



Vision Statement

ACI/COMPLIANCE REFLECTS THE VALUES AND PRINCIPLES ENSHRINED IN THE ILO CONSTITUTION, STANDARDS AND DECLARATIONS. ITS LONG-TERM GOAL IS MORE AND BETTER WORKPLACE COMPLIANCE WITH LABOUR LAWS AND REGULATIONS, INTERNATIONAL LABOUR STANDARDS AND APPLICABLE COLLECTIVE AGREEMENTS.

I. STRATEGY

In recent years, ILO member States and constituents have increasingly asked the Office to help strengthen their national labour inspection systems – sometimes in relation to particular issues or sectors (e.g. forced labour, child labour, freedom of association, OSH, fisheries, maritime, garment, mining, domestic workers, migrant workers etc.). These requests have often resulted in the development of compliance programs and projects at the national, sectorial and workplace levels – in many cases focusing on compliance with fundamental principles and rights at work¹. To meet these requests, different ILO units and field offices have been providing technical assistance, though not always in a coherent or coordinated way. A joint strategy under this ACI will help to rationalize the different ILO interventions with the goal of linking resources and expertise and thereby increasing the impact at the country level.

With the creation of this ACI² under the 2014/15 Programme and Budget, the ILO considers that the time is right to develop a comprehensive workplace compliance program and possible model strategies that support the objectives of ministries of labour or public administration on compliance and deepen collaboration with the social partners, while also building upon complementary work of several ILO projects and programs in order to harmonize objectives and resources.

In line with the description of this area of critical importance approved by the International Labour Conference in June 2013, this work will focus on developing the capacity of constituents to improve compliance in workplaces with national labour laws, applicable regulation and collective agreements, taking into account ratified international labour standards, and fundamental principles and rights at work. This will be done by enhancing employer and worker collaboration in compliance; strengthening the preventive and enforcement functions of labour inspection and labour administration; providing technical assistance and capacity development to government inspection and enforcement institutions and to the social partners; assisting in the design of well-thought-out user-friendly labour legislation and effective dispute resolution mechanisms; and public-private partnerships. The ILO will work with constituents to design innovative and complementary approaches to workplace compliance, including in the informal economy.

As a point of departure, work in this area has started with a review of existing ILO knowledge and experience of national laws and practices for achieving workplace compliance. The information from this review will help identify areas where the ILO has corresponding technical expertise while helping to build a programmatic strategy that combines the work of different ILO technical units.

¹ The ILO is guided in its work on labour inspection systems by two governance Conventions, the Labour Inspection Convention, 1947 (No. 81) and the Labour Inspection (Agriculture) Convention, 1969 (No. 129).

² This new area of critical importance also reflects recent ILO institutional reforms that have brought about the creation of a Governance and Tripartism Department. This new Department brings together expertise from across the ILO in the areas of labour administration and inspection, labour law, OSH, social dialogue, fundamental principles and rights, and BetterWork

Together, these units can assemble a critical mass of expertise and experience in the area of workplace compliance.

Several factors will be taken into consideration when elaborating this ACI program and strategy:

- i. The need for a differentiated and pragmatic approach. While all member States have labour law compliance challenges, countries also have different compliance approaches and needs. Therefore, a general strategy should be flexible enough to allow for these differences. This should not in any way be seen as a re-interpretation of member States' obligations under ratified ILO Conventions. Nevertheless, actions taken in the framework of the strategy should *inter alia* endeavour to improve the implementation of ILO ratified Conventions and using ILO Conventions as a basis for the elaboration of a strategy could provide a benchmark when measuring progress.
- ii. The lack of human and financial resources at the national level. Many labour administration and in particular labour inspection systems suffer serious resource shortages that negatively affect the government's efforts in achieving compliance. This must be kept in mind when considering the **sustainability** of any possible compliance strategy. While the rationalization of labour inspection activities should be fully exploited, some minimum conditions (e.g. political willingness) should be secured before implementing any action or program.
- iii. The need to clarify the actors and features of compliance actions. Within a well-coordinated compliance strategy, several public and private actors (including the social partners, associations, technical service providers, the media, etc.) have a role in awareness raising, prevention, training and providing advice on labour law implementation. However, from the perspective of international labour standards, labour law enforcement is exclusively a public function (i.e. labour inspection, judiciary) and cannot be delegated or shared with private actors. In particular, private accreditation, auditing or monitoring schemes should not have a role in enforcement.
- iv. The need for greater coordination with the social partners. Consultation and collaboration with the social partners should be strengthened in the design, regulation and monitoring of compliance initiatives to help promote awareness-raising, prevention and voluntary compliance.
- v. Measures to strengthen labour law compliance can make an important contribution to promoting and ensuring gender equality and non-discrimination in the workplace as well as improving access to justice for both women and men, if these concerns are taken into consideration in their design and implementation

