About the Decent Work and Labour Standards Forum

The Decent Work and Labour Standards Forum (the 'Forum') is a multi-stakeholder body of development NGOs, trade unions, businesses, academics and labour standards specialists working together with the UK government towards the achievement of decent work and the alleviation of poverty for working people in the global south. It does so by running activities allowing stakeholders to learn, share and debate ideas on decent work, and to access, influence and assist the UK government on decent work.

About this submission

The range of views in this submission draw from discussions at a Forum workshop on 12 May 2009 that considered the relevance of the Decent Work Agenda to the four priority areas in DFID's White Paper consultation document. Participants, listed in Appendix One, were then invited to comment on the workshop notes that form the basis of this submission. The views presented here therefore cover a range of opinions, but not all the views of workshop participants. Further, particular views are not attributed to any particular person or organisation, and no listed person or organisation should be regarded as endorsing all the views put forward in this submission.

About the Decent Work Agenda

The Decent Work Agenda is a policy framework developed by the International Labour Organisation (ILO) in 2001, covering the four mutually supportive objectives of: (1) employment creation; (2) social protection; (3) core labour standards and (4) social dialogue. The most definitive description of these 'four pillars' of decent work is in the ILO's 2008 Declaration on Social Justice for a Fair Globalization, contained in Appendix Two.

Summary

DFID's new White Paper represents an excellent chance for bold thinking to tackle the global economic crisis. Participants of the newly established Decent Work and Labour Standards Forum, see the four pillars of Decent Work as key principles for DFID to use in helping developing countries get on the path to sustainable and equitable growth.

On the international economic crisis

DFID can:

- expand its good work on social protection by aiming for universal coverage of pensions, basic incomes and social services in developing countries, as a long-term poverty reduction strategy and response to the crisis. They are essential ways to empower the most vulnerable and underpin equitable growth that has the maximum impact on poverty reduction;
- ensure that labour rights are not eroded in the name of competitiveness. Living wages, labour standards, social protection and social dialogue play a positive role in creating not only better working conditions, but higher productivity and sustainable growth;
- drive more community-based solutions, including exploring social enterprise as a vehicle for promoting decent work, particularly in the absence of appropriate waged work;
- promote policies that link trade with labour standards and that allow developing countries to use industrial policy that enables their industries to move into higher value production- to ensure that the gains of trade are fairly shared;
- support initiatives where companies work with local suppliers and subcontractors to maintain or create decent work for their employees;
- do more to increase consumer understanding of the developmental impact of their choices, given their increasingly influential role in driving the ethical behaviour of companies,
- make gender equality a guiding principle in all aspects of DFID's work on the Decent Work Agenda, in recognition that women are more likely to suffer the effects of the current economic crisis – through casualisation of labour, withdrawal from school and increased social burdens – and that they are likely to contribute more to the local economy;
- aid developing countries in strengthening their tax collection systems and ensure HMG pushes for the closure of tax havens globally;
- promote the take-up of the decent work agenda by developing country-governments and strengthen the ability of developing country social partners to lobby their own governments on Decent Work, particularly through social dialogue at the national, local and industry levels; and
- support global efforts to re-regulate finance and ensure that its trade policies do not drive 'business as usual' financial liberalisation for developing countries;

On Climate Change

DFID can:

- work with governments, industry, unions and civil society to ensure a just 'transition': where carbon-intensive job are replaced by green and decent ones, especially for the vulnerable;
- address the critical issue of energy poverty in its low-carbon work;
- ensure that climate change work does not overshadow poverty reduction and the Decent Work Agenda by ensuring that the working poor have a say in designing mitigation and adaptation measures and through ensuring that such measures are "pro-poor";
- help developing countries to not to repeat the high-carbon mistakes of the developed world e.g. promoting cars instead of public transport or the destruction of natural forest cover;
- work with business and ethical trade initiatives to ensure that the emphasis is maintained on both decent work and climate change by increasing consumer awareness of the links between the two; and
- promote low-carbon development in the developing world, especially on agriculture. DFID's proposal to establish a Centre for Climate and Development is welcomed and needs to encompass issues of vulnerability and inequality.

