

ILO Centenary Declaration for the Future of Work

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Introduction

Great symbolic value.

Fourth Declaration of principles and policies adopted by the ILO.

The Centenary Declaration for the Future of Work institutionalizes the concept of a human-centred approach to the future of work.

The Centenary Declaration aims to be a response to the opportunities and challenges that work faces in the 21st century.

ILO Centenary Declaration for the Future of Work

- 1. The human-centred approach within the ILO constitutional framework.**
- 2. Areas of action of the human-centred approach to the future of work.**

1. The human-centred approach within the ILO constitutional framework.

1.1. Legal value of the Declaration.

It is a formal and authoritative statement.

It is not subject to ratification and is not binding.

It does not modify the ILO competences.

1. The human-centred approach within the ILO constitutional framework.

1.2. Reaffirmation and renewal of the mandate, aims, objectives and constitutional principles of the ILO.

The Declaration recalls and reaffirms the aims, objectives, principles and mandate established in the 1919 ILO Constitution and the 1944 ILO Declaration of Philadelphia.

Labour is not a commodity.

Social justice.

The most novel aspect of the ILO Centenary Declaration is the human-centred approach to the future of work.

1. The human-centred approach within the ILO constitutional framework.

1.3. Shared responsibility between the ILO and member States.

The human-centred approach to the future of work serves both to guide the future activities of the ILO, and to appeal to the action of the member States.

It seems as if the burden of responsibility falls, above all, on the member States.

The Declaration does not specify the means to achieve this purpose.

2. Human-centred approach to the future of work.

1.1. Capacities.

In the Centenary Declaration, the centre of gravity shifts from the employment promotion policy to the rights inherent in the worker's person.

The Declaration invokes four areas, which combine rights and policies.

Together with the effective realization of gender equality in opportunities and treatment and the right to effective lifelong learning and quality education for all, the Declaration also refers to social protection measures and to support people through the transitions they will face throughout their working lives.

2. Human-centred approach to the future of work.

1.2. Institutions of work.

Employment relationship.

Informality.

Adequate protection in accordance with the Decent Work Agenda.

Respect for the fundamental rights.

A set of basic working conditions: an adequate minimum wage; maximum limits on working time, and safety and health at work.

The Centenary Declaration opens the door to the inclusion of safe and healthy working conditions in the ILO's framework of fundamental principles of rights at work.

2. Human-centred approach to the future of work.

1.3. Sustainable economic growth and decent work.

The promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all must be achieved through policies, such as macroeconomic policies that have those aims as their central objective.

The ILO must take an important role in the multilateral system.

Conclusions

The most novel aspect of the instrument is the requirement to develop a human-centred approach to the future of work, which places workers' rights at the core of economic, commercial, social and environmental policies.

As with the 1998 and 2008 Declarations, the Centenary Declaration will give rise to a controversy.

While some will be pleased with the new institutionalized approach, others will see it as a lost occasion, and will regret its non-binding nature, the lack of precision of its forecasts, and that it does not include some of the proposals of the report of the World Commission on the Future of Work, or of the text of the Declaration that was submitted for consideration and discussion by the International Labour Conference.