In the development of this ACI, the ILO will consider the following strategic interventions:

System's approach to compliance

- Develop the capacity of labour inspectorates and other compliance mechanisms including through strengthening collaboration within the broader system of labour administration and other public administration organizations (e.g. inter-institutional cooperation with social security for formalization of informal workers; cooperation with ministries of health or national OSH institutes for an improved prevention of occupational hazards; or even with judicial authorities and the police) and social partners. Action in this regard might include:
 - Inter-institutional committees or task forces to address specific compliance gaps, defining joint action plans, shared goals and convergent methodologies;
 - Joint policies and strategies at national, sectoral or local level to address non-compliance with labour legislation;
 - Information sharing, either through common databases, shared access to information systems, or programmes for bilateral cooperation;
 - Collaboration with the social partners to identify priorities and design approaches for compliance priority areas and the use of collective bargaining as a compliance tool;
 - Extending the scope of collaboration by exploring synergies with actors engaged in private compliance initiatives. As part of this effort, private auditors/monitors could be trained on ILS and relevant labour legislation.

Comprehensive compliance responses

- Improve compliance levels by combining a diversity of policy approaches to address information deficits, the underlying motives of non-compliance, incentives, quality of legislation, and enforcement. Action in this regard might include:
 - Awareness raising e.g. on labour rights, obligations and standards on working conditions, the role of labour inspectorates and other compliance mechanisms;
 - Involvement of labour inspectorates in the improvement of legislation to address compliance gaps);
 - Legal reforms to incentivize compliance, e.g. through the easing of registration and declaration procedures, alleviating the relation between citizens and public administration (e.g. ministries of labour, social security);
 - Improving mechanisms for resolving individual labour disputes, freeing labour inspectorates to develop more proactive action based on accurate risk mapping;
 - Modernization of work methods, such as the use of labour inspection campaigns responding to evidence-based needs, automation of inspection procedures, reduction of bureaucracy;

- Effective sanctions and enhancement of sanctioning procedures e.g. through revision of liability schemes, gains of efficiency in work methods related to the drawing of acts of infringement, improvement in the quality of inspection reports sent to court, better relation with the judiciary.

Increased capacities of compliance authorities

- Improve **management** cycles of labour inspectorates for better planning, monitoring and impact assessment of produced outputs, with use of better tools and increased capacity of managerial staff to correctly identify and address environmental and organizational needs. This can consist of:
 - Development or upgrading of management tools such as IT systems, automation tools (e.g. dashboards), use of statistical data for strategy setting purposes, risk mapping on basis of accurate information and capacity to cross parameters at sectorial or thematic level;
 - Training of labour inspection managers on modern public management applied to labour inspection, promotional and enforcement strategies, and on the technical matters of their responsibility through local, national and international training activities and e-learning courses, including those organized by ITCILO.
 - Improved capacities of **labour inspectors** to provide information and monitor workplace compliance. This can consist of:
 - Development of training programmes within wider human resources policies and their implementation at local, national and international level, including through e-learning courses, among which those organized by ITCILO
 - Development of tools to address different areas of work under the mandate of labour inspection;
 - Use of ITC technologies to provide information to employers and workers, such as web sites, call centres, hot lines, PDA apps, etc.

