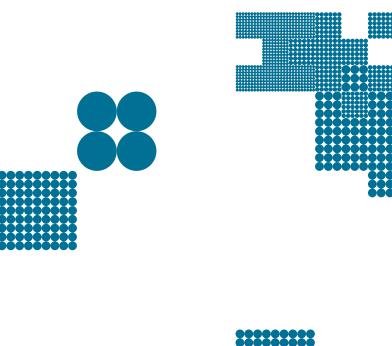
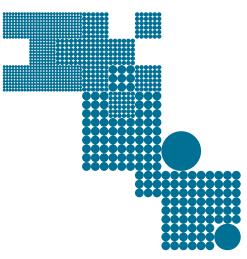


Integrated Strategy on **Fundamental Principles and** Rights at Work 2017-2023





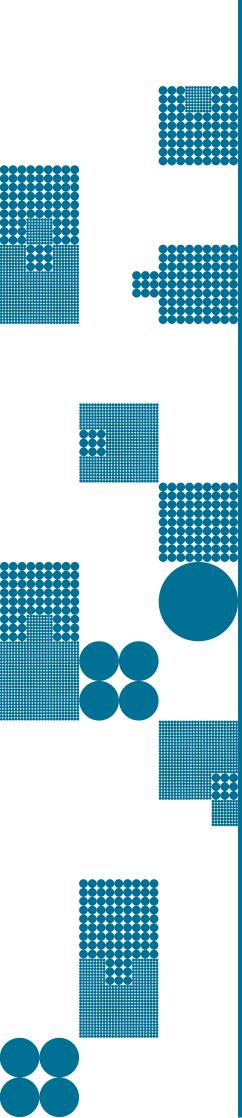












Our vision

A world of work in which everyone can exercise their fundamental human rights to work in freedom, dignity and security, and to have a voice at work.

Our mission

To be a leading, global source of knowledge, technical advice and support to enhance the capacity, policies and action of ILO constituents and partners, based on their expressed needs, to tackle the root causes of violations of fundamental principles and rights at work and to ensure that people everywhere can exercise those rights in practice and protected by law.

In seeking to maintain the link between social progress and economic growth, the guarantee of fundamental principles and rights at work is of particular significance in that it enables the persons concerned to claim freely and on the basis of equality of opportunity their fair share of the wealth which they have helped to generate, and to achieve fully their human potential."

ILO Declaration on Fundamental Principles and Rights at Work, 1998.

Fundamental principles and rights at work in 2017 and beyond

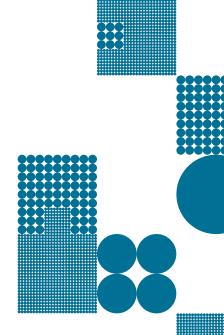


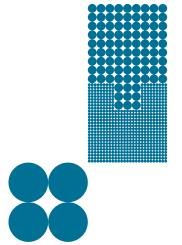


Today, in the world:

- More than 40 per cent of the world's population lives in countries that have ratified neither ILO Convention No. 87 on freedom of association nor Convention No. 98 on collective bargaining; and in many countries that have ratified them violations of these rights persist in law and practice.
- On average, women are paid 23 per cent less than their male counterparts and in many countries are effectively excluded from certain occupations. Hundreds of millions of people suffer from discrimination in the world of work because of the colour of their skin, their ethnicity or social origin, their religion or political beliefs, their age, gender, sexual identity or orientation, disability or HIV status.
- 152 million children aged 5-17 are in child labour:
 72 million of them are in hazardous work and other worst forms of child labour, while 80 million more are below the minimum age for work and simply too young to be working. Millions of children, largely girls, have to carry out heavy household chores which prevent them from attending school.
- 25 million people are victims of forced labour, 25 per cent of whom are children. In addition, at least 15 million people, mainly women and girls, live in forced marriage, which can amount to forced labour.

Such a situation cannot and must not continue. Fundamental principles and rights at work provide the foundation on which equitable and just societies are built. Without their realisation in law and practice, neither the ILO's Decent Work Agenda nor the wider 2030 Sustainable Development Agenda can be achieved.





Several recent resolutions and declarations underline strong international commitment to tackle violations of fundamental principles and rights at work, notably:

- The Sustainable Development Goals (SDGs), 2015, including specific targets related to the promotion of fundamental freedoms, which encompass freedom of association and collective bargaining, and the elimination of child labour, forced labour and discrimination at work;
- The Resolution of the International Labour Conference on Fundamental Principles and Rights at Work, 2017;
- The Buenos Aires Declaration on Child Labour, Forced Labour and Youth Employment adopted at the IV Global Conference on the Sustained Eradication of Child Labour, in Argentina, on 16 November 2017.

The present document was developed by the ILO's Fundamental Principles and Rights at Work Branch (FUNDAMENTALS) on the basis of those policy documents and following endorsement of the integrated strategy and action plan on fundamental principles and rights at work by the ILO Governing Body in October 2016 (GB.328/POL/7) and 2017 (GB.331/INS/4/3). It explains the theory of change for development cooperation on fundamental principles and rights at work, milestones and expected results and shares some recent success stories.

