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European Union

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NOTE

From: General Secretariat of the Council
To: Delegations

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Subject: The Future of Work: the European Union promoting the ILO Centenary
Declaration
Council Conclusions (24 October 2019)

Delegations will find attached the Council conclusions on the above subject adopted by the EPSCO Council at its meeting held on 24 October 2019.

The Future of Work: the European Union promoting the ILO Centenary Declaration

Council Conclusions

RECALLING THAT:

1. The aim of the European Union is, inter alia, to promote peace and the well-being of its peoples, and to work for a highly competitive social market economy aimed at achieving full employment and social progress, including by recognising and promoting the social dialogue enshrined in Title X of the Treaty on the Functioning of the European Union (TFEU).
2. The values of social justice, equal opportunities, solidarity and respect for human rights are an integral part of the Treaties of the European Union and the Charter of Fundamental Rights of the European Union, and are important components of the Union's internal and external policies.
3. The EU shares the values, principles and objectives of the International Labour Organization (ILO) laid out in the ILO Constitution¹ and the Declaration of Philadelphia (1944)², as well as the goals and commitments set out in the 1998 Declaration on Fundamental Rights and Principles at Work³, the 2008 Declaration on Social Justice for a Fair Globalisation⁴, and most recently in the 2019 ILO Centenary Declaration for the Future of Work⁵ also welcomed by the United Nations General Assembly⁶.

¹ www.ilo.org/dyn/normlex/en/f?p=1000:62:0::NO:62:P62_LIST_ENTRIE_ID:2453907:NO.
² "ILO Declaration concerning the aims and purposes of the International Labour Organisation (Declaration of Philadelphia)", adopted by the International Labour Conference at its 26th Session, Philadelphia, 10 May 1944.
³ "ILO Declaration on Fundamental Principles and Rights at Work", adopted by the International Labour Conference at its 86th Session, Geneva, 18 June 1998.
⁴ "ILO Declaration on Social Justice for a Fair Globalization", adopted by the International Labour Conference at its 97th Session, Geneva, 10 June 2008.
⁵ "ILO Centenary Declaration for the Future of Work", adopted by the Conference at its 108th Session, Geneva, 21 June 2019.
⁶ United Nations General Assembly Resolution 73/342 of 20 September 2019 on the International Labour Organization Centenary Declaration for the Future of Work.

4. The ILO promotes tripartite social dialogue and dialogue between workers and employers. Encouraging cooperation between Member States on collective bargaining and supporting social dialogue and tripartite consultations are also enshrined in the TFEU.
5. The EU is advancing the implementation of international labour standards and fundamental principles and rights at work globally, *inter alia* through trade and other agreements, as well as through EU unilateral trade arrangements such as the special EU Generalised Scheme of Preferences.
6. The EU is committed to promoting decent work for all as laid down in the UN 2030 Agenda for Sustainable Development.
7. The European Pillar of Social Rights serves as a guide for the EU and its Member States to achieving efficient employment and social outcomes when responding to current and future challenges.
8. The June 2019 European Council conclusions on a Strategic Agenda for the EU⁷ invited the Council and the Commission to advance work on the conditions, the incentives and the enabling framework to be put in place so as to ensure a transition to a climate-neutral EU in line with the Paris Agreement that will preserve European competitiveness, while being just and socially balanced.

RECOGNISING THAT:

9. Throughout the past century, the ILO, pursuing its constitutional mandate, has contributed to mitigating social unrest and has led to improved social justice on the basis of international labour standards, including through the promotion of social dialogue.

⁷ EUCO 9/19.

10. The world of work is changing at an unprecedented pace, especially due to demographic, environmental and technological changes, globalisation, also due to other changes, such as increasing international labour mobility. Many of these challenges are global, and so a global vision of the future of work is necessary.
11. It is important to respond to the changing world of work, to effectively protect workers while taking into account the needs of enterprises. To this end labour standards should be clear, robust and kept up to date.
12. An effective ILO supervisory system is key to promoting social justice and decent work for all worldwide.