On fragile and conflict-affected states

DFID can:

- research how labour markets relate to conflict and how Decent Work and employment-intensive strategies can reduce the likelihood of conflict emerging;
- invest in public services and state social security schemes because they play an important role in strengthening fragile states, rebuilding state infrastructure and contributing to social cohesion by providing a predictable, regular level of income security.
- set ambitious targets for creating local and decent jobs in post-conflict reconstruction. Too many rebuilding programmes import skilled labour from overseas and provide only low-skilled low-paid work to local unemployed people. Too much reconstruction spending fails to reach local people;
- ensure that unions and social movements are supported during crisis and given a voice in reconstruction or rebuilding processes because they play a crucial role in maintaining or expanding democratic space in fragile states and conflict-affected states;
- support trade unions in strengthening post-conflict labour markets i.e. through apprenticeships, organising the informal economy and safeguarding and strengthening work standards. Members of health, teaching and other public sector unions can make a big contribution to ideas about how to re-build essential services; and
- promote long term local and national changes in attitudes and beliefs to tackle gender-based violence - a key justice and security issue.

On international institutional reform

DFID can

- play a key role in turning global endorsements of Decent Work into action by working with international institutions to set robust indicators for all pillars of Decent Work. It can start by developing its own indicators and setting ambitious targets to achieve;

- pilot and consider the roll out of the ILO's Decent Work Toolkit in developing its country assistance plans and better support the ILO's Decent Work Country Programmes;
- study the effectiveness of the IFC's approach to linking support with adherence to core labour standards and consider adopting a more robust version;
- ensure that the development of all country assistance strategies involve trade unions and all voices of the poorp;
- reform of the World Bank and the IMF to ensure they are accountable and effective, ensuring that there is parity of voice between developing, developed and transition countries;
- ensure the World Bank and IMF put an end to their harmful economic policy conditionality and their focus on overly fiscally conservative macroeconomics.

Issue 1: The International Economic Crisis

1. The last three decades have seen a reduction in global poverty, yet have been marked by increasing global inequality. What progress has been made on reducing poverty is rapidly being undone by the worst economic crisis in living memory, hitting women, youth, older people and the poor in the developing world the hardest.
2. The social impacts of the crisis in developing countries are severe given that the majority of workers and small businesses do not have basic social security. Those in the informal economy – in some countries making up to 80 to 90 per cent of the population - are extremely vulnerable to the crisis. Between 40 and 50 per cent of men and women globally will not be able to earn enough to lift themselves and their families above the US$2-a-day poverty line.
3. As both the OECD and the ILO have recently reported, for the last three decades, workers' wages have not been keeping pace with economic growth, and labour has been receiving a declining share of income relative to capital. Any sustainable solution to the financial and economic crisis must tackle this vulnerability and inequality and the forces that drive it.
4. DFID's new White Paper represents an excellent chance for bold thinking to tackle this crisis. Participants of the newly established Decent Work and Labour Standards Forum, see the four pillars of Decent Work as key principles for DFID to use in helping developing countries get on the path to sustainable and equitable growth. Just as the Millennium Development Goals (MDGs) were an important corrective to the excesses of the Washington Consensus, so too must Decent Work replace the practices that have pushed the world to the brink of economic, food and environmental crises.
5. DFID needs to address all four objectives of the Decent Work Agenda*:* (1) employment creation; (2) social protection; (3) core labour standards and (4) social dialogue. These objectives are inter-related and mutually supportive. The failure to promote any one of them would harm progress towards the achievement of the others. For example, combating child labour requires tackling the economic, social and cultural causes that only an integrated programme of decent employment generation, social protection, enforcement of labour rights and social dialogue can do. Accordingly DFID should set indicators and targets for all four objectives, particular when designing country assistance plans to support developing country governments.

6. In the White Paper DFID needs to build stronger, mutually reinforcing linkages between economic growth and social development. Increasing the purchasing power of the poor through their incomes and social protection benefits is critical. Providing a living wage not only protects the vulnerable, particularly against food crisis, but can stimulate domestic demand, re-inflating an economy at serious risk of a deflationary downward spiral. Further, the transition to a developed economy is marked by the importance of household demand in the internal market and substantial social protection. This cannot be built upon continually repressed wages and precarious employment.

7. There is an urgent need to implement and expand social protection with universal coverage in developing countries, as a long-term poverty reduction strategy and response to the crisis. Policies should therefore focus on designing and delivering social protection for the working poor, as well as safeguarding access to and standards of basic social services, including health and education.