Focus on modern approaches

- The many different challenges of compliance demand that compliance authorities, among which labour inspectorates, constantly analyse trends in the labour market, identify scenarios and draw optional strategy responses making use of extensive networking and professional techniques. This can consist of:
 - Development of non-traditional approaches to compliance such as self-regulation processes, score methods, exploring common goals with social corporate responsibility of large contractors, private compulsory supervisory schemes (e.g. duty of contractors to monitor legality of employment of workers of subcontractors or independent suppliers);³
 - Work with academia or national research institutions to map compliance levels, compliance gaps and scientifically measure impact;

³ The outcome of the ILO Meeting of Experts on Labour Inspection and the Role of Private Compliance Initiatives (December 2013) will be taken into account in this regard.

- Make use of the potential of ICT to cross-analyse compliance ratios in sectors and at enterprise level, by setting and measuring parameters of relevant institutional databases.

Cross-country benchmarking

Develop comparative studies on compliance initiatives and good practices taking into account differences between developed and developing countries and considering in particular the problems related to the informal economy and vulnerable workers. Use the collected examples to draw and test national compliance models with a potential to roll-out to other countries/ regions/ sectors/ groups of workers.

INDICATORS OF PROGRESS AND SUCCESS

The development objective of this ACI is to improve working conditions for men and women, particularly in the areas of fundamental principles and rights at work, occupational safety and health, wages and working time, and social security enrolment.

As a contribution towards this objective, this ACI will focus on developing the capacity of institutions and actors whose role is to ensure workplace compliance with national labour laws, in line with international labour standards.

More specifically, the following indicators could be used to determine progress towards attaining the objective:

- Greater respect for fundamental principles and rights at work in the workplace, particularly for vulnerable workers engaged in unacceptable forms of work.
- Reduction in the incidence of workplace accidents and occupational diseases.
- Payment of workers' wages according to entitlements under applicable laws and collective agreements.
- Increase in the number of workers enrolled in social security schemes as required by national legislation.
- Strengthening of relevant institutions and actors to be more effective in ensuring compliance with applicable legislation in accordance with international labour standards.

II. EXPECTED OUTPUTS AND COUNTRY LEVEL INTERVENTIONS

In carrying out this work, a three-country pilot initiative would be planned at the beginning to test the effectiveness of different approaches at the country level. This pilot phase would help to build a global and regional strategy to support national activities and orient the ACIs work.

As so, at the same time, global strategy would be developed, alongside an in-depth inventory and gap exercise of existing ILO outputs and interventions, the preparation of policy briefs, research and studies as well as a global knowledge management strategy integrated with the ILO Gateway project. This strategy would provide elements to complete the national pilot projects and to prepare a report to evaluate the work already done. This report would help orient the roll-out phase in additional countries.

The pilot phase would include the following elements:⁴

- A compliance mapping/needs assessment of selected sectors and/or a comprehensive baseline studies in target countries, against which impact of effective compliance with labour legislation can be measured after a certain period of time,⁵ as a basis for planning targeted activities of information and advice. In designing the compliance map, pending comments from the ILO Supervisory system will contribute to identify compliance gaps
- On the basis of the outcomes of this mapping exercise, as the case may be, the Office can develop:
 - assistance to MOLs, in collaboration with existing ILO projects and the social partners, in the design and implementation of education and inspection campaigns related to the specific risks and enterprises;
 - training activities for labour inspectors, workers and employers on workplace compliance strategies including through the use of social dialogue;
 - national learning tools and guidelines developed to accompany the training activities and campaigns;
 - preventive strategies drafted and implemented in collaboration with social partners;
 - joint activities carried out by labour inspectors and other entities engaged in workplace compliance;
 - the establishment or improvement of data collection mechanisms.

Special consideration should be given to include the informal economy compliance problems in particular in relation to agriculture, small enterprises and domestic workers.

⁴ Current activities on labour administration and inspection capacity development will be instructive for designing new approaches.

⁵ These baseline studies should involve the collection of labour inspection data and surveys with inspection services (unless already available), social partners and other stakeholders to better understand the problems to be addressed.

In addition to these activities directed toward constituents, ILO officials will also be trained in order to be able to provide information and deliver assistance on the different areas under their scope of responsibility. During the 2014-15 biennium, a group of countries (based on the target CPOs of the relevant Outcomes) should receive assistance based on the lessons learned under the pilot initiative.

