

# ▶ The ILO's Strategy to Combat Inequalities & Linkages with the Athens Declaration

## ▶ Inequalities hinder the achievement of Social Justice for All

- Reducing inequalities between and within countries has become a key policy priority for many developing actors, as also reflected in SDG 10
- Concerns have been growing in recent decades over rising economic inequality within countries and the widening disparity between the inordinate wealth accruing to the richest one per cent of the population -- and the incomes of the rest. **Social justice remains elusive for too many.**
- **Inequalities of opportunity and of outcome are both challenges that lead to lower workers' engagement and reducing them can lead to workers being more fulfilled and better performing.**

## ▶ The ILO and Inequalities

- **Reducing inequalities and promoting equality of opportunity and treatment have always been inherent to the work of the ILO.** The ILO Constitution emphasizes that “universal and lasting peace can be established only if it is based upon social justice” and calls for, among other things, equal remuneration for work of equal value, and policies to “ensure a just share of the fruits of progress to all”. The 1944 Declaration of Philadelphia also refers to the principle of equal opportunity on multiple grounds, including gender and ethnicity.
- **The ILO Centenary Declaration for the Future of Work (Centenary Declaration) reiterated this commitment.** The Declaration notes that “persistent poverty, inequalities, and injustices ... in many parts of the world constitute a threat to those advances [in economic and social progress] and to securing shared prosperity and decent work for all”.
- **At its 334th Session (October–November 2018), the Governing Body decided to place an item for a general discussion on “inequalities and the world of work” on the agenda of the 109th Session of the International Labour Conference.**

## Institutional Context

- ▶ ILC Discussion, June 2021 – Inequalities in the World of Work
- ▶ ILC 109/Resolution XVI - Resolution concerning inequalities and the world of work
- ▶ ILO GB 344, March 2022 - Plan of Action
- ▶ ILO GB 346, November 2022 - Comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work



**Guiding Document**

*“The extent, pervasiveness and consequences of inequalities today require the ILO to deepen the inequality-reducing effect of its action, strengthen its influence within the multilateral system, and show the importance of **acting upon both distribution and redistribution** levers and policies.”*

## ► Strategy Goals

### The Strategy Seeks to

- a) position the ILO as a key actor in ongoing debates and initiatives of the multilateral system, notably in the United Nations (UN) system and international financial institutions, to counter inequalities at global and country levels; and
- b) help ILO constituents to develop comprehensive and integrated policy frameworks and measures to reduce and prevent both vertical and horizontal inequalities in the world of work.

### The above will be achieved through:

- ▶ **Mainstreaming** the reduction of inequalities across the world of work
- ▶ **Country Support** - Designing and implementing **country-specific approaches** to prevent and reduce inequalities in the world of work (in selected pilot countries)
- ▶ Support the **positioning of the Office in the multilateral system** as a leading inequality actor in the multilateral system, in synergy with the Global Coalition on Social Justice
- ▶ **Knowledge Development**, Research, and Tools Development
- ▶ **Communication**

## ► Comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work - The Strategy

### Guiding Principles:

- ▶ Attention to root causes of inequalities, its drivers and determinants across all dimensions
- ▶ Addressing both distribution and redistribution
- ▶ Fundamental principles and rights and international labour standards
- ▶ Social dialogue and tripartism
- ▶ Interconnectedness, integration and monitoring
- ▶ Develop country-specific approaches

## ► Comprehensive and integrated ILO strategy to reduce and prevent inequalities in the world of work - The Strategy

### Thematic Areas for Priority Policy Action:

- ▶ Employment creation
- ▶ Equal access to quality education and training, including lifelong training, and quality public services from early childhood
- ▶ Adequate protection of all workers and a fair share of the fruits of growth
- ▶ Transition to the formal economy
- ▶ Gender equality and non-discrimination, equality for all, diversity and inclusion
- ▶ Trade and development for a fair globalisation and shared prosperity
- ▶ Universal and adequate social protection

## Inter-Departmental and Inter-Regional Task Force on Inequalities Reduction

- Composed of departments/branches and fields units that have a direct responsibility on implementing **one or several of the seven priority thematic areas**