8. Generating just 'any' job is not sufficient for a sustainable economic recovery. The world is full of workers in poor quality and poorly paid jobs – many tied into patterns of economic growth, but being denied their fair share of the economic benefits that follow such growth. And worker's rights and competitiveness need not be in conflict. There are many studies demonstrating the positive role that wages, labour standards, social protection and social dialogue play in creating not only better working conditions, but higher productivity and sustainable growth. Investing in the enterprise's skill set can boost productivity, while decent conditions will encourage retention. Indeed, FDI is often attracted to countries with higher-skilled workers.

9. Capital flight from developing countries into tax havens is a massive drain on government revenue - revenue needed to fund vital social services during the downturn. The sums involved are vastly larger than the claimed gains of a concluded Doha Round of the WTO negotiations. DFID needs to aid developing countries in strengthening their tax collection systems and ensure HMG pushes for the closure of tax havens globally.

10. Many people rely on the local economy for their livelihood, where small-scale community-base projects are more sustainable and resilient to external economic shocks. DFID needs to drive more community-based solutions, including exploring social enterprise as a vehicle for promoting decent work, particularly in the absence of appropriate waged work.

11. Trade policy must be made to work for development. Two key concerns are: firstly, patterns of trade that place downward pressure on labour rights, particularly through competitive wage devaluations, do not produce decent work. For example, a country can boost its share of FDI by offering export processing zone inducements that violate working rights, but unless there are backward linkages to the rest of the economy EPZs will simply reinforce or increase the degree of inequality Secondly, developing countries need the policy space to move away from trade liberalisation that locks in low-value production, practiced by too many developing countries. The resulting declining terms of trade sees prices decline over time, especially hurting poorer workers. Rather, DFID needs to promote policies that link trade with labour standards and that allow developing countries to use industrial policy that enables their industries to move into higher value production- to ensure that the gains of trade are fairly shared.

12. Conditions in the supply value chain are largely determined by the behaviour of companies at the top of the chain. DFID should support initiatives where companies work with local suppliers and subcontractors to maintain the decency of work for their employees - across the board including reasonable length of the working day and working week, security of contracts, proper

payment for overtime, health and safety measures as well as adherence to the core labour standards. The right to freedom of association should be broadly interpreted to include civil associations as well as more traditional trade unions. Given that consumers are increasingly driving the ethical behaviour of companies, DFID could do more to increase their understanding of the development impact of their choices.

13. Financial speculation and the volatility it causes have severely hurt the poor in the developing world, particularly through triggering the recent food and commodities bubble. Likewise, the real economy has been subject to pressure from financial markets to raise returns in the short run, sometimes to the detriment of workers' incomes and the long-term interests of sustainable enterprises. It is vital to tackle the root causes of the crisis to support the recovery, and reduce the risk of another major systemic crisis by re-regulating finance and ensuring that DFID's trade policies do not drive 'business as usual' financial liberalization for developing countries.

14. The current situation provides a good opportunity to push for the further development of the public sector and its infrastructure. Access to a free, high quality public healthcare system, education, water and sanitation is essential, especially for the most vulnerable and is an effective means of rapidly scaling up the efforts to achieve the MDGs in the current environment.

15. Recognising the women are more likely to suffer the effects of the current economic crisis – through casualisation of labour, withdrawal from school and increased social burdens – and that they are likely to contribute more to the local economy, gender equality should be a guiding principle in all aspects of the Decent Work Agenda and specific policies and interventions should be pursued which increase women's equitable integration into the global economy.

16. DFID should lead the way in establishing a new global architecture for education and health, through a new fund, independent of the WB, and a simplified system for the dispensation of health system grants and IHP plans (again independent of the WB) to provide salaries for millions more health workers and to consolidate the vast number of vertical initiatives in health.

17. The evidence from all successfully developing countries is that investing in public services, alongside social protection, underpins equitable growth that has the maximum impact on poverty reduction. As such, continued and expanded investment in free public services through budget-support is probably one of the single biggest things DFID can do to create an enabling environment for growth in the current climate. Investment in public services will also remove the huge burden of care that prevents further integration by women into the economy.

18. DFID should use its influence to promote the take-up of the decent work agenda by developing country-governments and its incorporation into national development plans. DFID should strengthen the ability of developing country social partners to lobby their own governments on Decent Work, particularly through social dialogue at the national, local and industry levels. This will permit smallholder farmers, artisans and workers to bargain collectively in the market, thus redressing the imbalances of economic power that leaves them as 'price takers' and without 'voice'.

