



## Governing Body

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Institutional Section

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EIGHTEENTH ITEM ON THE AGENDA

### Report of the Director-General

#### First Supplementary Report: Follow-up to the ILO Centenary Initiatives

##### Purpose of the document

The document provides the annual report on progress with respect to implementation of the Centenary Initiatives presented in the Director-General's Report to the 102nd Session of the International Labour Conference (2013) as decided by the Governing Body at its 319th Session (October 2013).

**Relevant strategic objective:** All.

**Main relevant outcome/cross-cutting policy driver:** All.

**Policy implications:** None.

**Legal implications:** None.

**Financial implications:** Yes.

**Follow-up action required:** Implementation of the initiatives in light of the guidance provided by the Governing Body.

**Author unit:** Office of the Director-General (CABINET).

**Related documents:** ILC.102/DG/IA, *Towards the ILO centenary: Realities, renewal and tripartite commitment*; ILC.104/DG/I, *The future of work centenary initiative*; ILC.105/DG/IB, *The End to Poverty Initiative: The ILO and the 2030 Agenda*; ILC.106/DG/I, *Work in a changing climate: The Green Initiative*; GB.319/INS/3/1; GB.322/INS/13/2; GB.325/INS/15/2; GB.328/INS/7; GB.328/INS/17/1; GB.329/INS/6; GB.329/INS/7; GB.329/INS/21/1; GB.329/PFA/1; GB.329/WP/GBC/3; GB.329/WP/GBC/4; GB.331/INS/2; GB.331/INS/9; GB.331/WP/GBC/2; GB.331/WP/GBC/3.



## Introduction

1. At its 319th (October 2013), 322nd (October–November 2014), 325th (October–November 2015) and 328th (October–November 2016) Sessions the Governing Body discussed the seven Centenary Initiatives proposed by the Director-General in his Report to the 102nd Session (2013) of the International Labour Conference (ILC).<sup>1</sup> The Governing Body has provided suggestions on the substance of the Initiatives, supported their implementation and requested the Director-General to continue providing annual progress reports. This document reports upon all seven Initiatives, with a principal focus on those not dealt with under other agenda items.
2. The Centenary Initiatives address areas of key strategic importance to the ILO as it enters its second century. Action under the Initiatives was incorporated into the policy and enabling outcomes and the cross-cutting policy drivers in the Programme and Budget for 2018–19 that was adopted by the 106th Session (2017) of the ILC.<sup>2</sup> More detailed information regarding all seven Initiatives can be accessed through the ILO's dedicated Centenary Initiatives web pages.<sup>3</sup>

## The Governance Initiative

3. The Governance Initiative consists of the examination of the functioning of the ILO's governance structures to ensure they are fully fit for purpose for its second century. Following earlier Governing Body discussions that have decided upon structural reforms of the Governing Body and Conference, at its present session the Governing Body will discuss a report of the Working Party on the Functioning of the Governing Body and the International Labour Conference which addresses particular attention to the functioning of the Regional Meetings.<sup>4</sup> It will further consider the setting of the agenda of future Conference sessions on the basis of the strategic and coherent approach adopted at its 322nd Session.<sup>5</sup>
4. The Governance Initiative also incorporates the implementation of the recommendations of the evaluation of the 2008 ILO Declaration on Social Justice for a Fair Globalization undertaken at the 105th Session of the ILC in June 2016. Following its earlier discussions of the ILO's follow-up to those recommendations at its 328th (October–November 2016) and 329th (March 2017) Sessions the Governing Body will consider further aspects of the follow-up under a range of items at its present session.<sup>6</sup>

<sup>1</sup> ILO: *Towards the ILO centenary: Realities, renewal and tripartite commitment*, Report of the Director-General, ILC, 102nd Session, Geneva, 2013 (ILC.102/DG/1A).

<sup>2</sup> GB.329/PFA/1.

<sup>3</sup> <http://www.ilo.org/global/about-the-ilo/history/centenary/lang--en/index.htm>.

<sup>4</sup> GB.331/WP/GBC/2 and GB.331/WP/GBC/3.

<sup>5</sup> GB.331/INS/2.