FUNDAMENTALS was established in 2013, bringing together the International Programme on the Elimination of Child Labour (IPEC) and the Department for the Promotion of the Declaration on Fundamental Principles and Rights at Work (DECLARATION). Its mandate is to promote the implementation of the fundamental ILO Conventions and their underlying principles dealing with freedom of association and collective bargaining and freedom from discrimination, child labour and forced labour through policy advice, capacity building and technical assistance.

ILO Fundamental Conventions

- Freedom of Association and Protection of the Right to Organise Convention, $1948\ (N^{\circ}.\ 87)$
- Right to Organise and Collective Bargaining Convention, $1949 \, (N^{\circ} \, 98)$
- Forced Labour Convention, $1930 \ (N^{\circ}.\ 29)$ and its supplementing Protocol of 2014
- Abolition of Forced Labour Convention, 1957 (N°. 105)
- Minimum Age Convention, 1973 (N°. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)
- Equal Remuneration Convention, 1951 (N°. 100)
- Discrimination (Employment and Occupation) Convention, $1958~(N^{\circ},~111)$

Fundamental principles and rights at work strategy 2017–2023

This strategy is underpinned by a theory of change that reflects the essential meaning of the 1998 Declaration on Fundamental Principles and Rights at Work and the 2008 Declaration on Social Justice for a Fair Globalisation. Fundamental rights in the world of work – freedom to organise and bargain collectively, and freedom from discrimination, child labour and forced labour – are universal, inalienable and indivisible human rights and, at the same time, enabling conditions for decent work and sustainable economic growth. Mutually interdependent and reinforcing, they are the starting point for a virtuous circle of effective social dialogue, better incomes and conditions for workers, increased consumer demand, more and better jobs and social protection, rural development, rising enterprise productivity, and of formalizing the informal economy.

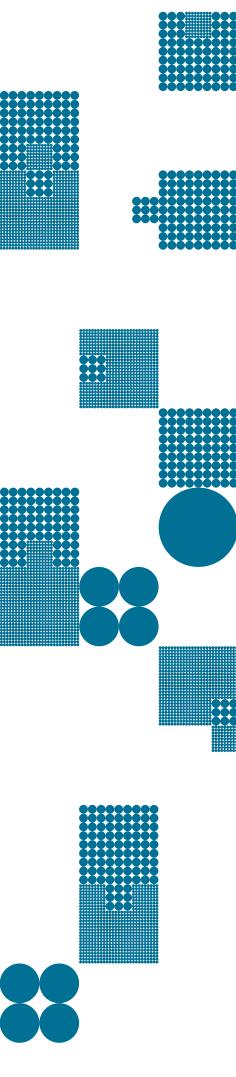
Freedom of association and the right to collective bargaining represent the primary vehicle by which this can be achieved, enabling employers and workers to negotiate key aspects of their relationship and to promote the fair sharing of wealth they have helped to generate.

Non-discrimination is a cross-cutting right and principle. Ending discrimination will unlock the potential of the millions of women, men and youth currently excluded or undervalued because of their sex, age, social and ethnic origins, religious or political opinions, sexual orientation or identity, disability or health status and assist their access to that fair share.

Ending forced labour, in all its forms, means that workers will neither be robbed of their dignity nor their right to freely-chosen employment. Eradicating child labour and ensuring that all children are in quality education – and that young people receive the training they need to fulfil their creative and productive potential – to break the intergenerational transmission of poverty and social exclusion.

Freedom of peaceful assembly and association are foundational rights precisely because they are essential to human dignity, economic empowerment, sustainable development and democracy. They are the gateway to all other rights; without them, all other human and civil rights are in jeopardy."

Report of the UN Special Rapporteur on the rights to freedom of peaceful assembly and of association, Human Rights Council (A/HRC/32/36), 2016.



Together, the realisation of these human rights, including of the most vulnerable, will contribute to empowerment and representation of rights-holders, to ending poverty, to building stronger economies and to a better future for all. The particular population groups most targeted by this strategy are those who live and work in the rural and informal economies as well as women, migrant workers, refugees and displaced people, indigenous and tribal peoples and children everywhere.

Since the adoption of the 1998 ILO Declaration on Fundamental Principles and Rights at Work, member States, workers' and employers' organizations, businesses and other stakeholders have repeatedly expressed their recognition of the universal application and relevance of ILO instruments on fundamental principles and rights at work. Public authorities at all levels; global, national and sectoral workers' organizations; small producers' organizations, including cooperatives; and global, national and sectoral employers' organizations and private and public enterprises will benefit from this strategy and have an important role to play in its implementation.

This strategy also provides the guiding framework for the ILO's International Programme on the Elimination of Child Labour and Forced Labour (IPEC+), one of five ILO flagship programmes. The strategy respects the fact – as reflected in the IPEC+ strategy document – that entry points for ILO action and support for constituents may be particular concerns about realisation or violation of one or more of the fundamental rights.

