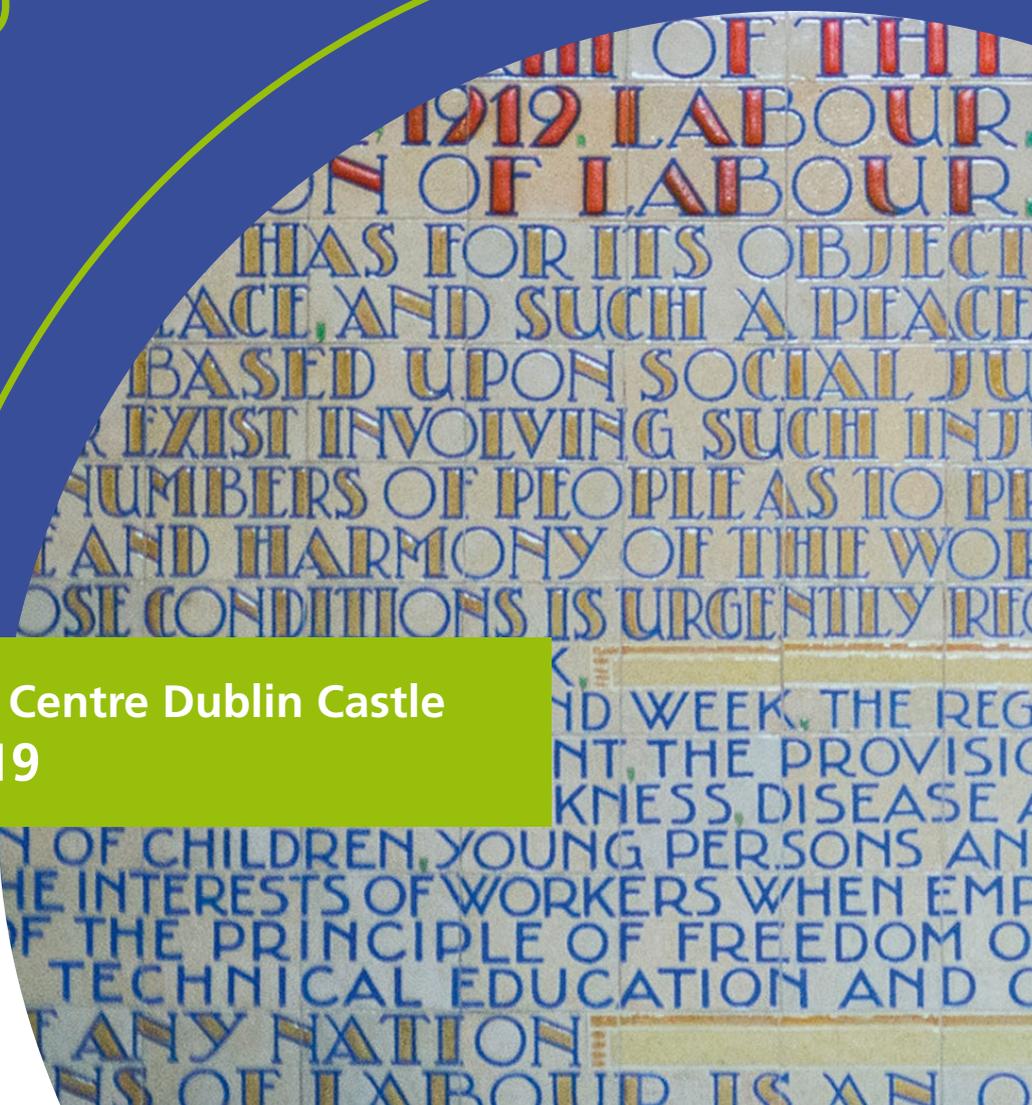


DBEI ILO NUI Conference

Marking the Centenary of the  
International Labour Organisation



# THE DECLARATION OF PHILADELPHIA REVISITED



Hibernia Conference Centre Dublin Castle  
17 September 2019



Ollscoil na hÉireann  
National University of Ireland



Rialtas na hÉireann  
Government of Ireland



## The Declaration of Philadelphia Revisited

This national conference is the centrepiece of a day of celebration in Ireland of the centenary of the International Labour Organisation. It has been organised in partnership by the Department of Business Enterprise and Innovation (DBEI), the International Labour Organization (ILO) and the National University of Ireland (NUI). The national employer and trade union organisations Ibec and ICTU were consulted in the preparation of the programme.

The conference takes its inspiration and theme from the 1944 Declaration of Philadelphia, whose principal author was Edward J. Phelan, then Director General of the ILO. The Declaration reaffirmed the founding principles of the ILO for the world of work emerging after the Second World War. The full text of the Declaration is included in the programme.