<p>Objective 1: <b>Mainstream</b> the reduction of inequalities in the activities planned in the current and next Programme and Budget</p>	<ul style="list-style-type: none"> <li>Task Force instrument to ensure inequality mainstreaming activities under each of the seven priority areas identified in the appendix of the doc GB.344/INS/8 (GB, March 2022)</li> <li>Task Force will examine whether adaptations/adjustments of the activities identified are necessary</li> </ul>
<p>Objective 2: <b>Provide support</b> to constituents in designing and implementing the strategies for preventing and reducing inequalities in the selected pilot countries</p>	<ul style="list-style-type: none"> <li>Country support to 5 initial pilot countries</li> <li>In-kind support from relevant specialists in the field and headquarters</li> <li>Potentially enabler of synergy with dev. Partners (operations + tools)</li> </ul>
<p>Objective 3: Contribute to <b>position the ILO</b> as a key actor in ongoing debates and initiatives on inequalities of the multilateral system, in synergy with the Global Coalition on Social Justice</p>	<ul style="list-style-type: none"> <li>Capitalise on individual departments' networks within the multilateral system</li> <li>Identify strategic and relevant events in which ILO participation</li> <li>Produce research to strengthen the ILO's knowledge and evidence base on a range of policy-relevant questions</li> </ul>



## ▶ Country Support

- ▶ Current pilot countries (identified by ROs in consultation with constituents):
  - Namibia [**also GA Pathfinder country**]
  - Philippines [**also GA Pathfinder country**]
  - Chile
  - Iraq
  - Europe TBD
- ▶ **Task Force involved in Country Support** - Provide support to constituents in designing and implementing the strategies for preventing and reducing inequalities in the selected pilot countries
- ▶ Countries chosen on the basis of: **Contextual levels of inequalities along different dimensions; Political will to tackle inequality; Potential Complementarity** with ongoing actions (and other partners)

## Country Support

- ▶ Development of Country-specific approaches rooted in the Strategy
- ▶ Application of the *Guiding Principles* and identification of policy mix based on the *7 Thematic Areas for Priority Action*

COs working on “inequalities diagnostics”,  
i.e. reports on contextual levels, needs,  
policy priorities

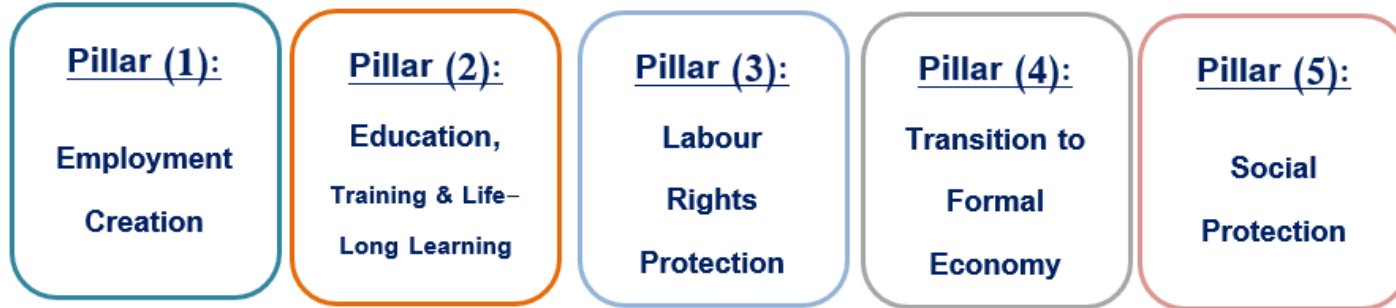
Following finalisation of the report  
(including with consultations with *Task Force*),  
consultation and validation with  
constituents to determine an  
implementation roadmap

Implementation (policy review, technical  
assistance, mobilisation of expertise from  
*Task Force*)



## STRATEGIC PILLARS

### Main Pillars



### Cross-Cutting Pillar

Gender Equality and Non-Discrimination

Strategy Implementation Timeframe  
2024-2028

- ▶ **Iraq National Strategy to Prevent and Reduce Inequalities in the World of Work for the Years 2024-2028** launched 07/03/2024
- ▶ Developed over 4 months through extensive research and national consultation and collaboration; **effectively embedded inequality-reduction in whole-of-govt. approach**

## ▶ Potential Linkages with the Athens Declaration

- ▶ Both the ILO Strategy & the Athens Declaration recognise:
  - The importance of inclusive and effective social dialogue, in particular for the development of effective, country-specific responses to reduce and prevent inequalities;
  - The role of mainstreaming and linkages with dimensions outside the world of work
  - The need to specify countries' approaches (i.e. develop workplans that could include research, hearings, working groups, etc.) and to have inequality-related data (**under development**) to support evidence-based policy making
  - Linkages with the work of many development actors and other interventions (e.g. DWCP, UNSDCF, investments by IFIs, etc.)

▶ **Thank You**