The strategy identifies three thematic priorities...

for immediate action:

- I. Promoting fundamental principles and rights at work in the rural and informal economies
- II. Promoting compliance with fundamental principles and rights at work in enterprises and in supply chains
- III. Promoting fundamental principles and rights at work in situations of crisis and fragility

...and is based on four interwoven categories of change

which include bottom-up and top-down interventions, underpinned by strong partnerships and evidence:

Public policies & governance

Building a sound national legal and policy framework and robust and accountable public institutions to enforce the law is a critical starting point for the promotion and realization of fundamental principles and rights at national levels and for the protection of rights-holders and access to remedies when their fundamental rights at work are violated – including the denial of their right to organize.

¬ Empowerment & representation

Equally important are bottom up approaches that aim at the empowerment and representation of rights-holders, including the most vulnerable and excluded workers, small producers and own account workers, so that they can assert their rights and entitlements, particularly through organizing for collective strength, representation and voice.

Partnerships & advocacy

Strong engagement of all relevant actors will ensure their respective constituencies bring their weight to bear in the pursuit of fundamental principles and rights at work. This effort starts with and gives primacy to the economic actors – workers' and employers' organizations, enterprises and public authorities – and must reach out more broadly to partners who support the objectives of the ILO.

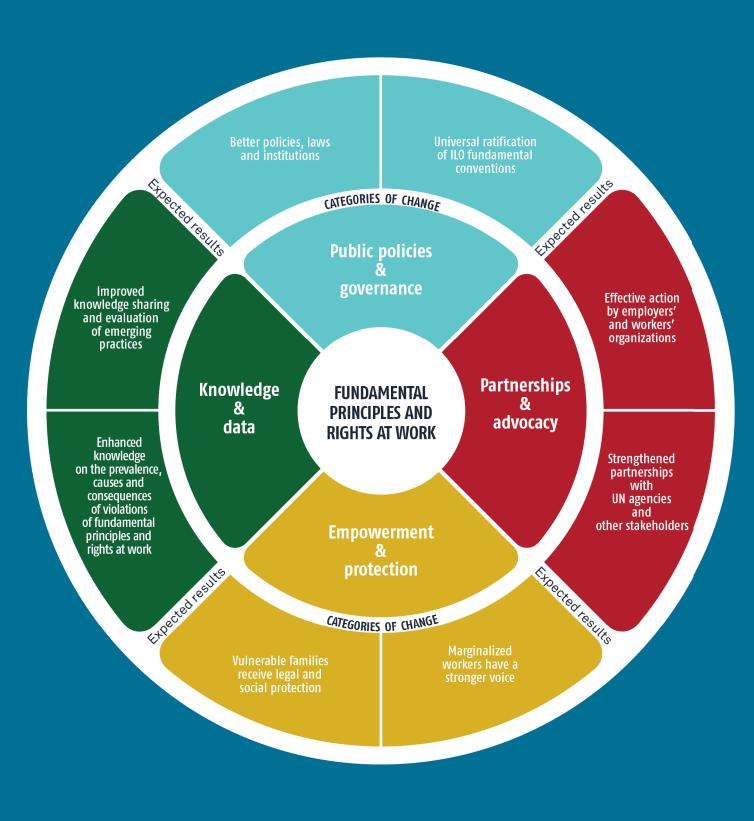
¬ Knowledge & data

Critical to this strategy is strengthening the evidence base, upon which effective policies, advice and interventions will be designed, tested and adjusted, including through surveys, the development of tools and dissemination of knowledge.

The present strategy supports all the strategic outcomes of the ILO's 2018-2019 Programme and Budget, and the ILO Centenary Initiatives, in particular on poverty, women and enterprises:

- Outcome #1on more and better jobs for inclusive growth and improved youth employment prospects.
- Outcome #2 on ratification and application of international labour standards
- · Outcome #3 on creating and extending social protection floors
- · Outcome #4 on promoting sustainable enterprises
- · Outcome #5 on decent work in the rural economy
- · Outcome #6 on formalization of the informal economy
- · Outcome #7 on promoting workplace compliance through labour inspection
- · Outcome #8 on protecting workers from unacceptable forms of work
- Outcome #9 on promoting fair and effective labour migration polices
- Outcome #10 on strong and representative employers' and workers' organizations

Violations of fundamental principles and rights at work are an integral part of the definition of unacceptable forms of work; hence the strategy contributes in particular to achieving Outcome #8 of the ILO's Programme and Budget (2018–2019). It does so also through integrating work on the other Outcomes, not least Outcomes #2, 4, 5, 6, 7, 9 and 10.