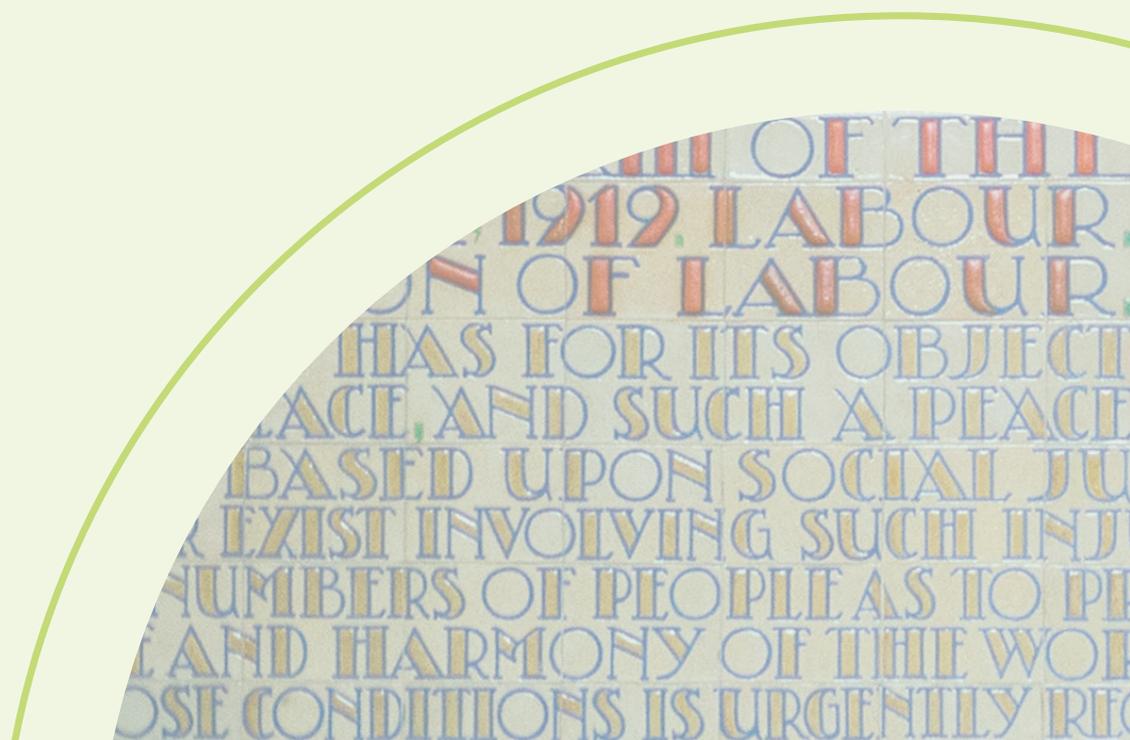
Work for a Brighter Future, the Report of the Global Commission on the Future of Work, published earlier this year, has highlighted forces that are transforming the world of work today: technological development, environmental and climate change, demographic shifts and globalisation. Through the lens of the 1944 Declaration, and in the context of the work done by the Global Commission and the recent ILO Centenary Declaration for the Future of Work (June 2019), also reproduced in the programme, the conference will consider the impact of these transformations on working life and the challenges and opportunities arising in this changing environment. A variety of speakers drawn from academia, employer and trade union bodies will offer different perspectives on some of the major issues. The conference workshops will provide opportunities for conference participants to engage actively in further discussion of topics relevant to working life and the changing workplace.

It is hoped that through revisiting the fundamental principles, as they apply to contemporary and projected future conditions, the conference presentations and the ensuing discussions will provide fresh insights and heightened understanding on the challenges for work in the 21st century in Ireland and beyond. The general objective of the conference is to promote the ILO's objectives of advancing social justice and promoting decent work.

It is appropriate that in the Irish celebration of the centenary of the ILO, there should be particular focus on the contribution to the ILO of Edward J. Phelan, the distinguished Irishman who played such a major role in shaping the values of the ILO and was crucial to its survival during the critical years of WW2.

The conference will be followed at 6.30pm approximately by the 2019 Edward J. Phelan Lecture which will be given in the main Conference Hall by Nobel Peace Laureate Kailash Satyarthi. See further details at the end of the programme.

The Edward Phelan lectures established by NUI and the ILO are held biennially.



# CONFERENCE PROGRAMME

- 8.30-9.00**            **Registration**
- Conference Moderator: Olivia O’Leary**
- 9.00-9.15**            **Opening Session**  
Welcome and introduction of the President: **Pat Breen**, TD Minister of State for Trade, Employment, Business, EU Digital Single Market and Data Protection
- 9.15-10.00**            Opening Address: **Michael D Higgins, President of Ireland**
- 10.00-10.45**           **Plenary Session**  
Theme: The ILO at 100: A mandate for the future  
Keynote Speaker: **Guy Ryder, Director General, ILO**
- 10.45-11.15**           **Coffee**
- 11.15-11.55**           **Plenary Session**  
Theme: A Human-Centred Future of Work  
Keynote Speaker: **Professor Virginia Doellgast, Chair of International and Comparative Labor, Cornell University**
- 11.55-12.35**           **Plenary Session**  
Theme: The Declaration of Philadelphia revisited: some observations from an Irish perspective  
Keynote Speaker: **Mark Connaughton, Senior Counsel**
- 12.35-13.00**           **Questions and Answers**
- 13.00-14.15**           **Lunch**
- 14.15-15.30**           **Workshops**  
**Three workshops have been arranged.**  
Each workshop will consider elements of the Declaration of Philadelphia in the contemporary context and in the light of the *Work for a Better Future* Report and the *Future Jobs Ireland* programme. Each will be chaired by a representative from the ILO, and will have a panel of speakers to include an academic, a Government official, an employer and a trade union representative, with one of the former NUI EJ Phelan Fellows acting as rapporteur.