<sup>6</sup> GB.331/INS/3, GB.331/INS/8 and GB.331/INS/4, inter alia.

## The Standards Initiative

5. The objective of this Initiative is to consolidate tripartite consensus on an authoritative standards supervisory mechanism and to enhance the relevance of international labour standards. Following the launch of the Standards Review Mechanism Tripartite Working Group in 2015, the Standards Initiative will be the subject of discussion under two agenda items at the current session of the Governing Body.<sup>7</sup>

## The Enterprises Initiative

6. The objective of the Enterprises Initiative is to realize fully the potential for ILO engagement with enterprises so as to contribute to achieving the Organization's goals, including the promotion of sustainable enterprises. Three main strategic components were agreed at the 321st Session of the Governing Body (June 2014): enterprise and supply chain policies and practices; international initiatives on enterprise behaviour; and knowledge building and outreach. The Governing Body reviewed the Initiative at its 329th Session (March 2017), and requested the Director-General to continue to implement the recommendations for improving ILO engagement with the private sector, taking into account its guidance. It will receive a full progress report on the Enterprises Initiative at its 335th Session (March 2019).
7. Accordingly, the Enterprises Department, acting in conjunction with the other departments concerned and in accordance with the Governing Body's earlier decisions, has been implementing the Enterprises Initiative as part of the broader Office strategy to engage the private sector. This has included activities by almost all country and regional offices; a three-year project for African cooperatives; the growth of the ILO Global Business and Disability Network and its Global Business Network for Social Protection Floors; increased actions of the ILO in respect of the Child Labour Platform under the UN Global Compact Labour Working Group (LWG); consultations on the proposal to establish an ILO Business Network on Forced Labour and Human Trafficking; a scaling up of the training programme on "Sustaining Competitive and Responsible Enterprises (SCORE)" in China; adoption and promotion of the 5th Edition of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy; and reinforced joint work with the Organization for Economic Cooperation and Development (OECD) on corporate social responsibility in six countries in Asia. Finally, a programme of action on decent work in global supply chains was adopted at the Governing Body's 328th Session (October–November 2016) and elaborated by a roadmap at its 329th Session (March 2017).

## The End to Poverty Initiative

8. The End to Poverty Initiative is the ILO's vehicle for contributing to the implementation of the United Nations (UN) 2030 Agenda for Sustainable Development (2030 Agenda). It was the subject of the Director-General's Report to the 105th Session of the Conference (2016), which gave strong support for the Initiative. On the basis of the guidance provided at the Conference and by the Governing Body in its discussions at its 328th (October–November 2016) and 329th (March 2017)<sup>8</sup> Sessions, the Office has been proceeding with

<sup>7</sup> GB.331/INS/5 and GB.331/LILS/2.

<sup>8</sup> [GB.328/INS/7](#) and [GB.329/INS/7](#).

implementation. At its present session the Governing Body will consider the ILO's partnership and policy coherence strategy under a separate item.<sup>9</sup>