Overarching goals and expected results

Ratification and implementation of ILO fundamental conventions

- In pursuit of universal ratification of all the fundamental Conventions, at least 35 more ratifications of the fundamental Conventions and the Protocol of 2014 by 2020. Particular attention will be paid to the low rates of ratification of Conventions 87 and 98 on freedom of association and collective bargaining.
- 2. The 2014 Protocol to the Forced Labour Convention No. 29, will be widely ratified, supported by the "50forFreedom" campaign whose goal it is to achieve 50 ratifications by 2018.
- At least 20 member States address implementation gaps identified by ILO supervisory bodies and revise national policies and/or laws in line with international standards on fundamental principles and rights at work.
- 4. At least 20 member States have institutions with stronger capacity to ensure prevention of fundamental labour rights violations and to enforce national legislation.
- 5. Additional technical guidance for the tripartite constituents will be developed on the application of the child labour Conventions.
- 6. New intervention models are tested to address violations of fundamental principles and rights at work in situations of crisis or fragility.
- 7. In at least 20 member States, workers and their families have improved access to justice and remedies.
- 8. Enhanced capacity of member States to implement fundamental principles and rights at work with support of the social partners through a global academy on fundamental principles and rights at work.
- In at least 20 member States, families at risk of fundamental rights violations have significantly increased access to public services, including education and social protection.

Partnerships

- The Sustainable Development Goals (SDGs) provide a new inclusive framework to guide future action on fundamental principles and rights at work. Achieving the integrated and interwoven goals and targets will require partnerships. The ILO is well placed to bring together its constituents with other relevant stakeholders to share knowledge and to leverage existing resources to achieve decent work for all.
- The ILO, in partnership with other organizations that support the elimination of forced labour, human trafficking, modern slavery and child labour, has launched a multi-stakeholder "Alliance 8.7" to raise global awareness about those human rights violations; coordinate action at global, regional and national levels; foster the exchange of promising and innovative practices; monitor progress; and mobilize resources. The ILO's IPEC+ flagship programme is the ILO's contribution to Alliance 8.7. Other partnerships that will support these efforts include the UNESCO-led global partnership on education for all; and the UNICEF-led global partnership on violence against children.
- Led by the ILO, UN Women and the Organisation for Economic cooperation and Development (OECD), the Equal Pay International Coalition (EPIC), which was launched in September 2017, will work together at the global, regional and national levels to support governments, employers and workers and their organizations, and other stakeholders, to make equal pay between women and men for work of equal value a reality, and reduce the gender pay gap. This will be supported through research and data collection, advocacy, knowledge sharing, capacity building, technical advisory services, data analysis and monitoring. Improving the collection of sex-disaggregated data on earnings and clarifying the merits and shortcomings of different methods to measure the gender pay gap are key to informing policy action and assessing its effectiveness.
- The ILO's multi-stakeholder Fair Recruitment Initiative, launched in 2014, in close collaboration with ITUC and IOE, will be further expanded and rolled out at national levels, engaging with businesses to strengthen due diligence of labour supply in their own activities and value chains.





Thematic priority I

<u>Promoting fundamental principles and rights</u> <u>at work in the rural and informal economy</u>

The challenge: Working people in the rural and informal economies – notably children, women, migrant workers and indigenous peoples – are most at risk of being denied their fundamental rights at work. Work on commercial plantations and family farms, in fishing and food processing; as well as artisanal small-scale mining, quarrying and brick kilns – which commonly take place in informal settings – are among the high-risk activities concerned. Deeply-engrained norms and practices, abusive tenancy systems and lack of access to public goods and services hold workers back from claiming their rights. Climate change, the depletion of natural resources, food insecurity and demographic pressures put rural workers at further risk of violations of their fundamental labour rights. The strategy will be anchored in the FAO-led Right to Food Initiative, thus stressing the inter-linkages between the human right to food and human rights at work. It will also be guided by conclusions of International Labour Conference discussions on promoting rural employment for poverty (2008), on giving a voice to rural workers (2015); and, on the informal economy, the Recommendation on transition from the informal to the formal economy (No. 204) of 2015.

Public policies & governance:

In line with its overarching ILO Outcome strategies on the rural economy and the informal economy, we will promote the mainstreaming of fundamental labour rights in national and sectoral policies for transition to rural development. It will also build the capacity of labour inspection services, other public authorities and monitoring systems to identity and remedy violations of fundamental principles and rights at work as well as to provide better services to rural communities, and in the informal economy. In this regard, local level coordination between labour inspection, agricultural extension, education services and their connection with community based structures will be promoted in the pilot countries. The ratification and implementation of relevant ILO Standards on OSH in agriculture will also be promoted.

Empowerment & representation:

We will continue to promote integrated community-based approaches and to address decent work deficits in a number of priority countries focusing on smallscale agriculture, including crop production in cocoa, cotton and tobacco, and fishing and fish processing; plantation agriculture linked to global and domestic supply chains; and in sub-sectors of the informal economy, including artisanal and small-scale mining, stone crushing and brick kilns. Advocacy efforts will focus on raising awareness of rural and informal workers about their fundamental rights at work. The work will support innovative efforts to organize rural workers and small producers and to strengthen their representative voice in local, sectoral, national and international fora to advocate for better working conditions for women workers, including the right to equal pay for work of equal value, among others. Cooperatives can play an important role in improving working and living conditions in the rural and informal economy by providing services and infrastructure to small-scale producers and farmers and, in the informal economy, by promoting steps to formalization. By closely monitoring the grading and pricing systems, they can negotiate for their members to seek a fair share of market revenues in domestic

and global supply chains. They can also serve as effective channels for awareness raising and sensitization about fundamental principals and rights at work.