## WORKSHOP 1 – THE FUTURE OF WORK

- Venue:** Main Conference Hall
- Theme:** *III(b)... the employment of workers in the occupations in which they can have the satisfaction of giving the fullest measure of their skill and attainments and make their greatest contribution to the common well-being...*  
*III(e)... the cooperation of management and labour in the continuous improvement of productive efficiency...*
- Moderator:** Heinz Koller, Assistant Director General, Regional Director for Europe and Central Asia, ILO
- Government Panellist:** David Hegarty, Assistant Secretary, DBEI
- Trade Union Representative:** Liam Berney, Industrial Officer, ICTU
- Employer Representative:** Maeve McElwee, Director of Employer Relations, Ibec
- Academic Member:** Professor Seán Ó Riain, Head of Sociology, Maynooth University
- Rapporteur:** Dr Gene Carolan, Lecturer in Law, TU Dublin, NUI EJ Phelan Fellow

## WORKSHOP 2 – FAIRNESS, SECURITY AND OPPORTUNITY

<b>Venue:</b>	La Touche Room
<b>Theme:</b>	<i>II(a)... conditions of freedom and dignity, of economic security and equal opportunity;</i> <i>III(j)... the assurance of equality of educational and vocational opportunity...</i>
<b>Moderator:</b>	Alette Van Leur, Director SECTOR, ILO
<b>Government Panellist:</b>	Dr Carol Baxter, Assistant Secretary, DJE
<b>Trade Union Representative:</b>	Deirdre O'Connor, Assistant General Secretary, INTO, Member of ICTU Executive Council
<b>Employer Representative:</b>	Rhona Murphy, Head of Employment Law Services, Ibec
<b>Academic Member:</b>	Professor Roland Erne, Jean Monnet Chair of European Integration and Employment Relations, UCD
<b>Rapporteur:</b>	Dr Sandra Duffy, Doctoral Fellow, Irish Centre for Human Rights, NUI Galway, NUI EJ Phelan Fellow

## WORKSHOP 3 – SUSTAINABLE AND DECENT ADVANCEMENT FOR ALL

<b>Venue:</b>	President's Room
<b>Theme:</b>	<i>I(c)... poverty anywhere constitutes a danger to prosperity everywhere;</i> <i>IV... to promote the economic and social advancement of the less developed regions of the world...</i>
<b>Moderator:</b>	Cynthia Samuel-Olonjuwon – Assistant Director General and Regional Director for Africa, ILO
<b>Government Panellist:</b>	Ruairí De Búrca – Director General, Irish Aid
<b>Trade Union Representative:</b>	David Joyce, Policy Officer, Equality & Development, ICTU
<b>Employer Representative:</b>	Slobhan Masterson, Head of Corporate Affairs, Ibec
<b>Academic Member:</b>	Dr Susan Murphy, Director, Trinity International Development Initiative, Trinity College Dublin and Chair of the Board, Oxfam Ireland
<b>Rapporteur:</b>	Dr Amina Adanan, Lecturer in Law, Maynooth University, NUI EJ Phelan Fellow

15.30-16.00 **Coffee**

16.00-17.15 **Final Session**

### Reports of Rapporteurs from Workshops

**Final Responses:** Guy Ryder, Director General, ILO, Patricia King, General Secretary, ICTU, Danny McCoy, Chief Executive Officer, Ibec, Dr Orlaigh Quinn, Secretary General, DBEI

### Final Open Questions and Answers Session

17.15 **Closing address**

Together what we will can be accomplished still: University values in the 21st Century

**Professor Ciarán Ó hÓgartaigh, Vice-Chancellor, NUI and President of NUI Galway**

17.45 **Close of Conference**

## CONFERENCE TO BE FOLLOWED BY

18.30 **2019 Edward Phelan Lecture**

Globalisation of Compassion for a Just and Fair World

by **Kailash Satyarthi, Nobel Peace Laureate**

**Respondents:** Guy Ryder, Director General, ILO, Heather Humphreys, TD, Minister for Business, Enterprise and Innovation, Danny McCoy, Chief Executive Officer, Ibec, Patricia King, General Secretary, ICTU



## MICHAEL D. HIGGINS, PRESIDENT OF IRELAND

On 11 November 2011, Michael D. Higgins was inaugurated as the ninth President of Ireland. On 11 November 2018 he was inaugurated for a second term.

A passionate political voice, a poet and writer, academic and statesman, human rights advocate, promoter of inclusive citizenship and champion of creativity within Irish society, Michael D. Higgins has previously served at almost every level of public life in Ireland, including as Ireland's first Minister for Arts, Culture and the Gaeltacht.

Michael D. Higgins was born on 18 April 1941 in Limerick city and was raised in County Clare. He was a factory worker and a clerk before becoming the first in his family to access higher education. He studied at the University College Galway, the University of Manchester and Indiana University.

Michael D. Higgins is married to Sabina Higgins, and they have four children. Sabina Higgins attended the Dublin Stanislavski Acting Studio and was a founding member of the Focus Theatre.

As a lecturer in political science and sociology in National University of Ireland, Galway, and in the United States, Michael D. Higgins was a passionate proponent for the extension of access to third level education beyond the walls of established Universities. He was centrally involved in the development of extra-mural studies at National University of Ireland, Galway, and he travelled extensively across the West of Ireland to provide accessible evening classes for interested citizens.

