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Decent Work for the 21st Century

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A better world starts here.



www.ilo.org/decentwork

Globalization and the World of Work

- Globalization has not benefited all
- The economic and jobs crisis presents an enormous global challenge
- ILO is responding through a Decent Work Agenda for all

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What is the Challenge?

- 205 million people unemployed globally
- An estimated 1.5 billion in vulnerable employment
- 630 million living in extreme poverty on US\$1.25 a day
- Eight out of 10 lack social protection
- 105 million economically active are migrant workers (44 % of the total migrant population)

ILO's projection

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What is the Challenge?

- 78 million young people unemployed
- Globally, young people nearly three times as likely as adults to be unemployed
- Young people are most likely to migrate
- Young people now account for a third of the foreign population in most OECD countries
- Migration can bring possibilities for the youth, in terms of job and learning opportunities

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What is the Challenge for Migrant Workers?

- Many migrant workers, especially low skilled workers and temporary workers experience serious abuse and exploitation.
- More women migrant workers are working than ever before, but are also more likely than men to have low-productivity, low-paid, vulnerable jobs, without social protection, basic rights or voice at work
- How to create a decent work agenda which includes all?

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ILO's Response in Action

A Decent Work for All Agenda based on...

1. Rights
2. Employment
3. Protection
4. Social dialogue

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Rights

- People need representation
 - opportunities to participate
 - to voice their views
 - to obtain their rights and earn respect

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Employment

- The principal route out of poverty is work
- Poverty elimination requires that the economy generates opportunities for investment, entrepreneurship, job creation and sustainable livelihoods

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Protection

- Fewer than 10 percent of people in the poorest countries have adequate social security protection
- Basic social protection – such as health care and retirement security – is a foundation for participating productively in society and the economy

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Social dialogue

- Social dialogue between governments, workers and employers can:
 - Resolve important economic and social issues
 - Encourage good governance
 - Establish sound labour relations
 - Boost economic and social progress

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What is Decent Work for all?

- Provides opportunities for productive work that delivers:
 - A fair income
 - Security in the workplace
 - Social protection for workers and their families

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What is Decent Work for all?

- Better prospects for personal development and social integration
- Freedom to express concerns, organize and participate in decisions that affect lives
- Equality of opportunity and treatment for all

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Why is Decent Work Important?

- Crucial element in making globalization more inclusive and fair
- Key to progressive and lasting poverty reduction
- Enables women and men to share in the gains brought by increased international economic integration
- Must be at the heart of development policies

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How is Decent Work Realized?

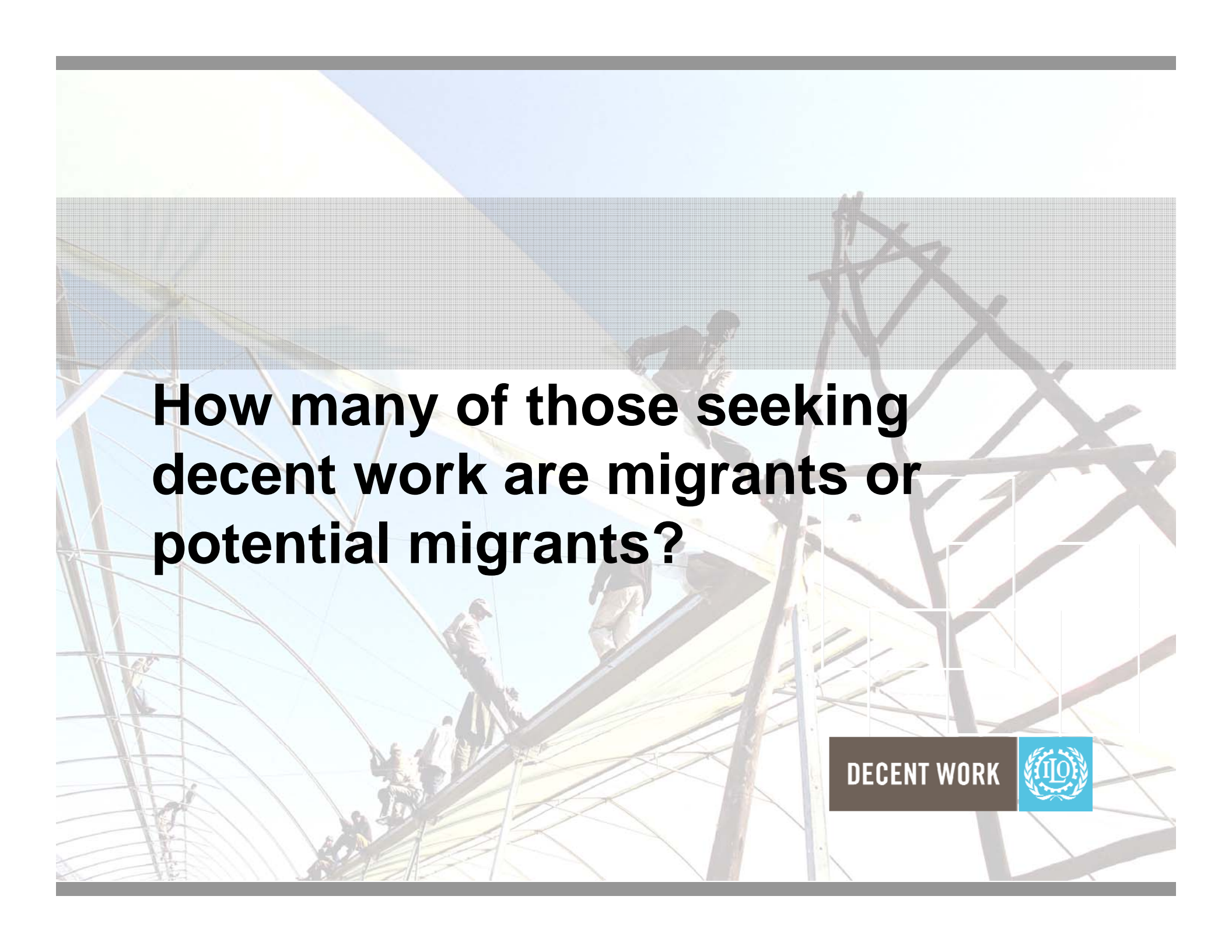
Decent Work Country Programmes (DWCP)