An important focus will be on encouraging the support of workers', employers' and small producers' organizations (including cooperatives) for the upgrading of informal family farms and enterprises that are unable to hire adult workers to replace the unpaid work of their children, and on employed agricultural labourers who are forced to rely on the – also often unpaid – work of family members working alongside them to make ends meet.

Promising practices such as agriculture sectoral agreements and integrated community-based models to prevent child labour will be tested for further replication, including in artisanal and small scale mining and fishing communities and in communities growing cash crops for global supply chains (e.g. cotton, bananas, coffee, rubber, tea or palm oil).

Partnerships & advocacy:

The International Partnership for Cooperation on Child Labour in Agriculture (IPCCLA), involving in particular the ILO, FAO, IFAD and the IUF (International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations), will be strengthened and expanded as the main platform for shared work in pursuit of SDG target 8.7 in the rural economy. IPEC+ will further support and advise private sector-led partnerships and promote South-South Cooperation. The IUF, BWI (Building and Woodworkers International), IndustriALL, the International Transport Workers' Federation and other global union federations are important actors in those efforts. In the pilot countries, the ILO will encourage close coordination between workers' organizations (national trade union centres and sectoral trade unions) and cooperatives/other farmers' apex organizations.

Knowledge & data:

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We will implement surveys, conduct research and assess models of intervention relating to fundamental principles and rights in the rural and informal economies, in collaboration with partners within and outside the ILO. Research priorities include plantations, brick-making, fishing, mining and hazardous child labour in tobacco growing and production. Surveys will be undertaken in each of these areas to generate robust statistics on the prevalence and nature of child labour, forced labour and other fundamental labour rights violations. This survey work will be based on new survey instruments and sampling tools for assessing fundamental labour rights in the informal economy in priority sectors. FUNDAMENTALS research will also look more broadly at informality as a driver of fundamental labour rights violations, and at the relationship among local governance systems, fundamental labour rights and rural development. Other research efforts will include an inventory of existing evaluations and impact assessments of the eradication of child labour and forced labour in agriculture, underlying discriminatory practices, and innovative forms of organizing workers, small producers/own account workers and employers in the rural economy.

Expected results

- In at least 20 member States, national policies and legislation relevant to rural communities and the informal economy include commitments to realize fundamental principles and rights at work are strengthened and labour inspection and relevant sectoral inspections services are trained to promote and enforce the freedom to exercise those rights.
- At least 30 workers' and other organizations (e.g. cooperatives) support a greater number of marginalized workers (including small producers) to develop their representational strength and collective voice through targeted and tailor-made awareness-raising and organizing strategies.
- At least 25 collective agreements between workers' and employers' organisations and between producers' organizations and buyers.
- At least three different intervention models are tested in pilot countries to upgrade family enterprises and establish well-functioning community child labour monitoring systems, document lessons learnt and replicate good practices.
- Strengthened partnerships with the FAO, IFAD and other UN agencies, ILO constituents and other relevant stakeholders.
- Robust statistics on the nature and prevalence of child labour and forced labour in priority sectors in the informal and rural economies based on new measurement tools.
- Publication and wide dissemination of evaluation reports of interventions aimed at the elimination of child labour and forced labour in agriculture.

It takes a village

All over the world workers and small producers in the informal economy are shattering the myth that they cannot organize themselves to improve their livelihoods and bargain and advocate for decent work, social protection and public services. Domestic workers, home-workers, brick-kiln workers, tenant farmers and artisanal fishers are among those who, often with the support of established trade unions, are developing innovative forms of organization to represent and defend their interests.

Taking as the entry point the prevalence of worst forms of child labour in artisanal fishing, FUNDAMENTALS supported the Ghana General Agricultural Workers' Union in its efforts to organize the men and women who fish and process fish in the lakeside community of Torkor-Kpando. The integrated area based approach emphasised empowering rights-holders in the rural and informal economies through building their capacity to organize themselves to improve occupational safety and health and productivity and to negotiate with local authorities for better public services. Child labour has been replaced on the Lake with trained adult divers, equipped with a safety boat and whose training and remuneration is under the auspices of the national youth employment scheme. The scheme provided the train-thetrainer programme with the expectation that the community would in turn deliver the same training to 15-20 other communities along the lake.

Other key elements of the "Torkor Model" are:

- The establishment of women's fish smoking and processing cooperatives that address the important social and economic role of women.
- The creation of "bridge" schools that target children in child labour who have only partially completed compulsory schooling.
- An effective monitoring system with direct communication to law enforcement officers and installation of a public address system that raises the community's awareness of child labour.









