



International Labour Office
Bureau international du Travail
Oficina Internacional del Trabajo

Route des Morillons 4
CH-1211 Genève 22

«Copie»

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Tél. direct:
Fax direct:
E-mail:

Réf.:
Votre réf.:

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«Politesse»,

I write to bring to your attention the “Future of Work Initiative” which is the centrepiece of the ILO’s activities to mark its centenary in 2019 and to ask for your active participation, which will be central to its success.

The importance of this Initiative and the proposed plan for its implementation are set out in my report to the 104th Session (2015) of the International Labour Conference. This report can be accessed through the following link:

www.ilo.org/ilc/ILCSessions/104/reports.

The report makes the case that the world of work is undergoing major processes of change. The ILO and its member States need to deepen their understanding of this transformation in order to meet effectively the policy challenges it poses and so advance our shared commitment to decent work for all and our Organization’s mandate for global social justice.

To meet this need, the Conference and the Governing Body have decided that the implementation of the Future of Work Initiative should begin immediately and culminate at the 108th Session (2019) of the International Labour Conference, according to the following schema:

In 2016 all member States are invited to undertake national “Future of Work Dialogues” structured around four thematic “Centenary Conversations” on:

- work and society;
- decent jobs for all;
- the organization of work and production;
- the governance of work.

Ideas on the issues that could be addressed in these conversations can be found in my report to the 2015 Conference. But they are indicative only. Member states will wish to adapt the content to their own national circumstances and priorities. Indeed it is important that they do so to ensure the universal relevance of the Initiative.

It is vital that the dialogue be fully tripartite. To this end you are urged to involve your national employers’ and workers’ organizations in its planning and implementation, and I am copying this letter to them. It is also recognized that in addition to the ILO’s tripartite constituents, other interested actors – universities, think tanks, enterprises, NGOs – can add much value to the process, and could be very usefully engaged in dialogue activities.

In 2017 a High Level Global Commission on the Future of Work will be established. Its purpose will be to examine the output from the national dialogues and such other issues and materials as it may consider necessary. The Commission will publish a report and recommendations in the course of 2018.

In the first half of 2019, all member States will be invited to organize events to mark the centenary of the ILO and to be a forum for national level discussion of the Commission's report. Subsequently the 2019 session of the International Labour Conference will be the culminating point of the Future of Work Initiative. The agenda and modalities for the Conference are still being discussed by the Governing Body, with the possible adoption of a Centenary Declaration an option under consideration.

The Office will provide support at all stages of the implementation of the Initiative, including the national dialogues in 2016. For this purpose I have appointed Mr Nicolas Niemtchinow as my Special Adviser on the Future of Work, and he will lead a Future of Work Unit which will be your contact point for all relevant questions (futureofwork@ilo.org). Please do not hesitate to contact the Unit in case of need.

I have been greatly impressed by the interest and enthusiasm that has been expressed in the Future of Work Initiative. But meeting the high level of ambition we have set, and for the Initiative to provide the sought-after guidance to the ILO to advance successfully the cause of social justice as it enters its second century of work will require the determined and active support of member States and effective and practical support and coordination from the Office.

To ensure a good start I would ask you to inform me **by the end of January 2016** of the measures taken or envisaged in your country for a national dialogue on the future of work and of any Office support you might wish to receive. The scope of Office support for activities will depend significantly on the level of extra-budgetary resources it is able to mobilise. I would urge member States where possible to consider contributing financially to the ILO for that purpose.

The Future of Work Initiative will be a major milestone in the history of the ILO leading up to and beyond its centenary, and a key vehicle to respond to some of the most pressing public policy issues of our time. I hope that you will join with all other member States and the Office to make it a success.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Guy Ryder', with a stylized flourish below it.

Guy Ryder
Director-General