III. SELECTION OF PILOT COUNTRIES

The following three countries were selected by the regions following internal consultations and based on program priorities for the biennium as well as existing and planned technical cooperation activities.

BURKINA FASO⁶

In the preparation of its current Decent Work Country Programme (2012-15), analysis showed that Burkina Faso lacked the capacity to effectively achieve compliance with occupational safety and health standards, including through its inspection services. The labour inspectorate has engaged in positive experiences such as awareness raising seminars, cinema sessions and radio broadcasting to sensitive to the importance of preventing occupational hazards. Although these are important initiatives to promote compliance, there is room for improvement as, for instance, the 2012 Labour Inspection annual report reveals that most of the inspection activities were focused on formal obligations of enterprises or informal employment, and only 47 controls on occupational health were carried out. The DWCP identifies the strengthening of the relevant OSH institutions as a priority area of action in the short to medium term.

The ILO has provided technical assistance to Burkina Faso in recent years under the French-funded ADMITRA project.⁷ This project carried out a diagnosis of the labour administration and inspection system and contributed to the design and adoption of a national labour policy. It further provided assistance in the development of a methodological guide on labour inspection including new inspection forms to improve national labour inspection services supported by capacity development activities for labour inspectors. A gap analysis on the conformity of the national legislation with fundamental and governance Conventions is ongoing with a local consultant and the support of NORMES. As such, the ILO already has an existing relationship with the government and its social partners to build upon in the area of workplace compliance through labour inspection.

⁶ Burkina Faso has ratified the Labour Inspection Convention, 1947 (No. 81) and the Labour Inspection (Agriculture) Convention, 1969 (No. 129).

⁷ *Projet de modernisation de l'administration et de l'inspection du travail.*

The selection of Burkina Faso is based on the existence of a CPO,⁸ which targets the capacity development of the Ministry of Labour to improve workplace compliance in accordance with national labour laws and international labour standards. The choice is also meant to favour geographic diversity among the pilot countries by including at least one country from Africa. It was further selected since Burkina Faso is the headquarters of UEMOA⁹, which provides an entry point for testing the extension of the pilot compliance strategy across a regional economic community which shares the same language as well as political and administrative traditions.¹⁰ There is, in fact, a regional CPO for francophone West Africa¹¹ focusing on developing the capacity of national labour ministries to improve workplace compliance.

UEMOA boasts a tripartite Labour and Social Dialogue Council and its member States share a common set of criteria for convergence in the area of social policy as established by the community. And recently, joint studies were carried out between the ILO and UEMOA on dispute resolution and strengthening the capacity of ministries of labour to improve labour law design and application. Also, five of the countries have prepared common training curricula for their labour inspectors with the support of ILO technical assistance.

COLOMBIA¹²

In Colombia, the Ministry of Labour has deployed significant efforts to tackle three main challenges on labour law compliance. The first relate to the effective implementation of recent legislation on ambiguous and disguised employment relationships and conduct prejudicial to the right of freedom of association with particular emphasis on the abusive use of collective pacts to disincentive collective bargaining. . The second relates to systematizing labour inspection records to improve strategic planning and combat corruption through the development of a comprehensive labour inspection information system. The third challenge focuses on the need to ensure respect of labour rights for all workers, particularly women, afro-Colombians and young workers.

These challenges call for greater effectiveness of the work of labour inspectors in at least two areas: compliance strategies at the sectoral level, especially in the informal, agriculture and mining sectors and better and more cooperation with social partners.

On all the above mentioned, ILO's technical assistance has been requested by the Government. The principal existing needs are being covered by the USDOL funded technical cooperation project, Promoting Compliance with International Labour

⁸ BFA 904

⁹ The West Africa Economic and Monetary Union.

¹⁰ Many of the countries in UEMOA have, like Burkina Faso, been recipients of ILO technical assistance under the ADMITRA project in recent years.

¹¹ SDA 901

¹² Colombia has ratified the Labour Inspection Convention, 1947 (No. 81), and the Labour Inspection (Agriculture) Convention, 1969 (No. 129).

Standards in Colombia. The projects primary focus is on Objective 1 which calls for strengthening the institutional capacity of the Ministry of Labour, especially the labour inspectorate, to effectively enforce Colombian labour laws and guarantee fundamental rights at work, particularly in relation to freedom of association and collective bargaining.