Thematic priority II

Promoting compliance with fundamental principles and rights at work in enterprises and in supply chains

The challenge: With an estimated 450 million people working in global supply chains, and untold numbers working in domestic supply chains, members of vulnerable groups face high risks of being subjected to violations of their fundamentals rights at work. In supply chains, such violations and decent work deficits are related to sourcing prices paid to supplier companies and small producers. Discrimination in the world of work is also a major brake on enterprise productivity and social and economic progress, while the lack of respect for freedom of association and collective bargaining at the enterprise level undermines democratic governance, compounds inequality, can contribute to the disruption of production and increases the risks of other human rights violations at the workplace. Child labour and forced labour prevail in circumstances where labour relations are weak, freedom of association is lacking, and discrimination is prevalent. It is commonly driven by a lack of access to health care, free quality education and vocational training, rural to urban migration of young workers that contributes to a shortage of labour in many rural communities. Ninety per cent of the people trapped in forced labour are working in the private economy – generating annual illegal profits of US\$150 billion. While many still toil in longexisting forms of debt-bondage, contemporary globalization has unleashed new forms of trafficking for forced labour that reach into formal value chains in industrialised as well as developing and emerging economies.

> Our work on supply chains will be informed by the UN Guiding Principles on Business and Human Rights (UNGPs), the ILO Declaration on Multinational Enterprises; the Resolution adopted by the International Labour Conference in 2016 and the Plan of Action agreed by the Governing Body in March 2017 to reduce the decent work deficits in global supply chains.

Public policies & governance:

We will promote models of good governance in supply chains for more sustainable and inclusive growth, and facilitate dialogue and collaboration between workers', small producers' organizations, communities and small and medium-sized enterprises (SMEs) and international actors, such as buyers, to improve respect of fundamental principles and rights at work, including at the lowest tiers of the supply chain. Recognizing the essential role of states in protecting human rights, we will leverage the ILO's tripartite structure and the core value of social dialogue to spur collaboration between governments, social partners and enterprises, and to support businesses to meet their obligations to produce ethically. We will also contribute to the development of tools and delivery of training on supply chain issues for ILO constituents and other stakeholders.

Empowerment & representation:

We will strengthen the capacity of and extend innovative partnerships to support, test and learn from interventions to develop integrated and rights-based models to empower workers and small producers to realize their fundamental rights at work at the enterprise and community level. This will include the development of innovative solutions on due diligence, grievance mechanisms and remediation among others, community monitoring systems and other bottom up approaches.

Partnerships & advocacy:

We will continue to engage with international financial institutions to promote robust safeguards against violations of fundamental principles and rights in the projects they finance. Drawing on experience of supporting host nations of major sporting events to prevent and remediate human rights violations we will support office-wide efforts to strengthen the due diligence management systems of relevant bodies to prevent violations of fundamental principles and rights at work in the preparation for and running of these events, and support the newly established Centre for Sport and Human Rights.

The Child Labour Platform, launched in 2012, is the leading business initiative to eradicate child labour in supply chains. It provides concrete solutions for buyers, factory owners and suppliers by supporting member companies through a comprehensive process of due diligence across tiers. This includes support for embedding strong policies and good business practice, measuring impact and addressing root causes through meaningful local and global dialogue with governments, employer's and workers' organizations and other stakeholders.

In June 2017, the ILO launched the ILO Forced Labour Business Network which is an overarching umbrella initiative convened by the ILO for companies, employer organizations, and business networks to come together with the aim of leveraging comparative advantages and collective action towards the elimination of forced labour and human trafficking across sectors, geographies and tiers of supply chains. It will create space for employer networks, industry coalitions and businesses of all sizes across different geographies, sectors and tiers of supply chains to work together on improving how work is coordinated and to ensure collaboration builds on and continuously develops subject-matter and industry expertise.

The CLP and the Forced Labour Platform will be two principal ways in which business will be able to contribute – as economic actors in supply chains – to the goals of Alliance 8.7, and in particular the Action Group on Supply Chains.

FUNDAMENTALS will also engage with the Equal Pay International Coalition (EPIC), with the objective of raising awareness of the importance of equal pay for work of equal value and how to achieve it, by documenting and disseminating good practices among multinational and small and medium sized enterprises.











Knowledge & data:

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To be effective, policies to prevent and remediate child labour, forced labour and other fundamental rights violations in supply chains must be informed by robust data and analysis. While a number of studies discuss the linkages between core labour standards and global supply chains, only fragmentary evidence is available of the prevalence and nature of fundamental principles and rights at work in supply chains. Very few quantitative studies have been undertaken, and these have used different methodologies, limiting their comparability and replicability. The current knowledge base is therefore far from adequate for public policy responses or for company action in monitoring compliance.

FUNDAMENTALS research will form part of broader efforts to fill this knowledge gap. It will develop new approaches for estimating the prevalence of child labour and forced labour in supply chains globally to help draw world attention to these violations and build the will to act against them. The research will also break new ground in developing estimates of child labour and forced labour along entire specific supply chains – from raw materials extraction at the lowest tier to finished products at the highest – in selected high–risk sectors, information in turn critical for preventive and remedial measures.

This estimation exercise will be accompanied by policy-oriented analyses of the complex array of supply- and demand-side factors leading to violations of fundamental rights at work in supply chains and by a critical review of key emerging practices in addressing them. This will include research into the links between respect for fundamental principles and rights at work, functioning labour relations systems, wages, productivity and sustainable enterprises as well as the relationships between collective bargaining, public labour inspection and other enforcement and compliance mechanisms and private compliance initiatives. This research will also include assessments of the impact of fair recruitment models in the garment and other sectors to support the scale-up of the Fair Recruitment Initiative.