9. The 2030 Agenda was a key reference point for the development of the ILO Strategic Plan for 2018–21 and the Programme and Budget for 2018–19, and over the past year the ILO has been engaged in a combination of field work and global activities under this Initiative. At field level, capacity development tools and events for ILO constituents and staff have been prepared and implemented, together with the International Training Centre of the ILO in Turin. A Decent Work for Sustainable Development (DW4SD) Resources Platform and development methodology has been finalized and will go live on the ILO website in the near future. Conferences have been held with constituents in a number of countries to help prepare inputs to national strategies for sustainable development. Other technical and communication material has been prepared, namely a range of Sustainable Development Goal (SDG) Notes on thematic areas such as Green Jobs, Social Protection and National Employment Policies. Technical assistance has been provided to enhance and conduct labour force surveys and help countries to submit relevant data for the monitoring of SDG indicators. In addition, the ILO has integrated the 2030 Agenda into its preparation and implementation of Decent Work Country Programmes (DWCPs), and supported similar integration into the new generation of United Nations Development Assistance Frameworks (UNDAFs).
10. At global level, the ILO has co-led or taken part in several partnerships to further the 2030 Agenda, including Alliance 8.7 to eradicate forced labour, modern slavery, human trafficking and child labour, the Global Initiative on Decent Jobs for Youth, the Global Partnership for Universal Social Protection, the High-Level Commission on Health, Employment and Economic Growth, and the Global Deal, together with the Government of Sweden, and the OECD. The ILO was actively involved in the preparation of the High-Level Political Forum on Sustainable Development (HLPF) annual review held in July 2017 under the auspices of the UN Economic and Social Council (ECOSOC), dedicated to the theme “Eradicating Poverty and Promoting Prosperity in a Changing World”, and organized or participated in a large number of events, and is planning to do likewise in the high-level events during the opening week of the UN General Assembly in September 2017. The ILO has actively participated in meetings of the Inter-agency and Expert Group on SDG indicators to monitor progress on SDG targets, in which regard the ILO has been assigned custodianship of some 14 indicators.
11. In the coming months the ILO intends to intensify efforts in the above areas. This will include: working with constituents to examine SDG indicators in the Labour Market Statistics and Analysis Academy in November 2017, in preparation for the 20th International Conference of Labour Statisticians (10–19 October 2018), which will also focus on measurement methodologies for SDG indicators; participation in the Equal Pay International Coalition (EPIC), together with the OECD and UN Women, scheduled to be launched in New York in September 2017; further advice to constituents to strengthen their capacity to engage in discussions at national level and to contribute to meeting 2030 objectives; and continuing work across the range of outcome areas detailed in the Programme and Budget for 2018–19. The general discussion at the 107th (2018) Session of the Conference on “Effective ILO development cooperation in support of the Sustainable Development Goals” will provide a further opportunity for constituents to comment upon ILO activities and orient the future work of the Office in this area.

<sup>9</sup> GB.331/INS/9.

## The Green Initiative

12. The Green Initiative aims to give practical application to the decent work dimension of achieving a “just transition” to a low-carbon, sustainable development path and to facilitate the tripartite contribution to it, in the context of the Paris Agreement adopted in 2015. The Green Initiative was the subject of the Director-General’s Report to the 106th Session of the Conference (2017) which was addressed by delegates in a total of 295 plenary interventions. There was strong support for the ILO’s growing activities on the world of work and climate change, as reflected in the inclusion of a cross-cutting policy driver on just transition in the Programme and Budget for 2018–19, which was adopted by near unanimity. This was backed by many expressions of support from all groups for the Paris Agreement. There were calls for the ILO to give greater emphasis to skills development for transition, to deepen its analysis of the interrelation between “brown” and “green” sectors, and to build constituents’ capacities to undertake social dialogue to address the complex challenges of just transition. In that context the ILO was called upon to make intensive use of the 2015 ILO *Guidelines for a just transition towards environmentally sustainable economies and societies for all*.
13. Since the last Governing Body discussion, the ILO has been working closely with the secretariat of the UN Framework Convention on Climate Change (UNFCCC) on themes such as economic diversification and transformation in the context of just transition, facilitated by the signing of a Memorandum of Understanding with the UNFCCC in March 2017. Furthermore, the ILO took part in a series of events at the 22nd Conference of the Parties (COP 22) of the UNFCCC (Marrakech, November 2016) and co-organized a side event on “Greening with Jobs: Decent Work and Just Transition in the Paris Agreement” during the Bonn Climate Change Conference in May 2017. It has participated actively in the implementation of the UN system-wide strategy on climate change, and provides technical expertise to the UNFCCC subsidiary bodies on technological and scientific advice and implementation.
14. The ILO has increased support to member States on just transition issues, including in Ghana, the Philippines and Uruguay as pilot countries, and organized a series of dialogues on the green economy and climate change. Capacity-building activities for constituents and staff have expanded to respond to the growing demand for information and practical tools and approaches pertaining to climate change and decent work. A new *Green Business Booklet* has been produced, two global training curricula on *The Green Economy* and *Promoting a just transition to low-carbon and climate-resilient development* have been implemented, and the ILO Environmental Sustainability Action Plan has accelerated the incorporation of environmentally sustainable approaches into the activities of the ILO itself.
15. In light of the discussion at the ILC, the ILO will undertake the following activities over the coming biennium, building on priorities established earlier:
  - providing high quality national policy advice, tools and technical knowledge so as to expand and scale up the country application of the just transition framework with a view to enabling a substantial number of governments to plan and implement low-emission and environmentally sustainable development strategies, including strong sectoral components, that are inclusive and maximize decent work opportunities;
  - further capacity building of constituents through the consolidation of existing training packages and the development of new and targeted sustainable development training courses in prioritized economic sectors (such as waste management, building and construction, energy and mining) at global, regional and national levels;