TAKING NOTE OF:

13. The policy recommendations of the ILO Global Commission on the Future of Work in its report entitled ‘Work for a Brighter Future’⁸. These include increasing investment in people’s capabilities and in the institutions of work and promoting decent and sustainable work. The recommendations also emphasise the role of the ILO in the multilateral architecture.

WELCOMING:

14. The 2019 ILO Centenary Declaration for the Future of Work; and NOTING WITH GREAT SATISFACTION its human-centred approach and the fact that it provides global guidance for shaping the future of work by addressing, in a coherent and integrated way, both the opportunities and the challenges relating to a changing world of work.
15. The affirmation that safe and healthy working conditions are recognised as being fundamental to decent work.

⁸ <https://www.ilo.org/infostories/en-GB/Campaigns/future-work/global-commission#agenda>.

THE COUNCIL OF THE EUROPEAN UNION

ENCOURAGES THE MEMBER STATES to:

16. Continue their efforts to ratify and apply up-to-date ILO conventions and protocols, as a concrete contribution to improving the worldwide ratification and application of those instruments.
17. Step up efforts to promote the UN sustainable development goals relating to decent work, thereby shaping a fair, inclusive and secure future of work for all.

CALLS ON THE MEMBER STATES AND THE EUROPEAN COMMISSION, in accordance with their respective competences, and taking into account national circumstances and respecting the role and autonomy of the social partners, to strengthen efforts and take appropriate action in line with the ILO Centenary Declaration, to:

18. Promote ILO conventions, protocols and recommendations, especially those on fundamental rights at work, that are classified by the ILO as up to date, thus enhancing fair conditions of work for all.
19. Taking into account the important role of multinational enterprises, encourage and foster responsible management in global supply chains, including through corporate social responsibility, due diligence with respect to human rights⁹, and promotion of decent work and social and labour protection. Communicate what is expected from enterprises with respect to responsible business conduct and consider whether specific measures are necessary if these expectations are not met in an appropriate way.

⁹ In line with the UN Guiding Principles on Business and Human Rights, 2011, and the ILO Tripartite Declaration of Principles concerning Multinational Enterprise and Social Policy, fifth edition, 2017.

20. Support the development of an enabling environment for entrepreneurship and sustainable enterprises, in particular micro, small and medium-sized enterprises, as well as cooperatives and the social and solidarity economy, in order to generate decent work, productive employment and improved living standards for all.
21. Take necessary measures to eliminate child labour and forced labour, as well as violence and harassment in the world of work.
22. Ensure full respect for the principles of gender equality and non-discrimination. Step up efforts to achieve gender equality in the world of work through ensuring equal opportunities and treatment, including equal remuneration for work of equal value, as well as equal access to decision-making positions. Create an enabling environment for a balanced sharing of family responsibilities and better work-life balance for all, including through promoting investment in the care economy.
23. Ensure equal opportunities and treatment in the world of work for people with disabilities or in vulnerable situations.
24. Facilitate the effective integration of young people into the world of work and enable active ageing of older workers.
25. Support the efforts to integrate the right to safe and healthy working conditions into the ILO framework on fundamental principles and rights at work.
26. Increase efforts to ensure a just and fair transition to an environmentally, economically and socially sustainable future of work in which inequalities are reduced. To this end, among other efforts, support skills development and continuous life-long learning and people's transitions throughout their working lives and ensure that education and training systems are responsive to labour market needs while contributing to personal development of the individual.