A desire to work more directly for equality and justice led Michael D. Higgins to enter public life and he went on to serve as a public representative at many levels from Councillor and Mayor to 9 years in the Seanad and 25 in Dáil Éireann.

As Ireland's first Minister for the Arts in 1993-97, Michael D. Higgins' achievements included the reinvigoration of the Irish film industry, the establishment of Teilifís na Gaeilge, now TG4, and the repeal of censorship under Section 31 of the Broadcasting Acts. He also established a rich network of local arts and cultural venues which brought a crucial access to citizens across Ireland to these facilities. Moreover, he drove the revitalisation of Ireland's canal network, resulting in over 1,000 kilometres of navigable waterways, supporting thousands of jobs, and creating wealth in many rural and economically-deprived areas of the State.

Michael D. Higgins has, like many in Ireland, seen generations of his family emigrate. He has a strong interest and solidarity with the Irish abroad and has been a regular visitor to Irish Centres in Britain.

Throughout his life, Michael D. Higgins has campaigned for human rights and for the promotion of peace and democracy in Ireland and in many other parts of the world, from Nicaragua and Chile to Cambodia, Iraq and Somalia. In 1992, Michael D. Higgins was the first recipient of the Seán MacBride Peace Prize from the International Peace Bureau in Helsinki, in recognition of his work for peace and justice in many parts of the world.

Michael D. Higgins is also a writer and poet, contributing to many books covering diverse aspects of Irish politics, sociology, history and culture. He has published two collections of essays – 'Causes for Concern – Irish Politics, Culture and Society' and 'Renewing the Republic'. He has also published four collections of poetry – 'The Betrayal; The Season of Fire; An Arid Season' and 'New and Selected Poems'.

President Higgins gave the 2015 Edward Phelan Lecture on the topic The Future of Work, available at [http://www.nui.ie/publications/docs/2015/E\\_PhelanLecture2015.pdf](http://www.nui.ie/publications/docs/2015/E_PhelanLecture2015.pdf) or from NUI.

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**PAT BREEN, TD, MINISTER FOR TRADE, EMPLOYMENT, BUSINESS,  
EU DIGITAL SINGLE MARKET AND DATA PROTECTION**

Minister Breen was appointed Minister for Trade, Employment, Business, EU Digital Single Market and Data Protection on 20<sup>th</sup> June, 2017 having previously served as Minister for Employment and Small Business since the 19<sup>th</sup> May 2016.

The Minister was first elected to Dáil Éireann in 2002 and he has successfully retained his seat in each subsequent Election, in 2007, 2011 and 2016.

In the last Dáil, Minister Breen served as Chairman of the Joint Oireachtas Committee on Foreign Affairs and Trade from 22<sup>nd</sup> June 2011 to 3<sup>rd</sup> February 2016.

The Minister has also served as Chairman of the Dáil Sub-Committee on Overseas development 2010-2011.

Prior to his Party being in Government, Minister Breen served in various portfolios for Fine Gael and was his Party's Deputy Spokesperson on Foreign Affairs with responsibility for human rights and overseas development from 2007 to 2011.

Minister Breen was a member of the Council of Europe from 24<sup>th</sup> January 2005 to 24<sup>th</sup> January 2011 and Deputy Leader of the Irish Delegation. He was a member of key committees including monitor the obligations and commitments of members states, developing economic affairs and overseeing relations with non-member countries. Minister Breen was appointed Rapporteur by the Council of Europe on a report entitled "The European civil aviation industry confronted with the global financial and economic crisis", which undertook an in-depth analysis of the effects that the global financial crisis had on the European Civil Aviation Industry.

Prior to Minister Breen's election to Dáil Éireann, he was a member of Clare County Council and the Vocational Educational Committee from June 1999 to 2002.



## KEYNOTE SPEAKERS



### **GUY RYDER, DIRECTOR-GENERAL, INTERNATIONAL LABOUR ORGANISATION**

Born in Liverpool (UK) in 1956, **Guy Ryder** studied Social and Political Sciences at the University of Cambridge and Latin American Studies at the University of Liverpool. He started his professional career in 1981 as assistant at the International Department of the Trade Union Congress in London.

From 1985, he held the position of Secretary of the Industry Trade Section of the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET) in Geneva.

In 1988, Guy Ryder became Assistant Director and - from 1993 - Director of the Geneva Office of the International Confederation of Free Trade Unions (ICFTU).

Guy Ryder first joined the International Labour Organization in 1998 as Director of the Bureau for Workers' Activities and, from 1999, as Director of the Office of the Director-General.

In 2002, he was appointed General Secretary of the ICFTU, leading the process of global unification of the democratic international trade union movement. He was elected as first General Secretary of the International Trade Union Confederation (ITUC) when it was created in 2006.

In September 2010, Guy Ryder came back to the ILO in Geneva as Executive Director, responsible for international labour standards and fundamental principles and rights at work.

Guy Ryder was elected as ILO Director-General by the ILO's Governing Body in May 2012 and took office on 1 October 2012. On taking office, he pledged to position the Organization as a determined actor translating principle into action and ensuring that it had the capacity to make a major difference to the working lives of people on all of the continents.