- deepening strategic partnerships with UN agencies and other institutions in pursuit of low-carbon, climate-resilient and resource-efficient development strategies;
- undertaking further research into just transition, including the flagship ILO *World Employment and Social Outlook 2018* on the theme of “Greening with jobs”, as well as producing further research and thematic briefs addressing the areas contained in the *2015 Guidelines*;
- deploying innovative approaches in communication including through the ILO website, videos, feature stories and key publications;
- pursuing the process of accreditation of the ILO to the Green Climate Fund (GCF), while in parallel continuing to work with partner agencies on joint programmes and projects; and
- implementing the ILO Environmental Sustainability Action Plan throughout ILO activities and processes, expanding the certification programme on Green Jobs and mainstreaming environmental sustainability for ILO officials.

### The Women at Work Initiative

16. The purpose of this Initiative is to survey the situation of women in the world of work today, identify the blockages to faster progress on gender equality and propose effective and innovative action. The Initiative has three mutually reinforcing tracks: research into the situation of women at work and the obstacles to equality and empowerment, in partnership with key institutions and academics; consultations with constituents and relevant stakeholders with a view to specifying the innovative action needed; and advocacy in the implementation of the action identified as key to the attainment of gender equality. A cross-cutting policy driver on gender equality and non-discrimination was included in the Programme and Budget for 2018–19.
17. Since the 328th Session, under the first track, a major ILO–Gallup Global Survey was released on International Women’s Day in 2017 in Washington, DC that provided significant evidence related to gender gains, gaps, obstacles and discrimination in the world of work. An international conference was organized in collaboration with the Universities of Oxford and Kent (United Kingdom) in May 2017 to assess current legal and policy strategies and to propose new actions, and the economic benefits of reducing gender gaps were highlighted in ILO *World Employment and Social Outlook: Trends for women 2017* that transposed earlier G20 findings to a global scale. Under the second track, the ILO continued its activities with social partners, including the publication of a new report in the “Women in Business and Management” project to challenge gender stereotypes, focusing on gaining momentum in Latin America and the Caribbean, and the development of a manual on collective bargaining and the promotion of gender equality. Under the third track, the ILO organized a Global Gender Dialogue on gender equality in the world of work together with the Nordic Council of Ministers in Finland in November 2016. “Women at work” was the theme of the World of Work Summit held on 15 June 2017 during the 106th Session of the ILC, in a unique session addressed by the President of Malta, the President of Mauritius and the President of Nepal that highlighted transformative action to move the equality agenda forward.
18. The Office is undertaking the following next steps to accelerate momentum under this Initiative, which will also constitute the subject of the Director-General’s Report to the 107th Session of the Conference (2018):

- stepping up research to deepen the ILO's knowledge and understanding of key gender issues, including the launch of a major report on *Care jobs and the care economy in a changing world* in March 2018, initiating a one-stop web portal on the care economy, and focusing on gender wage and earnings inequalities in the ILO *Global Wage Report 2018/19*;
- preparing a major stocktaking report pulling together the different strands of the Women at Work Initiative for release in 2019 to: take stock of the status and conditions of women in the world of work, focusing on quantity and quality of women's jobs, income inequality, care, violence and representation; identify innovative and transformative actions on what works to achieve gender equality and non-discrimination; and provide policy recommendations to galvanize meaningful action to accelerate the pace of change;
- continuing research and preparation for a new international instrument on violence against women and men in the world of work for a first discussion at the Conference in June 2018;
- holding country, regional and subregional events and dialogues in follow-up to the findings of the ILO–Gallup report;
- building the capacity of Governments and workers' and employers' organizations to overcome the structural barriers that lead to persisting gender gaps in the world of work, with a particular focus on Cambodia, Côte d'Ivoire, Jordan and Latin America, under a project co-sponsored with the Swedish International Development Cooperation Agency (SIDA); and
- undertaking further activities following the launch of the abovementioned EPIC; on the basis of the above efforts, ensuring a strong input from this Initiative into the discussions at the 108th Session of the Conference (2019) on the steps needed to achieve urgent and measurable progress on gender equality during the years immediately following the ILO's centenary.