27. Enhance, where appropriate, social protection systems for all workers and self-employed, so that they are adequate, sustainable and accessible. Adapt social and labour protection to developments in the world of work.
28. Strengthen the institutions of work, in particular labour administration and inspection, and promote the effective implementation of international labour standards for the protection of all workers, including in the new forms of work, and the transition from informal to formal economy. Ensure appropriate privacy and personal data protection, and respond, where appropriate, to challenges and opportunities, especially in the context of the digital transformation of work, including platform work.
29. In pursuit of a human-centred approach to the future of work promote decent work through policy coherence in the multilateral system, including in economic, employment, social, environmental, trade and industrial policies and in development cooperation.
30. Enhance social dialogue at all levels and in all its forms, including cross-border cooperation, in order to ensure active participation of social partners in shaping the future of work and building social justice, including through the effective recognition of the right to collective bargaining and through a reflection on adequate minimum wages, whether statutory or negotiated.

CALLS ON THE EUROPEAN COMMISSION to:

31. Update its 2006 Communication on ‘Promoting decent work for all – the EU contribution to the implementation of the decent work agenda in the world’, in the light of the ILO Centenary Declaration for the Future of Work, the European Pillar of Social Rights and the 2030 Agenda for Sustainable Development.

References**1. European Union**

- European Pillar of Social Rights (OJ C 428, 13.12.2017, p. 10)
- The New European Consensus on Development: ‘Our World, Our Dignity, Our Future’ (OJ C 210, 30.6.2017, p. 1).

Relevant Council conclusions

- Council conclusions on Decent Work for All (15496/06)
- EU Strategic Framework on Health and Safety at Work 2014-2020: Adapting to new challenges - Council conclusions (7013/15)
- Council conclusions on the Action Plan on Human Rights and Democracy 2015 - 2019 (10897/15)
- The EU’s trade and investment policy - Council conclusions (14708/15)
- The EU and Responsible Global Value Chains - Council conclusions (8833/16)
- Council conclusions on Business and Human Rights (10254/16)
- A new start for a strong Social Dialogue - Council conclusions (10449/16)
- Council conclusions on Child Labour (10244/16)
- A sustainable European future: The EU response to the 2030 Agenda for Sustainable Development - Council conclusions (10370/17)
- Council conclusions on the Future of Work: Making it e-Easy (15506/17)
- Council conclusions on Young People and the Future of Work (8754/19)
- Council conclusions on The changing world of work: reflections on new forms of work and implications for the safety and health of workers (10354/19)

2. International Labour Organization

ILO Declarations:

- ILO Centenary Declaration for the Future of Work, 2019
- Tripartite Declaration of Principles concerning Multinational Enterprise and Social Policy, fifth edition, 2017
- ILO Declaration on Fundamental Principles and Rights at Work, 1998; annex revised in 2010
- ILO Declaration on Social justice for a Fair Globalisation, 2008
- ILO Declaration of Philadelphia, 1944

ILO Fundamental Conventions:

Freedom of association and collective bargaining

- Convention 87: Freedom of Association and Protection of the Right to Organise, 1948
- Convention 98: Right to Organise and Collective Bargaining, 1949

Elimination of forced and compulsory labour

- Convention 29: Forced Labour Convention, 1930
- Protocol 29 of 2014 to the Forced Labour Convention, 1930
- Convention 105: Abolition of Forced Labour, 1957

Elimination of discrimination in respect of employment and occupation

- Convention 100: Equal Remuneration Convention, 1951
- Convention 111: Discrimination (Employment and Occupation) Convention, 1958

Abolition of child labour

- Convention 138: Minimum Age Convention, 1973
- Convention 182: Worst Forms of Child Labour Convention, 1999

ILO governance conventions:

- Convention 81: Labour Inspection Convention, 1947
- Convention 122: Employment Policy Convention, 1964
- Convention 129: Labour Inspection Convention (Agriculture), 1969
- Convention 144: Tripartite Consultation (International Labour Standards) Convention, 1976

Other relevant ILO conventions:

- Convention 155: Occupational Safety and Health Convention, 1981
- Convention 187: Promotional Framework for Occupational Safety and Health Convention, 2006
- Convention 190: Elimination of Violence and Harassment in the World of Work, 2019

List of ILO Conventions and Recommendation classified by the ILO as up to date, 2019:

<https://www.ilo.org/dyn/normlex/en/f?p=1000:12020:::NO>