Guy Ryder was re-elected as ILO Director-General by the ILO's Governing Body on 7 November 2016 with overwhelming support across the "ILO's tripartite constituency". His second term started on 1 October 2017.



### **VIRGINIA DOELLGAST, ASSOCIATE PROFESSOR OF COMPARATIVE EMPLOYMENT RELATIONS AND CHAIR OF INTERNATIONAL AND COMPARATIVE LABOR, CORNELL UNIVERSITY**

**Virginia Doellgast's** research examines how employment relations institutions at national, industry, and organizational level affect organizational restructuring and HRM policies; as well as the impact these policies have on pay and job quality for different employee groups. She has a particular interest in studying the conditions under which workers are able to exercise effective collective voice to participate in management decision making. Past research projects include a comparative study of organizational restructuring in European and US incumbent telecommunications firms, a matched case comparison examining the impact of collective bargaining on work reorganization in US and German call centers, and an international study of human resource management in the global call center industry. Her book *Disintegrating Democracy at Work: Labor Unions and the Future of Good Jobs in the Service Economy* was published by Cornell University Press in 2012. She has also published in *Industrial and Labor Relations Review*, *Industrial Relations*, *British Journal of Industrial Relations*, *European Journal of Industrial Relations*, *Work, Employment and Society*, and *Economic and Industrial Democracy*.

Professor Doellgast holds a PhD in Industrial Relations from Cornell University, a Masters in City Planning from the Massachusetts Institute of Technology, and a BA from Bard College. She has been a visiting scholar at the Max Planck Institute für Gesellschaftsforschung (Cologne, Germany), Wissenschaftszentrum Berlin (Berlin, Germany), Freie Universität (Berlin, Germany), Laboratoire d'Economie et de Sociologie du Travail (Aix-en-Provence, France), and the University of New South Wales (Sydney, Australia). Prior to joining the faculty at Cornell, she taught at the London School of Economics and Political Science and at King's College London.



### **MARK CONNAUGHTON, SENIOR COUNSEL**

**Mark Connaughton** has practised at the Irish Bar for almost 30 years. He also holds a primary degree in Social Science and a Masters Degree in Business Studies from the National University of Ireland (UCD). Prior to commencing practice he worked for 7 years with the then Federated Union of Employers (a predecessor to Ibec), initially in a research role and later, advising and representing employers in matters of employee relations. Mark specialises in employment and commercial law and is also engaged extensively in mediation.



## PROFESSOR CIARÁN Ó HÓGARTAIGH

**Professor Ciarán Ó hÓgartaigh** was appointed President of NUI Galway in January 2018.

Born in Dublin, he was brought up in an Irish-speaking home in Galway city and attended Scoil Iognáid and Coláiste Iognáid. Bhain sé an dara h-áit sa tír amach i scrúdú Gaeilge na Ardteistiméaracha. Professor Ó hÓgartaigh is a first-class honours, first-in-class BComm graduate of NUI Galway. He trained as a Chartered Accountant with Arthur Andersen (Dublin) and holds a PhD in Accounting from the University of Leeds, UK.

Prior to his appointment at NUI Galway, Ciarán served as Principal and Dean of UCD College of Business, leading its schools in Dublin (UCD Lochlann Quinn School of Business, UCD Michael Smurfit Graduate Business School and UCD Smurfit Executive Development) and its overseas programmes in Hong Kong, Singapore and Sri Lanka. Ciarán has also worked in academic leadership roles in Victoria University of Wellington, New Zealand and in Dublin City University.

Ciarán has published widely on financial reporting and on accounting history in international peer-reviewed publications and is a former Fulbright scholar at Northeastern University (Boston, USA). He is a fellow of the Institute of Chartered Accountants in Ireland and the American Accounting Association Doctoral Consortium. He has served as Audit Committee Chair at the Department of Marine, Communications and Natural Resources and as a member of the Audit Committee at the Department of Finance.

He holds the office of NUI Vice-Chancellor from 1 January 2019 – 31 December 2020.



## CONFERENCE MODERATOR OLIVIA O'LEARY

**Olivia O'Leary** has presented current affairs programmes for the last three decades for both RTE and the British Channels, BBC and ITV. As a print journalist, she has written about politics for both 'the Sunday Tribune' and 'The Irish Times'. She does a weekly radio column for RTE Radio 1's Drivetime and is the presenter of RTE Radio 1's 'The Poetry Programme'. She has recently presented a two hour television documentary-'Daniel O'Connell: Forgotten King of Ireland'- for RTE 1.

