



# Decent Work



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# What is the ILO?

- UN Specialize Agency established in 1919
- Tripartite – Governments, Workers, and Employers
- 183 member states





# What does the ILO do?

- Sets international labour standards
- Provides technical assistance to governments and employer and worker organizations
- Advises and cooperates with international, multinational and bilateral agencies

→ Promotes Decent Work





# Definition of Decent Work

Opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity





# Specific components of Decent Work

- Opportunity and income
- Rights, voice and recognition
- Family stability and personal development
- Fairness and gender equality

Ultimately these various dimensions of decent work underpin peace in communities and society.

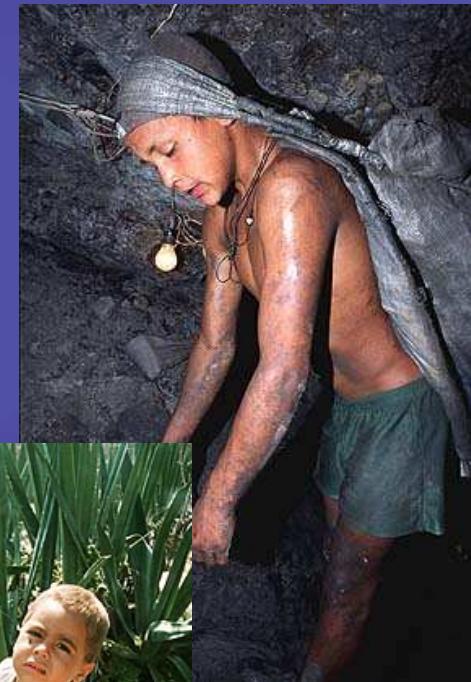
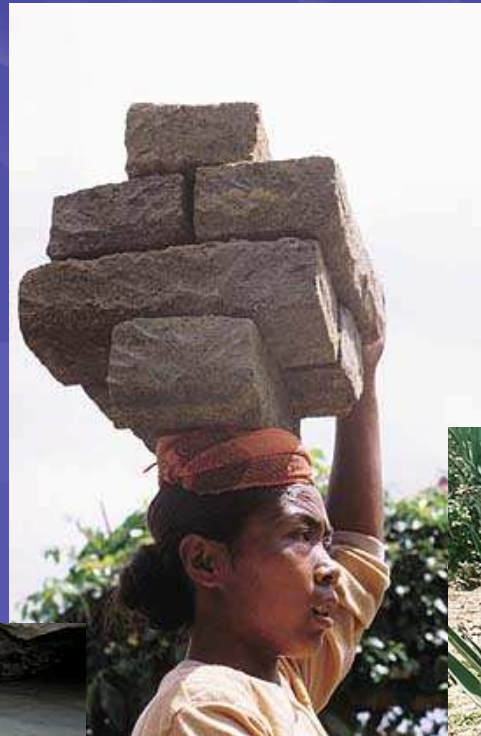




# Decent Work Deficits

- Half of the world's workers are unable lift themselves and their families above the US\$2 per day per person poverty line.
  - Women are more likely than men to work in the informal economy, with little or no social protection and a high degree of insecurity.
  - Youth (aged 15 to 24) comprise nearly half of the world's total unemployment, but make up only 25% of the working age population.
  - There are more than 86 million migrant workers in the world, 34 million of them in developing regions.
  - Global economic growth is increasingly failing to translate into new and better jobs that would lead to a reduction in poverty.
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# Sometimes you know a deficit when you see it



# Sometimes it's not so obvious

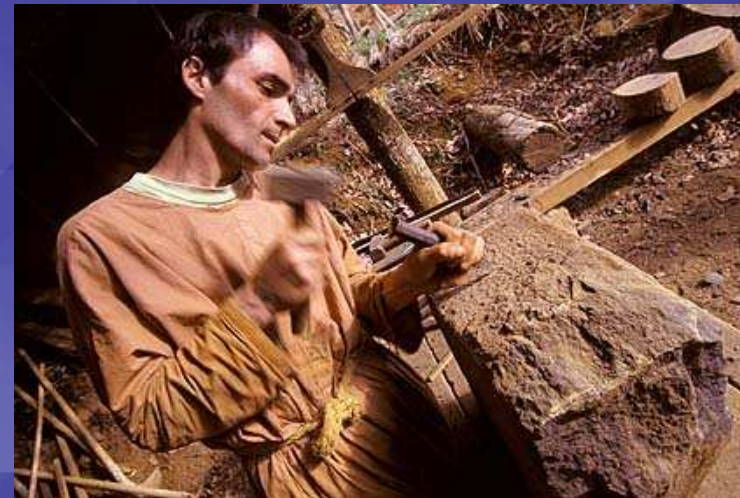




# Strategic objectives for promoting Decent Work

- Fundamental principles and rights at work and international labour standards
- Employment and income opportunities
- Social protection and social security
- Social dialogue and tripartism

Mainly macro and meso level approaches, because ILO's work is part of broader economic and social development.





# Decent Work at the Enterprise Level

ILO MNE Declaration

Technical Cooperation Projects working with companies



# Purpose of MNE Declaration



To encourage the contribution which multinational enterprises can make to economic and social progress and to minimize and resolve the difficulties





# Primary focus

- States
- MNEs managing global production systems
- Also relevant for national enterprises





# Unique features

Only universal,  
inter-governmental  
instrument

Adopted by  
consensus  
of representative of  
government, workers and employers





# Unique features, cont.

- In-depth guidance on labour issues
- Stresses the central role of the state in protecting workers' rights—private initiatives are a complement, not a substitute





# Areas covered

- General policies
- Employment
- Skills development
- Conditions of work and life
- Industrial relations





# Fundamental principles and rights at work

- Respect freedom of association and the right to bargain collectively
- End forced labour
- End child labour
- Fight discrimination



# ILO HELPDESK

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Helping companies to put decent work principles into practice