19. The most effective and sustainable way to help the most vulnerable is to address the root causes of their vulnerability. The old are vulnerable because of a lack of access to a secure income, such as a pension (especially informal workers and rural populations in most developing countries). The solution to these vulnerabilities lies in robust implementation of a Decent Work agenda, especially the implementation and expansion of social pensions to universal coverage as means of alleviating old-age poverty.

Issue 2: Climate Change

20. DFID's work on combating the climate change must address the threats it poses to decent work, labour rights and livelihoods. For example, climate change is expected to trigger unprecedented levels of migration, which profoundly influence labour markets and worker vulnerability.

21. Unlike other economic transitions that have marginalised the poor or ignored labour rights (such as structural adjustment programmes), the transition to a low carbon economy should not be at the expense of the working poor or the most vulnerable. Instead DFID must work with governments, industry, unions and civil society to ensure a just 'transition': where carbon-intensive job are replaced by green and decent ones, especially for the most vulnerable. Such steps are also essential in building the critical public support needed to drive the massive changes and investments required.

22. Access to energy and essential services are key, alongside employment creation and sustainable use of resources. DFID has a duty to address the critical issue of energy poverty in its low-carbon work, to ensure that it demonstrates that poverty alleviation and socio-economic development can be coherent within a low carbon development path. Addressing energy poverty must be at the heart of DFID work on low carbon development strategies.

23. There is a risk that work on climate change by DFID and the development community threatens to overshadow the Decent Work Agenda. However, the two issues should be closely integrated by ensuring that the working poor have a say in designing mitigation and adaptation measures and through ensuring that such measures are "pro-poor". Strong accountability measures could include workers and their representatives in programme monitoring, implementation and evaluation.

24. DFID should lead the way in providing adaptation financing and support for low-income countries, including social protection for the most vulnerable. However, an overemphasis on protecting those most vulnerable to climate change, or ameliorating its worst effects is not sustainable. The transition needed to avoid dangerous climate change must be far more ambitious.

25. DFID must address the type of growth it is promoting, ensuring that developing countries are encouraged not to repeat the high-carbon mistakes of the developed world e.g. promoting cars instead of public transport or the destruction of natural forest cover.

26. The growth of consumer demand is a key feature of development, but it must be accommodated in ways that foster both the quality of life and environmental sustainability. At the moment there is a risk that companies shift away from addressing labour standards (particularly through their purchasing practices), to addressing climate change instead. DFID needs to work with business and ethical trade initiatives to ensure that the emphasis is maintained on both decent work and climate change by increasing consumer awareness of and concern over the links between climate change and labour rights/decent work.

27. Climate change is undermining efforts to end poverty. There is a lack of enthusiasm from the Global South for addressing climate change and a belief that prevention should be paid for by the developed economies which caused it. For many developing countries, tackling global warming is a relatively low priority and, given the uncertainty of its impacts, difficult to address.

Business and trade unions recognise that the poor should not be forced to choose between their own livelihoods and prosperity and saving the planet. DFID needs therefore to adopt climate change strategies that don't simply cut carbon, but maintain jobs, consumption and growth.

28. Any regulation on climate change in the developing world must address the chronic problems of government's lack of capacity to enforce. Here the lesson with the lack of enforcement of labour standards in an important one e.g. Is new environmental legislation in China any more likely to be complied with than the existing labour legislation?

29. There is a lack of knowledge on how to promote low-carbon development in the developing world, especially on agriculture. DFID's proposal to establish a Centre for Climate and Development is therefore to be welcomed and its remit needs to encompass issues of vulnerability and inequality as argued above. DFID can also assist in sharing knowledge on low-carbon technologies, especially those appropriate for the developing world (e.g. appropriate cooking technologies and systems that lock in carbon rather than emit into the atmosphere).

30. DFID should undertake a long-term drivers-of-change analysis to inform and enhance a five year joint global plan of DFID, DECC, HMT, and FCO to achieve rapid multilateral and bilateral progress towards a low-carbon path, including 'breakthrough' commitments from rich countries on adaptation finance, mitigation finance and domestic emission cuts.

