) Undertake studies on the impact of bilateral and regional trade arrangements on FPRW, including US trade agreements, NAFTA, CAFTA–DR, and in regional integration frameworks of MERCOSUR and the Andean Community (INST in collaboration with relevant departments)	27(b)	2012–16
		(iii) Develop a database on transnational company agreements (TCAs) between MNEs and GUFs (DIALOGUE, SECTOR and ACTRAV)	23	2012–16

Areas of action	Outcome	Activities	Corresponding paragraphs in Framework for Action	Time frame
		(iv) Promote FPRW in the Inter-Agency Task Team (IATT) on workplace HIV programmes and private sector mobilization within UNAIDS (ILO/AIDS)	26(a)	2012–16
		(v) Cooperate with OECD, Global Compact, and the Guiding Principles on Business and Human Rights (EMP/MULTI in collaboration with other relevant departments)	26(d) & 28(a)	2012–16
		(vi) Provide companies with information on FPRW and other international labour standards through ILO Helpdesk for Business (EMP/MULTI in collaboration with other relevant departments)	28(a)	2012–16
		(vii) Support the regional pilot project on the promotion of FPRW in free trade agreements in Latin America and the Caribbean (ACTRAV)	27(b)	2013–16
		(viii) Advise the boards of sectoral multi-stakeholder and business initiatives (IPEC, SECTOR)	28(a)	2012–16
		(ix) Run courses, upon request, on promoting labour standards through Corporate Social Responsibility (CSR) (Turin Centre in collaboration with EMP/MULTI and other relevant ILO departments)	20(b) & 28(a)	2012–16
VII. Allocation of resources	1. Plan of action is adequately resourced	(i) Alert relevant programming units to the need to programme for activities under the framework for action (PROGRAM and all relevant units)	19(a)	Completed
		(ii) Organize a thematic donor meeting on this plan of action (PARDEV)	19(c)	2013
VIII. Evacuations	1. Evaluation is undertaken	(i) Evaluate this plan of action (all relevant departments involved)	19(d)	2015