Additional support will be provided by a new USDOL project on Fundamental Principles and Rights at Work that will promote tripartite cooperation on labour law compliance for vulnerable workers. These projects are linked to CPOs under Outcome 11, 14 and 18. They could also contribute to the implementation of ACIs on compliance, the rural and informal economy.

While both projects offer good opportunities to support and accelerate change in the country, they are still moderate contributions to the large scale of needs. More specifically, ILO's work should be expanded in order to reach labour inspectors at the regional level (32 regions in total). In addition, while there are provisions for the adoption of joint compliance plans between inspectors, employers' and workers' representatives progress has still to be made.

VIETNAM¹³

The ILO has been working alongside the Ministry of Labour, Invalids and Social Affairs (MOLISA) in Viet Nam to help strengthen its ability to secure labour law compliance for working men and women. The ILO has pursued a variety of approaches towards this goal, through assistance for a more effective labour inspection system, improved prevention of occupational accidents and diseases, the eradication of child labour, sectoral compliance approaches using public/private partnerships, and through industrial relations at the enterprise level to empower the social partners to negotiate for decent working conditions. The country has progressed in collecting statistics and indicators which are helpful to measure compliance but progress is still to be achieved. The statistics on work related accidents, for instance, may not reflect the actual occupational safety and health (OSH) situation in this country as these would be only reported from less than 10% of the total number of the enterprises, mostly larger businesses. In 2012, at MOLISA's request, the ILO was invited to carry out a needs assessment of Viet Nam's labour inspection system (LIS) and overall compliance strategy. Following the needs assessment, MOLISA prepared a draft Master Plan for building the capacity of its labour inspection system (2012-2020), drawing on the assessment and related MOLISA priorities.

Given the long term vision set out in this Plan, the ILO considers that the time is right to propose a comprehensive workplace compliance programme for Viet Nam that not only supports the objectives of MOLISA's Master Plan but also integrates and builds on the complementary work of several ILO projects, while deepening collaboration with the social partners at all levels.

¹³ Vietnam has ratified the Labour Inspection Convention, 1947 (No. 81) and the Occupational Safety and Health Convention, 1981 (No. 155).

The proposed programme will support efforts under Viet Nam's Decent Work Country Programme (2012-2016) to strengthen the Government's capacity to implement International Labour Standards, including through strengthened labour administration.¹⁴

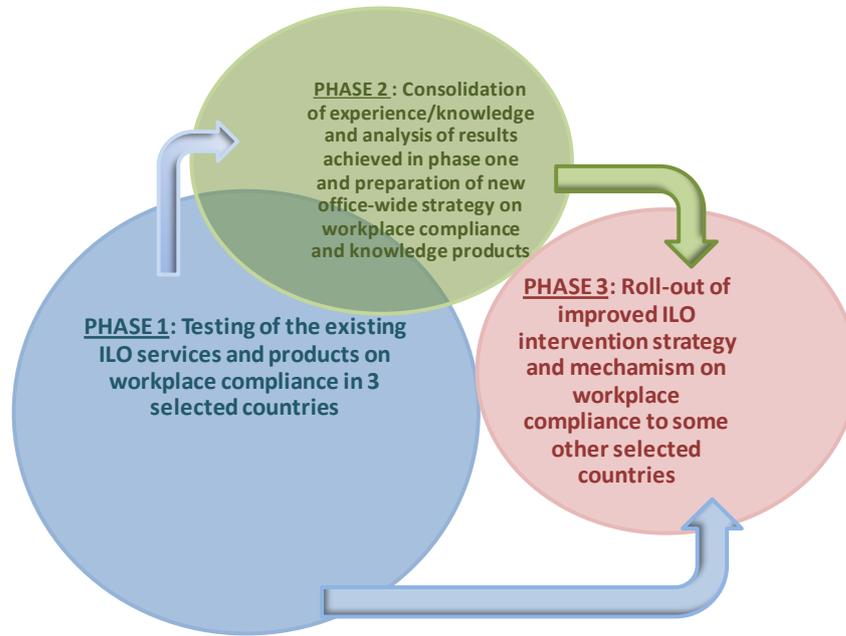
Moreover, and as a result of the collaborative nature of this work, it will contribute to achieving the objectives of several Outcomes under the ILO Strategic Policy Framework (2010-15) and current 2014/15 Programme and Budget. It primarily focuses on achieving outcome 11 (Labour Administration and Labour Law), but also refers to outcomes 6 (Occupational Safety and Health); 12 (Social Dialogue and Industrial Relations); 13 (Decent Work in Economic Sectors); 14 (Freedom of Association and Collective Bargaining); 16 (Child Labour), 18 (International Labour Standards), and is linked to Outcomes 9 and 10 through participation of workers and employers