Issue 3: Fragile and Conflict Affected States:

31. Decent Work and good labour standards are key tools in helping fragile and conflict-affected states develop into peaceful, democratic and prosperous states. Three key arguments were advanced by Forum participants:

32. Firstly, unequal and unfair labour markets can drive conflict, Decent Work can reduce it. Labour markets are an essential but neglected factor in the creation, maintenance and resolution of conflict. Poverty caused by a lack of a living wage, often supplies an 'army' of poor people willing to take up arms. Labour market inequality or exclusion is often an underlying cause of conflict and conflict is often sustained by the emergence of a 'war economies': where people gain their livelihoods from illegal mining, smuggling, extortion or theft. These labour market patterns often continue well into the so-called post-conflict period and are key causes of the frequent relapse into violence. This is especially a problem where the 'post-conflict' situation is used as an excuse to drive down labour standards, where people are nervous about more investment being pulled out of the country. However, this just leads to a vicious downward cycle of 'Indecent Work' and undermines efforts for social cohesion.Therefore DFID needs to be better understand how labour markets relate to conflict and how Decent Work and employment intensive strategies can reduce the likelihood of conflict emerging.

33. The development of state-led social security schemes including pensions can play an important role in strengthening fragile states, rebuilding state infrastructure and contributing to social cohesion by providing a predictable, regular level of income security. DFID should explore this approach in its work in fragile states and as part of its own and influencing of other's response to the economic crisis.

34. Reconstruction programmes should be seen as an opportunity to introduce decent work for local people, including apprenticeships. Too many rebuilding programmes import skilled labour from overseas and provide only low-skilled low-paid work to local unemployed people. Too much reconstruction spending fails to reach local people. Providing decent work for ex-

combatants is an important way to reintegrate them into society and discourage a return to violence. Also, the police and other security forces need to be paid a decent wage in order to deter corruption and give poor people better access to justice (Whilst bearing in mind that it is not justifiable to spend ODA on a wider range of police or military activities than the OECD DAC already allows. This should be made explicitly clear in the WP to avoid the accusation of HMG watering down its commitment to the 0.7 percent target for ODA).

35. DFID needs to set ambitious targets for creating local and decent jobs in post-conflict reconstruction. DFID's CDC should lead the way in terms of providing investment for Decent Work in fragile and post-conflict states

36. Women bear the brunt of conflict at all levels, and are rarely the cause of it. Empowering women through the provision of social protection and decent work is crucial and also an extraordinarily effective way of supporting those who rely on women, typically the most vulnerable. Those on the edge need to be offered social protection not just after conflict, but in all fragile states as many are living in constant crisis.

37. Secondly, trade unions and social movements play a crucial role in maintaining or expanding democratic space in fragile states and conflict-affected states. In South Africa, trade unions were instrumental in securing fundamental human and labour rights in the new constitution, immediately after the end of Apartheid. In Zimbabwe and Burma, they are a key voice against oppression. It a challenge for trade unions to operate within a conflict situation and most meet that challenge but are weakened in the process. DFID could study such examples with a view to ensuring that are trade unions and social movements are supported during crisis and given a voice in any reconstruction or rebuilding processes.

38. DFID should develop a relationship with trade unions in every country it works in. If a government begins to attack trade unions, as they did in Zimbabwe a few years before things began to get really bad there, it can be an early warning sign for future governance and conflict problems.

39. Thirdly, workers are not just resources for production, but important agents for peace, democracy and human rights. They need to be involved in reconstruction planning from the very beginning. The national trade union centres play a key role in representing the interests of working people and mapping out plans for economic and political recovery, especially during uncertain periods of transition when formal democratic systems may not be in place. DFID's approach must be as much based on supporting civil society in holding the state to account as on building the state.

40. Members of health, teaching and other public sector unions can make a big contribution to ideas about how to re-build essential services. And attracting professionals who have emigrated to return home is also vital.

41. If properly supported trade unions are also strong partners in strengthening post-conflict labour markets i.e. through apprenticeships, organising the informal economy and safeguarding and strengthening work standards.

42. Women voices are rarely heard, especially during times of conflict. Their trade union can strengthen their voice. Further DFID should help promote long term local and national changes in attitudes and beliefs, alongside a top-down approach, for example in tackling gender-based violence as a key justice and security issue.

43. DFID is in an excellent position to play an essential role in creating 'mature' social dialogue within the country, between government, business and unions – crucial for economic, political and social reconstruction. It can also play an important role in working with social partners and in working with the private sector to provide Decent Work.
44. DFID should provide some support to assist states to uphold their responsibility to protect. Funding innovative and small projects will also be vital since there is still much to learn about security and justice issues in the development context. It should focus should not only be on people's access to the state's security and justice structures, but also on their experience of those structures.
45. Finally there are different types of conflict – some with more political roots (e.g. Israel/Palestine) and others with more economic ones. (e.g. Sierra Leone). The UK government's role in contributing to a conflict, or its colonial past must be taken into account when considering assistance.