- Main vehicle for delivering ILO support to countries
- Distinct ILO contribution to UN country programmes
- More than 70 DWCPs world wide
- Migration reflected in many DWCPs around the globe as country priorities in the framework of the decent work agenda, e.g: Priority 2: “Promoting decent employment opportunities for men and women including returning labour migrants” on the DWCP

Tadjikistan 2011-13

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A photograph of construction workers on a large, curved metal structure, possibly a bridge or a large industrial building. The workers are silhouetted against a bright sky. The image is overlaid with a semi-transparent grid pattern.

**How many of those seeking
decent work are migrants or
potential migrants?**

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World Migration: Seeking decent work

“The ILO estimates that in 2010 there were about 105.4 million economically active migrants (including refugees) across the world, representing 44 per cent of the total migrant population. These economically active migrants and their families comprise 90 per cent of the migrant population”.

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Driving forces: Past and Future

- Decent Work Deficits
- Economic disparities
- The demographic deficit and consequent demand for labour

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Diversity of Migration

Permanent vs. temporary
Skilled vs. less-skilled

- Differentiated challenges on the migration experiences of women and men
- Temporary migration
- Irregular migration

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ILO's rights based approach

- The ILO's approach is to extend the decent work agenda for all migrant workers
- ILO adopts a rights-based approach to labour migration and forges its action on a tripartite dialogue, involving governments, workers' and employers' organisations [\[1\]](#).

[\[1\]](#) ILO: International labour migration: A rights-based approach, International Labour Office, Geneva, 2010.

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What is ILO's response to International Migration?

- Contributing to migration governance at the national and international levels
- One of the best ways to respond to these challenges is to ensure that migration is a right and not a must
- The policy objective should be much more than ensuring “safe” and “orderly” or “humane” migration

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ILO's plan of action for migrant workers

- Promotion of ILO's multilateral framework for a rights-based approach to labour migration
- Wider application of international labour standards and other relevant instruments
- Support for implementation of the ILO Global Employment Agenda at national level
- Capacity building, awareness raising and technical assistance
- Strengthening social dialogue
- Improving the information and knowledge base
- Mechanisms for follow-up

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Decent Work for Migrant Workers in Action

- Development of the Migration Policy based on rights (Sri Lanka)
- Examining mechanisms for extending social security coverage to migrant workers' families left behind in origin countries (Senegal)

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Decent Work for All Migrant Workers in Action

- Normative framework for the protection of migrant workers (Peru)
- National social security strategies/policies for migrant workers from and within the East African Community (Burundi, Kenya, Rwanda, Tanzania and Uganda)

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Decent Work for all in Action

- Better Factories (Cambodia)
- Employment-Intensive Rebuilding (Liberia)
- Eradicating Child Labour from the Mining Industry (Peru)

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Better Factories - Results

- Programme covers over 340,000 workers in around 300 factories in Cambodia.
- Improvements across all issues, with wages leading other areas in compliance.
- Half of the top ten non-compliance issues relate to occupational safety and health.
- At least 80 percent of the factories monitored have one or more unions

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Employment-Intensive Rebuilding

The Challenge

- After 14 years of devastating conflict, Liberia has 80 percent under-employment
- Country lacks basic infrastructure, such as roads, electricity, running water
- Young adults are largely unskilled
- The challenge: To rebuild the country and help create a skilled employment base to carry the nation forward

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Employment-Intensive Rebuilding Results

- FAO: “Improved farm-to-market access, as well as rural employment”
- UNICEF: Young people acquiring “the kind of life skills that will make them to get a job or be able to stay in a job”
- UNIFEM: “Gender focus and employment generation, contributing to lasting peace”

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A Better World Starts Here

- The Decent Work Agenda for all...
 - Drawing from the knowledge and expertise of many
 - Bringing out the best in the multilateral system so we can “Deliver as One” United Nations

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