IV. WORK PLAN IN THREE PHASES

Based on the selection of the pilot countries ACI/Compliance Initiatives will be implemented in three phases. A specific country programming exercise will be undertaken by the Leader of the ACI and staff directly involved, including the regional offices, DW Teams or country offices.

Phase one of the ACI/Compliance initiatives is not only about implementing ILO technical assistance in the area of workplace compliance through labour inspection, but also about furthering knowledge products/service analysis as we also aim at examining the performance of some of ILO's innovative work undertaken or to be undertaken in the area.

¹⁴ Country Priority 3.



THE THREE PHASES 2014 - 2015

PHASE ONE: COUNTRY PILOT PHASE AND DEVELOPMENT OF GLOBAL STRATEGY

(January 2014 to June 2015 – 18 months)

- National level Compliance Gaps and Needs Assessment is completed for three selected pilot countries: Viet Nam, Colombia and Burkina Faso (where UEMOA has its HQ).
- Based on the Mapping results, national strategies and work plans are developed and implemented for each pilot country.
- Testing out of ILO services and products on workplace compliance in the pilot countries. In concrete terms, we plan to develop/revise and implement, together with tripartite constituents, a national comprehensive strategy for workplace compliance and foresee, among others, the production of following outputs:
 - Inspection and other kind of awareness-raising campaigns
 - Training kit on workplace compliance strategies including through the use of social dialogue
 - Learning tools and guidelines to accompany the training activities and campaigns
 - Preventive strategies through cooperation of labour inspection with the social partners
 - An in-depth analytical report on ILO integrated intervention in the country on workplace compliance
 - Data collection mechanisms, including the establishment or improvement of registers of enterprises
- The outputs and activities foreseen will be further reviewed by the task team members during a retreat.
- Some specific/thematic areas of compliance, such as occupational safety and health, minimum wage or gender discrimination could be selected to narrow the scope and deepen the analytical work.

PHASE TWO: CONSOLIDATION OF EXPERIENCE/KNOWLEDGE AND ANALYSIS OF RESULTS ACHIEVED IN PHASE ONE AND PREPARATION OF NEW OFFICE-WIDE STRATEGY ON WORKPLACE COMPLIANCE

(March – June 2015 – 4 months)

The main activities foreseen in phase two are as follows:

- Evaluation by the tripartite constituents of Phase One;

- Preparation and Office-wide presentation of analytical report on the results of the first phase which will be accompanied with:
 - A compilation and dissemination of good practices (through web-based network or database)
 - Recommendations for Improvement of ILO intervention strategy and mechanism on workplace compliance (services, products, coordination, programmes, etc.)
 - Knowledge-sharing Workshop of ACI/Compliance Task team and its extended technical advisors group
 - Debriefing session with the tripartite constituents in pilot countries and adoption of future plan of action
 - Creation of knowledge products such as kits (information, training and/or diagnostic tool kits) and network, databases
 - Review and validation of results in Burkina Faso within the UEMOA Labour and Social Dialogue Council (*CTDS*) and preparation of the dissemination plan to other member countries of the Union.