Expected results

- Existing multi-stakeholders initiatives on fundamental principles and rights at work in supply chains strengthened with the support of the Alliance 8.7 Action Group on Supply Chains, and EPIC.
- Enhanced capacity of ILO constituents and other stakeholders to mitigate risks and respond to violations of fundamental principles and rights in supply chains.
- Cross sectoral business initiatives developed and supported by Alliance 8.7 and EPIC members in at least 3 countries.
- At least 40 companies or employers' organizations receive high-quality services, training and technical assistance through the CLP, the Business Network on Forced Labour and EPIC.
- Robust estimates of child labour and forced labour in global supply chains based on new estimation methodologies.
- Alliance 8.7 flagship report on fundamental labour rights in global supply chains published and widely disseminated.
- Guidance tools for businesses produced on all fundamental principles and rights at work in line with the ILO MNE Declaration and the UNGPs.

Fundamental Rights at Work for a Sustainable Fishing and Seafood Supply Chain

Graphic reports in recent years of human and labour rights abuses committed in the Thai commercial fishing and seafood processing industries triggered dramatic reactions. Since then, the Government of Thailand, social partners' organizations, industry, civil society and the ILO have stepped up their efforts to redress these abuses. While many challenges still persist, changes made to the legal and regulatory framework of Thailand, with ILO's technical assistance and support from various partners, have led to positive results in many critical areas. In 2017, the ILO "Ship to Shore Rights" project carried out a baseline survey of 434 Thai fishers to estimate progress made over the past four years. The survey revealed positive results in critical areas, including:

- The percentage of fishing boat workers who recalled having signed a contract climbed from 6 per cent in 2013 to 43 per cent in 2017.
- The percentage of fishers paid a fixed wage climbed from 10 per cent in 2013 to 39 per cent in 2017.
- Although 7 per cent faced threats of violence at work

 reports of physical violence were relatively few, at

 2 per cent of all workers surveyed.
- Less than 1 per cent of the workers surveyed were under 18 years old.

The project has also supported the acceleration of social dialogue and industry engagement through the Good Labour Practices Programme (GLP). The GLP is an industry led capacity and accountability initiative developed through a broad partnership, including the Thai government, unions, global buyers and civil society organizations. In 2016, following a round of consultations, all parties agreed to strengthen the GLP by expanding it to all tiers of the Thai seafood supply chain. Other actions to be further developed include measuring changes in labour conditions, introducing accountability mechanisms, strengthening worker-management dialogue, establishing an independent institution for grievances and scaling up industry participation and engagement by top level executives.







Thematic priority III

Promoting fundamental principles and rights at work in situations of crisis and fragility

The challenge: Fragile situations – characterized by the collapse of the rule of law, income shocks, poverty, migration, displacement and refugee flows, and the disruption in the provision of basic services - create the conditions for further violations of fundamental principles and rights at work. These include a heightened risk of child labour, trafficking for sexual and other types of labour exploitation, a denial of freedom of association (often linked to the absence of other freedoms) and the systemic discrimination against or even persecution of dissidents, minorities and other social groups. The thematic priority on crisis and fragile situations will be guided by the ILO Recommendation on Employment and Decent Work for Peace and Resilience 2017 (No. 205) as well as United Nations resolutions, mechanisms and instruments relating to armed conflict, humanitarian situations and other crisis and fragile situations.

Public policies & governance:

History has shown that social partner organizations, when they enjoy freedom of association, can contribute effectively to peace negotiations, nation building and national post-crisis recovery, and to securing lasting peace and stability. This is all the more so when they are partners in tripartite consultations with government. In conflict and disaster-prone countries, public policies need to address root causes of crisis and include measures to mitigate the impact of crisis on fundamental principles and rights at work. We will support the expansion of national policy frameworks and mechanisms to prevent and address violations of fundamental principles and rights, and their adaptation to protect vulnerable groups. Strengthening the capacity of workers' and employers' organizations, governmental institutions and civil society, strengthening related legal, policy and implementation frameworks, and strengthening coordination and collaboration between government, economic, development and humanitarian actors are fundamental elements of governance and resilience in countries affected by fragility and are essential to establish decent work.

Empowerment & representation:

Interventions will seek to strengthen protection and remedies for workers or children vulnerable to abuses and violations of their rights including persecution, discrimination, trafficking for forced sexual or other forms of labour exploitation, forced recruitment for armed conflict, or forms of punishment or detriment imposed because they have sought to exercise their fundamental rights at work. FUNDAMENTALS will also partner with other UN organizations and civil society to mainstream fundamental principles and rights at work in responses to situations of crisis and fragility. Close collaboration will be developed with the ILO's Flagship Programme on Jobs for Peace and Resilience (JPR), which recognizes the importance of rights and institutions in the prevention and mitigation of conflicts and natural

Partnerships & advocacy:

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disasters.