### WORKSHOP MODERATORS

**Heinz Koller**, Assistant Director General, Regional Director for Europe and Central Asia, ILO

**Cynthia Samuel-Olonjuwon**, Assistant Director General, Regional Director for Africa, ILO

**Alette Van Leur**, Director SECTOR, ILO

### GOVERNMENT PANELLISTS

**Dr Carol Baxter**, Assistant Secretary, Department of Justice and Equality

**Rúairí De Burca**, Director General, Irish Aid

**David Hegarty**, Assistant Secretary, Department of Business, Enterprise and Innovation

### TRADE UNION REPRESENTATIVES

**Liam Berney**, Industrial Officer, Irish Congress of Trade Unions

**David Joyce**, Policy Officer, Equality and Development, Irish Congress of Trade Unions

**Deirdre O'Connor**, Assistant General Secretary, INTO, Member of ICTU Executive Council

### EMPLOYER REPRESENTATIVES

**Siobhan Masterson**, Head of Corporate Affairs, Ibec

**Maeve McElwee**, Director of Employer Relations, Ibec

**Rhona Murphy**, Head of Employment Law Services, Ibec

### ACADEMIC MEMBERS

**Professor Roland Erne**, Jean Monnet Chair of European Integration and Employment Relations, UCD

**Dr Susan Murphy**, Director, Trinity International Development Initiative, Trinity College Dublin and Chair of the Board, Oxfam Ireland

**Professor Sean Ó Riain**, Head of Sociology, Maynooth University

### RAPORTEURS

**Dr Amina Adanan**, Lecturer in Law, Maynooth University. NUI EJ Phelan Fellow

**Dr Gene Carolan**, Lecturer in Law, TU Dublin. NUI EJ Phelan Fellow

**Sandra Duffy**, Doctoral Fellow, Irish Centre for Human Rights, NUI, Galway. NUI EJ Phelan Fellow

### RESPONDENTS

**Patricia King**, General Secretary, Irish Congress of Trade Unions

**Danny McCoy**, Chief Executive Officer, Ibec

**Dr Orlaigh Quinn**, Secretary General, Department of Business, Enterprise and Innovation

# ILO DECLARATION OF PHILADELPHIA

## Declaration concerning the aims and purposes of the International Labour Organisation

The General Conference of the International Labour Organization, meeting in its Twenty-sixth Session in Philadelphia, hereby adopts, this tenth day of May in the year nineteen hundred and forty-four, the present Declaration of the aims and purposes of the International Labour Organization and of the principles which should inspire the policy of its Members.

### I

The Conference reaffirms the fundamental principles on which the Organization is based and, in particular, that:

- (a) labour is not a commodity;
- (b) freedom of expression and of association are essential to sustained progress;
- (c) poverty anywhere constitutes a danger to prosperity everywhere;
- (d) the war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare.

### II

Believing that experience has fully demonstrated the truth of the statement in the Constitution of the International Labour Organisation that lasting peace can be established only if it is based on social justice, the Conference affirms that:

- (a) all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity;
- (b) the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy;
- (c) all national and international policies and measures, in particular those of an economic and financial character, should be judged in this light and accepted only in so far as they may be held to promote and not to hinder the achievement of this fundamental objective;

- (d) it is a responsibility of the International Labour Organization to examine and consider all international economic and financial policies and measures in the light of this fundamental objective;
- (e) In discharging the tasks entrusted to it the International Labour Organization, having considered all relevant economic and financial factors, may include in its decisions and recommendations any provisions which it considers appropriate.

### III

The Conference recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programmes which will achieve:

- (a) full employment and the raising of standards of living;
- (b) the employment of workers in the occupations in which they can have the satisfaction of giving the fullest measure of their skill and attainments and make their greatest contribution to the common well-being;
- (c) the provision, as a means to the attainment of this end and under adequate guarantees for all concerned, of facilities for training and the transfer of labour, including migration for employment and settlement;
- (d) policies in regard to wages and earnings, hours and other conditions of work calculated to ensure a just share of the fruits of progress to all, and a minimum living wage to all employed and in need of such protection;
- (e) the effective recognition of the right of collective bargaining, the cooperation of management and labour in the continuous improvement of productive efficiency, and the collaboration of workers and employers in the preparation and application of social and economic measures;

- (f) the extension of social security measures to provide a basic income to all in need of such protection and comprehensive medical care;
- (g) adequate protection for the life and health of workers in all occupations;
- (h) provision for child welfare and maternity protection;
- (i) the provision of adequate nutrition, housing and facilities for recreation and culture;
- (j) the assurance of equality of educational and vocational opportunity.

### IV

Confident that the fuller and broader utilization of the world's productive resources necessary for the achievement of the objectives set forth in this Declaration can be secured by effective international and national action, including measures to expand production and consumption, to avoid severe economic fluctuations to promote the economic and social advancement of the less developed regions of the world, to assure greater stability in world prices of primary products, and to promote a high and steady volume of international trade, the Conference pledges the full cooperation of the International Labour Organization with such international bodies as may be entrusted with a share of the responsibility for this great task and for the promotion of the health, education and well-being of all peoples.

### V

The conference affirms that the principles set forth in this Declaration are fully applicable to all peoples everywhere and that, while the manner of their application must be determined with due regard to the stage of social and economic development reached by each people, their progressive application to peoples who are still dependent, as well as to those who have already achieved self-government, is a matter of concern to the whole civilized world.