PHASE THREE: ROLL OUT OF THE IMPROVED ILO INTERVENTION STRATEGY AND MECHANISM TO OTHER SELECTED COUNTRIES

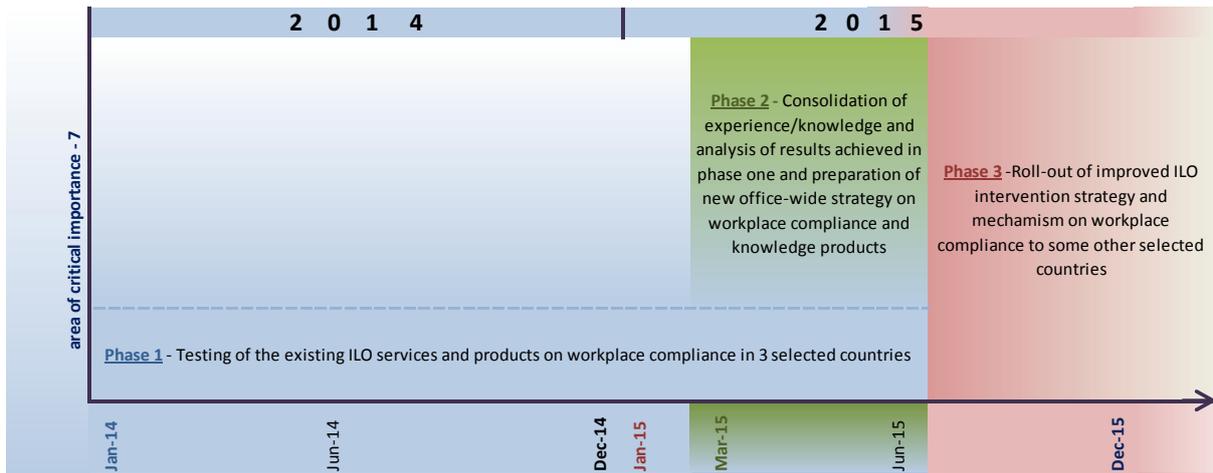
(July – December 2015 – 6 months)

It includes:

- Roll out of the improved ILO intervention strategy and mechanism to some other countries which already have corresponding country outcomes in their DWCPs. (8 to 10 countries with regional balance linked to target CPOs)
- Internal evaluation by ACI/Compliance task team for further improvements
- Preparation and Publication of final report (comparative analysis)
- Office-wide knowledge-sharing meeting to present final results and to discuss the way forward.
- A detailed work plan of this third and final phase will be developed after the workshop of ACI/Compliance Task Team

Area of Critical Importance
Workplace compliance through labour inspection

THE THREE PHASES



“GLOBAL PRODUCT” OR ACI/COMPLIANCE TASK TEAM’S WORK IN THE FIELD OF RESEARCH/STUDY (TO BE CARRIED OUT THROUGHOUT THE 3 PHASES)

Last, but not least, it is important to note that the Task Team also foresees a series of research and studies on workplace compliance, in collaboration with the Research Department, key technical departments and some external institutions/agencies. The topics need to be identified and defined by the Task Team in light of the gaps analyses and knowledge outputs that will be completed by the end of phase one.

V. PARTNERSHIPS AND IN-HOUSE ARRANGEMENTS

The ILO already has partnerships with a number of external organizations that will be useful in the development and implementation of this ACI strategy (e.g. ASEAN, EAC, IALI, OSHA, RIFT, SLIC, EUROFUND). Collaboration with enterprises, trade unions and other private partners could be evaluated drawing on the experiences of Better Work and SCORE and be informed by the outcome of the meeting of experts.

The ILO will also facilitate bilateral and/or multilateral cooperation between national labour inspectorates or agencies concerned with workplace compliance.

For its part, the Office will look at the possibility for synergies on workplace compliance based on CPOs under different Outcomes for the 2014/2015 biennium. As a result of the collaborative nature of this work, the programme will contribute to achieving the objectives of several Outcomes under the ILO Strategic Policy Framework (2010-15) and current 2014/15 Programme and Budget. Most Outcomes have some component of workplace compliance as an essential part of their work, whether explicitly or implicitly. This includes ensuring safe and healthy workplaces (Outcome 5); strengthen the mechanisms for labour administration and inspection as well as labour law (Outcome 11); improving dialogue between workers and employers including through sound industrial relations (Outcome 12); achieving decent work in different economic sectors (Outcome 13) as well as ensuring respect for the ILO’s Fundamental Principles and Rights at Work and the implementation of other international labour standards (Outcomes 14-18). The work will also contribute to Outcomes 9 and 10 in terms of capacity building for workers and employers.