Close coordination will be maintained with relevant inter-agency working groups such as the Alliance for Child Protection in Humanitarian Action, the Global Protection Cluster's Anti-Trafficking Task Team in Humanitarian Action, the Paris Principle Steering Group on children associated with armed forces and groups, and the Global Partnership to End Violence against Children. Collaboration with IOM, UNHCR and UNICEF will be strengthened and also linked to the Alliance 8.7. Collaboration with social partners and civil society groups will also be reinforced to design effective advocacy strategies to highlight the crucial role that respect for fundamental labour rights plays in establishing social justice and building lasting peace.

Knowledge & data:

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FUNDAMENTALS will develop tools for rapid assessment of the heightened risks of fundamental labour rights violations and governance deficits which prevail in fragile situations. Research will be conducted on the impact of crisis and fragility on the realization of fundamental principles and rights at work. This will include the development and mainstreaming of tools and mechanisms for data collection, enhanced training and learning tools on preventing and addressing violations of fundamental principles and rights during crisis and fragile situations and piloting innovative intervention models to work effectively in active crisis and conflict situations. The impact of new intervention models to address violations of fundamental labour rights in crisis or fragile situation will be assessed. Lessons learnt will be documented and shared. Research will build on ongoing efforts for the development of a replicable instrument for estimating the prevalence of child recruitment, trafficking and forced labour in the context of armed conflict, from which a robust multi-country estimate can be produced.

Expected results

- Strengthened social dialogue and respect for fundamental freedoms in situations of crisis and fragility.
- Strong partnerships with UNICEF, UNHCR and IOM reflect our joint commitment to promote fundamental principles and rights at work in situations of crisis and fragility.
- The ILO's response to crisis and fragile situations in at least five countries contributes to promoting fundamental principles and rights at work.
- New intervention models to address violations of fundamental principles and rights at work in situations of crisis or fragility are piloted and evaluated in at least one country.
- A training tool on fundamental principles and rights at work in conflict and disaster situations contributes to capacity building.
- Publication and dissemination of multi-country research on child recruitment, child labour and forced labour in conflict and disaster situations.



In 2011, the ILOa, together with the Ministries of Labour, Education and Social Development selected five governorates to pilot the implementation of the Framework, and Jordan was on track to achieve its objectives when the Syria crisis started unfolding.

As it quickly intensified, the impact of the crisis was soon felt in neighbouring countries, including Jordan. Jordan started receiving Syrian refugees in 2012. By 2014 there were over 630,000 registered Syrian refugees in Jordan. Approximately 85 per cent of these refugees were living in host communities (as opposed to refugee camps).

There were increasing number of reports to indicate that child labour was on the rise not only among refugee children but also among Jordanian children due to the spill over effect of the crisis. Assessments conducted by ILO, UNICEF, local and international NGOs as well as general observation indicated a rise in child labour particularly in areas where higher number of Syrian refugees were present. The national systems to address child labour however did not respond to the situation as, on the one hand they did not see it as a 'national' issue, and even if they did, they did not have the capacity or the institutional framework to address it. The humanitarian response and the national systems worked in parallel, with little coordination between them.

At this point, ILO started engaging intensively with the government and the humanitarian community in order to find a collaborative approach to addressing child labour among Syrian refugees.

In 2014, child labour was included in the Refugee Response Plan under child protection issues. ILO started participating in the Child Protection Sub Working Group led by UNICEF and UNHCR, and set up a Child Labour Thematic Group under it, which ILO led together with Save the Children International. Relevant Government ministries as well as humanitarian agencies were included in the Task Force thereby creating a link between the national system and the humanitarian response. At ILO's request, UNHCR was invited to participate in the National Child Labour Steering Committee.

As a result, the National Child Labour Survey which originally did not include Syrian refugees was expanded to include Syrian children. The survey with a sample size of 20,000 households was the first national survey in the country to include Syrian refugees thereby setting a precedence. The national child labour monitoring database was also upgraded to include cases of Syrian children in child labour. NGOs working on Syrian refugee response were included in the child labour referral system.

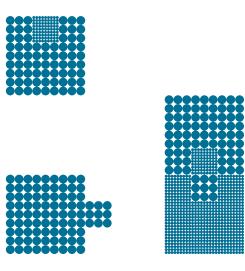
The experience of adapting a development oriented programme to face a challenging crisis situation has created new learning and new ways of preventing and addressing child labour in situations of crisis and fragility that can be replicated and adapted to other similar situations.

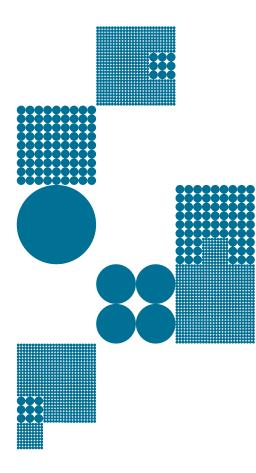












Fundamental Principles and Rights at Work Branch (FUNDAMENTALS)

Governance and Tripartism Department

International Labour Office 4, route des Morillons CH–1211 Geneva 22 – Switzerland

www.ilo.org/fundamentals

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