# INTERNATIONAL LABOUR CONFERENCE

## Ilo Centenary Declaration for the Future of Work Adopted by the Conference at its One Hundred and Eighth Session, Geneva, 21 June 2019

### ILO CENTENARY DECLARATION FOR THE FUTURE OF WORK

The International Labour Conference, meeting in Geneva at its One Hundred and Eighth Session on the occasion of the Centenary of the International Labour Organization (ILO),

*Considering* that the experience of the past century has confirmed that the continuous and concerted action of governments and representatives of employers and workers is essential to the achievement of social justice, democracy and the promotion of universal and lasting peace;

*Acknowledging* that such action has brought historic advances in economic and social progress that have resulted in more humane conditions of work;

*Considering* also that persistent poverty, inequalities and injustices, conflict, disasters and other humanitarian emergencies in many parts of the world constitute a threat to those advances and to securing shared prosperity and decent work for all;

*Recalling and reaffirming* the aims, purposes, principles and mandate set out in the ILO Constitution and the Declaration of Philadelphia (1944);

*Underlining* the importance of the ILO Declaration on Fundamental Principles and Rights at Work (1998) and the ILO Declaration on Social Justice for a Fair Globalization (2008);

*Moved by* the imperative of social justice that gave birth to the ILO one hundred years ago, and the conviction that it lies within the reach of the governments, employers and workers of the world to reinvigorate the Organization and shape a future of work that realizes its founding vision;

*Recognizing* that social dialogue contributes to the overall cohesion of societies and is crucial for a well-functioning and productive economy;

*Recognizing also* the importance of the role of sustainable enterprises as generators of employment and promoters of innovation and decent work;

*Reaffirming* that labour is not a commodity;

*Committing to* a world of work free from violence and harassment;

*Underlining also* the significance of promoting multilateralism, particularly in shaping the future of work that we want and in dealing with the challenges of the world of work;

*Calling upon* all constituents of the ILO to reaffirm their unwavering commitment and to reinvigorate their efforts to achieve social justice and universal and lasting peace to which they agreed in 1919 and 1944; and

*Desiring* to democratize ILO governance by ensuring a fair representation of all regions and establishing the principle of equality among member States,

Adopts this twenty-first day of June of the year two thousand and nineteen the ILO Centenary

Declaration for the Future of Work.

### I

The Conference declares that:

- A.** The ILO marks its Centenary at a time of transformative change in the world of work, driven by technological innovations, demographic shifts, environmental and climate change, and globalization, as well as at a time of persistent inequalities, which have profound impacts on the nature and future of work, and on the place and dignity of people in it.
- B.** It is imperative to act with urgency to seize the opportunities and address the challenges to shape a fair, inclusive and secure future of work with full, productive and freely chosen employment and decent work for all.
- C.** Such a future of work is fundamental for sustainable development that puts an end to poverty and leaves no one behind.
- D.** The ILO must carry forward in to its second century with unrelenting vigour its constitutional mandate for social justice by further developing its human-centred approach to the future of work, which puts workers' rights and the needs, aspirations and rights of all people at the heart of economic, social and environmental policies.
- E.** The growth of the Organization over the past 100 years towards universal membership means that social justice can be achieved in all regions of the world and that the full contribution of the ILO's constituents

to this endeavour can be assured only through their full, equal and democratic participation in its tripartite governance.

### II

The Conference declares that:

- A.** In discharging its constitutional mandate, taking into account the profound transformations in the world of work, and further developing its human-centred approach to the future of work, the ILO must direct its efforts to:
  - (i)** ensuring a just transition to a future of work that contributes to sustainable development in its economic, social and environmental dimensions;
  - (ii)** harnessing the fullest potential of technological progress and productivity growth, including through social dialogue, to achieve decent work and sustainable development, which ensure dignity, self-fulfilment and a just sharing of the benefits for all;
  - (iii)** promoting the acquisition of skills, competencies and qualifications for all workers throughout their working lives as a joint responsibility of governments and social partners in order to:
    - address existing and anticipated skills gaps;
    - pay particular attention to ensuring that education and training systems are responsive to labour market needs, taking into account the evolution of work; and
    - enhance workers' capacity to make use of the opportunities available for decent work;
  - (iv)** developing effective policies aimed at generating full, productive and freely chosen employment and decent work opportunities for all, and in particular facilitating the transition from education and training to work, with an emphasis on the effective integration of young people into the world of work;

- (v) supporting measures that help older workers to expand their choices, optimizing their opportunities to work in good-quality, productive and healthy conditions until their retirement, and to enable active ageing;
- (vi) promoting workers' rights as a key element for the attainment of inclusive and sustainable growth, with a focus on freedom of association and the effective recognition of the right to collective bargaining as enabling rights;
- (vii) achieving gender equality at work through a transformative agenda, with regular evaluation of progress made, which:
  - ensures equal opportunities, equal participation and equal treatment, including equal remuneration for women and men for work of equal value;
  - enables a more balanced sharing of family responsibilities;
  - provides scope for achieving better work-life balance by enabling workers and employers to agree on solutions, including on working time, that consider their respective needs and benefits; and
  - promotes investment in the care economy;
- (viii) ensuring equal opportunities and treatment in the world of work for persons with disabilities, as well as for other persons in vulnerable situations;
- (ix) supporting the role of the private sector as a principal source of economic growth and job creation by promoting 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;
- (x) supporting the role of the public sector as a significant employer and provider of quality public services;
- (xi) strengthening labour administration and inspection;
- (xii) ensuring that diverse forms of work arrangements, production and business models, including in domestic and global supply chains, leverage opportunities for social and economic progress, provide for decent work and are conducive to full, productive and freely chosen employment;
- (xiii) eradicating forced and child labour and promoting decent work for all and fostering cross-border cooperation, including in areas or sectors of high international integration;
- (xiv) promoting the transition from the informal to the formal economy, while giving due attention to rural areas;
- (xv) developing and enhancing social protection systems, which are adequate, sustainable and adapted to developments in the world of work;
- (xvi) deepening and scaling up its work on international labour migration in response to constituents' needs and taking a leadership role in decent work in labour migration; and
- (xvii) intensifying engagement and cooperation within the multilateral system with a view to strengthening policy coherence, in line with the recognition that:
  - decent work is key to sustainable development, addressing income inequality and ending poverty, paying special attention to areas affected by conflict, disaster and other humanitarian emergencies; and
  - in conditions of globalization, the failure of any country to adopt humane conditions of labour is more than ever an obstacle to progress in all other countries.