The Regions recently undertook to link some of the CPOs for 2014/15 to specific ACIs. While the intention was to arrive at a modest list of CPO linkages, in the case of ACI 7, a total of 45 CPOs were proposed. Of these, most were in Asia and the Pacific (30), with none being proposed for the Arab States. There was however a number of CPOs suggested for linking across the Outcomes (seven Outcomes in total). Moreover, some of the proposed CPOs had multiple ACI links (6) with 39 CPOs linked exclusively to the ACI on compliance.

LINKAGES WITH OTHER ACIS

Bearing in mind need to set priorities, the Task Team has engaged in an exercise to discuss synergies and proposals to work with other ACIs. It has also reviewed work planned under other Areas of Critical Importance and identified some initial policy linkages worth pursuing in consultation with the relevant ILO units and field offices.

Creating and extending social protection floors (ACI 3)

ACI 3 aims at the extension of social protection floors as a way to contribute to the reduction of poverty, while enhancing political stability and social cohesion. To provide for universal coverage of social security schemes, countries need to build strong links between economic, employment and social protection policies to provide a guaranteed minimum income security over the life cycle of all workers.

The effective implementation of social security schemes requires a comprehensive and integrated approach, across social protection and other related institutions. More analysis and thinking is required on improving governance and strengthening institutional capacities, including enhancing the legal frameworks and enforcement mechanisms to strengthen compliance and reduce evasion of social security contributions. Studies show, for instance, that strengthened labour inspection and improved compliance do contribute to the progress achieved in the expansion of social protection coverage, such as that in China. Joint effort is therefore worth being explored.

Productivity and working conditions in SMEs (ACI 4)

As expressed in the 2014/2015 P&B, SMEs can grow by raising productivity and improving working conditions with the right supportive environments. Decent working conditions can boost competitiveness and form the basis for sustainable enterprises. Depending on their adequacy, compliance models can contribute towards creating an enabling environment where SMEs can grow in terms of production and respect for worker's rights.

Good OSH conditions have the potential to promote participative workplaces, a motivated workforce and quality improvements in the products or services offered by enterprises. It is also a fact that occupational safety and health should refer to the combined material factors of work under an holistic or integrated perspective, where traditional hazards (physical, biological and mechanical) are seen in relation to the worker and all the underlying labour circumstances of the employment contract, equal opportunity, wage policies in the enterprise, working hours, professional and family life balance, etc.

Although countries might have different approaches, the ILO could provide guidance to constituents on how to design a compliance model adapted to the special needs of SMEs. The ILO could also provide capacity development tools habilitating to implement policy options, some of which already exist (e.g. WISE), but which need, in some cases, updating and adaptation.

Decent work in the rural economy (ACI 5)

Addressing the rural sector has been for many years a complex and demanding challenge for the ILO. Many national programmes on safety and health in agriculture or fundamental principles and rights at work have been developed. In most of these projects, compliance mechanisms such as labour inspection were included, but, notwithstanding the merits of each project, there is a risk that isolated attention to a particular area affecting the working and living conditions of rural workers fails to identify the best answers to provide them adequate protection against abuses, which are often interrelated.

Based on this, the ILO could test a programme to tackle compliance gaps in a particular farming subsector and region, involving all the relevant institutions (MoL, Ministry of Agriculture, Environment, social partners, etc.) and put in practice a plan to address the compliance gaps. The results of the micro approach would then allow the ILO to develop a compliance model replicable in other agricultural subsectors and regions. At the same time, it would provide the ILO with empirical evidence for dissemination and further research.

Formalization of the informal economy (ACI 6) & Protection of workers from unacceptable forms of work (ACI 8)

Cross-regional empirical research could be conducted in selected countries on measures for promoting transition from informal to formal employment through compliance. The study could consider features such as the quality and adequacy of legislation, incentives for compliance, prevention policies and measures, and enforcement. On the basis of the good practices collected, the ILO would be in a better position to provide practical guidance to constituents and design specific tools, e.g. a model strategy and comprehensive approach of labour inspection to tackle undeclared work and improve the protection of undeclared workers through formalization procedures to be piloted in CPO countries, and according to the results, further expanded.