



## ► ILO Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205)

### ► The relevance of R205 for trade unions

Two ideas are behind the **Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205)**:

(1) crisis situations that arise around conflicts and disasters have clear impacts on the livelihoods of people – on their workplaces, their conditions of work, their possibility to work;

(2) being involved in the responses brings opportunities to have a say on how to rebuild societies.

For these two reasons, it is crucial that workers' organisations are involved in crafting crisis responses: the impact goes at the very heart of their *raison d'être*, and their involvement will ensure societies that are, in the future, better adjusted to their needs and demands.

Workers' organisations may rely on R205 to remind member States of the commitment they took at the ILC when they adopted this Recommendation. R205 was adopted with an overwhelming majority of all – governments, employers and workers. It is an international law instrument and Governments are expected to respect its guidance. **Workers Organisations can request that it is taken into account.**

### ► The relevance of R205 in the context of the COVID 19 outbreak crisis

R205, which was adopted by the International Labour Conference (ILC) in June 2017, provides detailed guidance to constituents on how best to deal with crisis situations arising from conflicts and disasters.

R205 is focused on all aspects of decent work and it suggest how to prepare to crisis situations, prevent them, respond to them and build resilience.

This guidance is **based on International Labour Standards (ILS)** but is specifically tailored to crisis situations arising from conflicts and disasters.

### ► The content of R205 in a nutshell

R205 covers many topics. For example, it suggest actions for all four pillars of Decent Work: **employment, rights, social protection, and social dialogue**; it recognises the **need to respect ILS** and mentions several key ILS in its text; it recognises the important role of the **public sector**; it recognises the importance of **employment-intensive investment**; it pays special attention to population groups that have been made particularly **vulnerable** by crisis. This includes, but is not limited to, children, persons belonging to minorities, indigenous and tribal peoples, internally displaced persons, persons with disabilities, migrants and refugees, and other persons forcibly displaced across borders; it has a strong **gender perspective**; it focusses on the role of **education and skills**; it insists on the need to think about the environment; it insists on the need for **international cooperation**, the exchange of information, knowledge and good practices.

Importantly, it has a **very strong social dialogue component**. It insists on the importance of social dialogue in its guiding principles and on the promotion of social dialogue and collective bargaining in its strategic approaches. It has a section on social dialogue and the role of employers' and workers' organisations where it insists on the need to create an enabling environment for the establishment, restoration or strengthening of these organisations. Throughout its text, it recalls the need to engage and consult with social partners. Maybe one of its key provision in the current COVID-19 crisis is that "members should recognize the vital role of employers' and workers' organizations in crisis responses".

### ACTRAV resources

ACTRAV R205 Policy Brief: [https://www.ilo.org/actrav/info/pubs/WCMS\\_646852/lang--en/index.htm](https://www.ilo.org/actrav/info/pubs/WCMS_646852/lang--en/index.htm)

ACTRAV R205 Workers' Guide: [https://www.ilo.org/actrav/info/pubs/WCMS\\_716841/lang--en/index.htm](https://www.ilo.org/actrav/info/pubs/WCMS_716841/lang--en/index.htm)

ACT/EMP and ACTRAV Managing disasters and conflict: Exploring collaboration between employers' and workers' organizations in crisis settings: [https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS\\_741426/lang--en/index.htm](https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_741426/lang--en/index.htm)