**B.** Social dialogue, including collective bargaining and tripartite cooperation, provides an essential foundation of all ILO action and contributes to successful policy and decision-making in its member States.

- C.** Effective workplace cooperation is a tool to help ensure safe and productive workplaces, in such a way that it respects collective bargaining and its outcomes, and does not undermine the role of trade unions.
- D.** Safe and healthy working conditions are fundamental to decent work.

### III

The Conference calls upon all Members, taking into account national circumstances, to work individually and collectively, on the basis of tripartism and social dialogue, and with the support of the ILO, to further develop its human-centred approach to the future of work by:

- A.** Strengthening the capacities of all people to benefit from the opportunities of a changing world of work through:
  - (i) the effective realization of gender equality in opportunities and treatment;
  - (ii) effective lifelong learning and quality education for all;
  - (iii) universal access to comprehensive and sustainable social protection; and
  - (iv) effective measures to support people through the transitions they will face throughout their working lives.
- B.** Strengthening the institutions of work to ensure adequate protection of all workers, and reaffirming the continued relevance of the employment relationship as a means of providing certainty and legal protection to workers, while recognizing the extent of informality and the need to ensure effective action to achieve transition to formality. All workers should enjoy adequate protection in accordance with the Decent Work Agenda, taking into account:
  - (i) respect for their fundamental rights;
  - (ii) an adequate minimum wage, statutory or negotiated;
  - (iii) maximum limits on working time; and
  - (iv) safety and health at work.

- C.** Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all through:
- (i)** macroeconomic policies that have those aims as their central objective;
  - (ii)** trade, industrial and sectoral policies that promote decent work, and enhance productivity;
  - (iii)** investment in infrastructure and in strategic sectors to address the drivers of transformative change in the world of work;
  - (iv)** policies and incentives that promote sustainable and inclusive economic growth, the creation and development of sustainable enterprises, innovation, and the transition from the informal to the formal economy, and that promote the alignment of business practices with the objectives of this Declaration; and
  - (v)** policies and measures that ensure appropriate privacy and personal data protection, and respond to challenges and opportunities in the world of work relating to the digital transformation of work, including platform work.

#### **IV**

The Conference declares that:

- A.** The setting, promotion, ratification and supervision of international labour standards is of fundamental importance to the ILO. This requires the Organization to have and promote a clear, robust, up-to-date body of international labour standards and to further enhance transparency. International labour standards also need to respond to the changing patterns of the world of work, protect workers and take into account the needs of sustainable enterprises, and be subject to authoritative and effective supervision. The ILO will assist its Members in the ratification and effective application of standards.
- B.** All Members should work towards the ratification and implementation of the ILO fundamental Conventions and periodically consider, in consultation with employers' and workers' organizations, the ratification of other ILO standards.
- C.** It is incumbent on the ILO to strengthen the capacity of its tripartite constituents to:
  - (i)** encourage the development of strong and representative social partner organizations;
  - (ii)** engage in all relevant processes, including with labour market institutions, programmes and policies, within and across borders; and
- (iii)** address all fundamental principles and rights at work, at all levels, as appropriate, through strong, influential and inclusive mechanisms of social dialogue, in the conviction that such representation and dialogue contribute to the overall cohesion of societies and are a matter of public interest, and are crucial for a well-functioning and productive economy.
- D.** The services that the ILO offers to its member States and social partners, notably through development cooperation, must be consistent with its mandate and based on a thorough understanding of, and attention to, their diverse circumstances, needs, priorities and levels of development, including through expanded South-South and triangular cooperation
- E.** The ILO should maintain the highest levels of statistical, research and knowledge management capacities and expertise in order to further strengthen the quality of its evidence-based policy advice.
- F.** On the basis of its constitutional mandate, the ILO must take an important role in the multilateral system, by reinforcing its cooperation and developing institutional arrangements with other organizations to promote policy coherence in pursuit of its human-centred approach to the future of work, recognizing the strong, complex and crucial links between social, trade, financial, economic and environmental policies.

The foregoing is the ILO Centenary Declaration for the Future of Work, duly adopted by the General Conference of the International Labour Organization during its One Hundred and Eighth (Centenary) Session which was held at Geneva and declared closed on 21 June 2019.

IN FAITH WHEREOF we have appended our signatures this twenty-first day of June 2019:

*The President of the Conference,*

**JEAN-JACQUES ELMIGER**

*The Director-General of the International Labour Office*

**GUY RYDER**



**Ollscoil na hÉireann**  
National University of Ireland



**Rialtas na hÉireann**  
Government of Ireland