## The Future of Work Initiative

19. This Centenary Initiative is centred on an in-depth examination of the future of work that will provide the analytical basis for the delivery of the ILO's social justice mandate in its second century. The Initiative was the subject of the Director-General's Report to the 104th Session of the Conference (2015). As supported at the Conference and the subsequent 325th Session (October–November 2015) of the Governing Body, the ILO has been applying a three-stage approach to implementing the Initiative: tripartite national dialogues; the constitution of a Global Commission in 2017 to report by the end of 2018; and the 2019 Conference itself.
20. The first stage of implementation of the Future of Work Initiative is now almost complete. At the time of writing some 168 member States, some 90 per cent of the ILO's membership, had responded positively to the Director-General's invitation to undertake the widest possible engagement in the reflection on the future of work. Some 110 countries had organized tripartite national dialogues and there is a strong level of commitment to the Future of Work Initiative. The results of the national dialogues are being summarized in a synthesis report that will be among the inputs submitted to the Global Commission. Additional inputs have been provided by a major Global Dialogue on *The Future of work*



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*we want* (Geneva, 6–7 April 2017) and by the ILO’s 5th Conference of the Regulating for Decent Work Network (Geneva, 3–5 July 2017).<sup>10</sup>

21. The 329th (March 2017) Session of the Governing Body considered progress in the Initiative to date and authorized the Director-General to constitute the Global Commission. It specified that the Global Commission’s members must be eminent individuals with outstanding personal achievements and vision, participating in their individual capacity; that they must represent a balance of geographical regions and experiences, with equal participation of women and men; that there must be a strong tripartite presence; and that the Global Commission must incorporate specialized inputs, knowledge and multidisciplinary competences.
22. In line with those criteria, the Director-General proceeded to establish the Global Commission at a special event in Geneva on 21 August 2017 in the presence of the two co-chairs of the Global Commission, the Prime Minister of Sweden, Mr Stefan Löfven and the President of Mauritius, Ms Ameenah Gurib-Fakim.
23. The Global Commission is expected to have four meetings over the course of 2017 and 2018, with its first meeting scheduled to take place in October 2017. As a basis for its work, it will consider both an inception report and the abovementioned synthesis report. Both reports are organized with reference to the four “centenary conversations” proposed in the Director-General’s Report to the 104th Session of the Conference (2015): work and society; decent jobs for all; the organization of work and production; and the governance of work. The Global Commission is expected to determine its working arrangements and methods at its first meeting, including issues such as whether and to what extent its work is to be complemented by hearings, technical meetings and so forth.
24. Over the course of 2018 and 2019, the Office will supplement the work of the Global Commission through continuing outreach activities, both with regard to the ongoing involvement of the ILO’s constituents at national level, building on the momentum and interest generated through the national dialogues, and by working with a network of relevant outside parties – international and regional organizations, research institutions, universities, civil society and individual experts – engaged in reflection on the future of work.
25. In 2019, the ILO’s centenary year, member States may wish to organize events that will focus on the issues arising from this Initiative. The final stage of the Initiative, the 108th Session (2019) of the Conference, is the subject of a separate debate at the current session.<sup>11</sup>

<sup>10</sup> For further information see the ILO’s Future of Work website, <http://www.ilo.org/global/topics/future-of-work/lang--en/index.htm>.

<sup>11</sup> Notably, in the Governing Body’s discussions under GB.331/INS/2, “Agenda of the International Labour Conference”.

## Draft decision

*26. The Governing Body requests the Director-General:*

- (a) to take account of its guidance with regard to the Centenary Initiatives, and to facilitate the strong involvement of constituents in their implementation; and*
- (b) to submit a report on progress at its 334th Session (October–November 2018).*