

**11<sup>TH</sup> ILO MEETING OF CARIBBEAN MINISTERS OF LABOUR**



# **International Labour Conference 2019 108th (Centenary) Session**

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# Agenda of the Centenary ILC (10-21 June 2019)



## Standing items

- I. Reports of the Chairperson of the Governing Body and of the Director-General (report of the World Commission on the Future of Work)
- II. Programme and budget proposals for 2020–21 and other questions
- III. Information and reports on the application of Conventions and Recommendations

## Special items for this ILC

- IV. ILO Centenary outcome document
- V. Violence and harassment in the world of work  
(standard-setting, second discussion)
- VI. Thematic debates and events connected to the Future of Work, including various Centenary Initiatives

# Meetings

- Plenary
  - Opening and closing
  - High-level visits
  - Report of the Director-General and the report of the GB Chairperson
  - Adoption of the Committee reports
- Committees
  - Finance
  - Application of Standards (CAS)
  - Standard-Setting (Violence and Harassment in the World of Work)
  - Committee of the Whole (Centenary outcome document)
  - Selection
  - Credentials
- Official events
  - World Day against Child Labour (13 June)
  - Governing Body
  - Reception by the ILC President

# Application of standards

- CAS considers the Report of the Committee of Experts on the Application of Conventions and Recommendations (CEACR)
  1. Application of ratified Conventions by member States
  2. Status of submission of reports by member States
  3. Situation concerning unratified Conventions and Recommendations
- Application of ratified Conventions
  - The most serious cases are invited before CAS for consideration
- Reporting status
  - Depending on seriousness, specific country names are included in reports
    - No submission for multiple years (esp. first reports)
    - Reports do not contain responses to the CEACR's comments
- More info
  - Supervision of the application of standards  
<https://www.ilo.org/global/standards/applying-and-promoting-international-labour-standards/lang--en/index.htm>
  - CEACR  
<https://www.ilo.org/global/standards/applying-and-promoting-international-labour-standards/committee-of-experts-on-the-application-of-conventions-and-recommendations/lang--en/index.htm>
  - CAS (also known as the Conference Committee)  
<https://www.ilo.org/global/standards/applying-and-promoting-international-labour-standards/conference-committee-on-the-application-of-standards/lang--en/index.htm>

# Violence and Harassment in the World of Work

- Standard-setting
  - A Convention and/or a Recommendation may be adopted (proposed texts)
  - This session build on the discussion at the ILC 2018
- Main concern from the 2018 discussion
  - Definition of violence and harassment
  - Role of employers (area of responsibilities, they should be also protected)
  - Violence and harassment affect everyone, but not in the same way
    - How to deal with situation specific to certain group of persons

# Definitions and scope

- Definition
  - **Violence and harassment** – “a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment”
  - **Gender-based violence and harassment** – “violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment”
- Scope
  - Workers, employees, persons working irrespective of contractual status, persons in training including interns and apprentices, terminated workers, volunteers, jobseekers and job applicants
  - In all sectors in the formal and informal economy, and whether in urban or rural areas

# Provisions on vulnerable groups

- Proposed Convention
  - Laws, regulations and policies on equality for women workers and workers and other persons belonging to vulnerable groups must be adopted.
- Proposed Recommendation recommends that the vulnerable groups mean:
  - younger and older persons;
  - pregnant and breastfeeding women, and persons with family responsibilities
  - persons with disabilities;
  - persons living with HIV;
  - migrants;
  - indigenous and tribal peoples;
  - ethnic or religious minorities;
  - caste-affected persons; and
  - lesbian, gay, bisexual, transgender, intersex and gender-nonconforming persons.

# Committee of the Whole for a Centenary outcome document

- Outcome document = An Centenary Declaration
  - Draft text is now available ([https://www.ilo.org/ilc/ILCSessions/108/reports/reports-to-the-conference/WCMS\\_700622/lang--en/index.htm](https://www.ilo.org/ilc/ILCSessions/108/reports/reports-to-the-conference/WCMS_700622/lang--en/index.htm))
- Membership of the Committee
  - **For Government/Employer/Worker delegates**  
To attend a committee, registration for that committee is required in addition to the submission of credentials as the delegation.
  - For the registration forms for the committees and information, please visit: [https://www.ilo.org/ilc/ILCSessions/108/WCMS\\_681651/lang--en/index.htm](https://www.ilo.org/ilc/ILCSessions/108/WCMS_681651/lang--en/index.htm)

# Overview of the draft Centenary Declaration

## Part I Reaffirmed and new mandate

- It is imperative to act with urgency to seize all opportunities to shape a fairer, inclusive and more secure future of work with full employment and decent work for all, which will enable sustainable development.
- To do so, the ILO makes people's rights, needs and aspirations the primary objectives of economic, social and environmental policies, i.e. ***the human-centred approach for the future of work***.
- The full contribution of the ILO's constituents can be assured only through their full, equal and democratic participation in its governance.

# Overview of the draft Centenary Declaration

## Part II New focus of ILO's action

- The ILO must direct its efforts to
  - i. Just transition to an environmentally sustainable future of work
  - ii. Harnessing technological progress with a just sharing of its benefits
  - iii. Acquisition of skills to address existing and anticipated skills gaps
  - iv. Decent work opportunities for youth
  - v. Gender equality at work
  - vi. Equality for people with disabilities
  - vii. Entrepreneurship, innovation and sustainable enterprises
  - viii. Ensuring that production and work arrangements and business models serves social and economic progress and decent work.
  - ix. Reduction and eventual elimination of informality
  - x. Governance of labour migration and mobility
  - xi. Intensifying engagement within the multilateral system
- Tripartite cooperation through dialogue as foundation of ILO action
- OSH is a fundamental principle and right at work in addition to those in the 1998 Declaration

# Overview of the draft Centenary Declaration

## Part III Action by member states

- The ILC calls upon all member States to:
  - A. Strengthen the capacity of all people through
    - i. Lifelong learning and education for all
    - ii. Social protection
    - iii. Measures to support people in transitioning in working life
  - B. Strengthen the institutions of work to guarantee for all workers
    - i. Fundamental rights
    - ii. An adequate living wage
    - iii. Limits on maximum working hours
    - iv. Safety and health
    - v. Privacy and personal data protection
    - vi. Better work-life balance

# Overview of the draft Centenary Declaration

## Part III Action by member states



- C. Promote productive employment and decent work through
  - i. Macroeconomic frameworks with decent work as their central objective
  - ii. Investment in infrastructure and strategic sectors, including the green, care and rural economies
  - iii. Policies, incentives that promote inclusive growth through enterprise creation and formalization, and that align business practices to this approach

# Overview of the draft Centenary Declaration

## Part IV Strengthening of ILO

- The setting and supervision of international labour standards is of fundamental importance of all ILO activity. Clear, robust and up-to-date body of standards must be maintained, ratified and applied.
- The capacity of tripartite constituents to engage in all relevant processes and to promote collective representation must be strengthened.
- The services of the ILO to member States and social partners must be consistent with its mandate and based on a thorough understanding of their diverse circumstances.
- The ILO must maintain quality statistical, research and knowledge management capacities and expertise
- The ILO must take a role of partnership and leadership in the multilateral system by reinforcing cooperation and developing institutional arrangements with other organizations

# Overview of the draft Centenary Declaration

## Part V Review of progress



- The ILC invites the Governing Body to periodically review progress on the implementation of the Declaration.