Issue 4: International Institutional Reform

46. Forum members welcome the inclusion of international institutional reform within the White Paper consultation. The economic crisis has increased the urgent need for Decent Work, and the critical role that international institutions can play in providing it. The discussion is particularly timely given that some international institutions are not 'fit for purpose': failing to represent the interests and voices of all their constituents.
47. The international community has recognised the importance of the Decent Work agenda as a response to the crisis in several important ways. Firstly, the recent G20 London Summit communiqué included a commitment to social protection and the creation of employment opportunities and a call upon the ILO, working with other relevant organizations, to assess past and future actions needed. Secondly, in this vein, the World Bank has recently revised its 'Doing Business' indicators which had previously rewarded governments engaging in labour market deregulation. According to the Bank, it has dropped these indicators: '*in order to accord favorable scores to worker protection policies that comply with the letter and spirit of the relevant ILO Conventions, recognizing that well-designed worker protections are of benefit to the society as a whole*'. Thirdly, Decent Work has been included within MDG1 – as sign of the broad international endorsement of the concept.

48. DFID can play a key role in turning these endorsements of Decent Work into action. It should work with international institutions to set more robust indicators for measuring Decent Work. Currently, MDG1 only measure the 'productive employment' pillar of Decent Work (looking at quantitative indicators of job creation) rather than the qualitative aspects of Decent Work such as social dialogue, social protection and rights at work. A measure of poverty that considers only income in the context of absolute poverty fails to capture, and hence address, the multifaceted nature of poverty. Given the importance of metrics for institutional self-assessment, and for assessing country-level progress against the MDGs, DFID must ensure that all four pillars of Decent Work – productive employment, social protection, social dialogue and rights at work – are included within development assessment metrics. It can start by developing its own indicators and setting ambitious targets to achieve. DFID should also lobby OECD and European member states and the European Commission to do the same.

49. The ILO is the leading UN agency working on these issues, and it has done much to promote decent work including developing more comprehensive Decent Work indicators and running Decent Work Country Programmes. It has designed a Toolkit for Mainstreaming Decent Work which aims practically to promote the shared principles of the Decent Work agenda within partner agencies and institutions. DFID could pilot the use of the Decent Work Toolkit in developing country assistance plans and better support the ILO's Decent Work Country Programmes.

50. The Performance Standards of the IFC (World Bank Group) are a positive example of a multilateral institution seeking to link capital flows to decent work promotion (The European Bank for Reconstruction and Development (EBRD) has adopted a similar approach). These standards require recipients of IFC funding to uphold national and internationally-recognised labour standards, yet the implementation of the standard is still very much a work in progress. Nevertheless, DFID could study the effectiveness of the IFC's approach and consider adopting a more robust version. Forum members could lend their considerable expertise in conducting such a study, and advising on appropriate models, monitoring and evaluation.

51. A further example of coordination around Decent Work promotion was cited in the form of the joint ILO-IFC 'Better Work' Programme, which seeks to harmonise private voluntary responses to labour standards compliance, foregrounding a 'business case' for respecting labour rights, while also strengthening the capacity of local state actors and social partners. This programme has delivered impressive improvements on the ground and DFID should consider supporting it.

52. The OECD is not expressly mentioned in the White Paper consultation document, and group participants felt that this institution was particularly relevant to its brief, given the importance of the MNE Guidelines and of the National Contact Point (NCP) in ensuring understanding of and adherence to labour standards. The role of the NCP could be boosted. Further, the OECD plays an important role in coordinating bilateral donor assistance – so could be a key site for increasing work and coordination on Decent Work.

53. At country programme level, the group discussed various ways in which the 'coordinating principle' of Decent Work was already affecting changes to the way that multilateral agencies operate in developing countries, suggesting fruitful avenues for further change. In particular, it was noted that several 'One-UN' programmes, such as those in Liberia and Albania, have already sought to organise activities around the Decent Work agenda.

54. The scale and timing of the involvement of workers' representatives in the formulation of country-level development programmes – such as EU NIPs and PRSPs – was cited as key by the group. While reform in this direction has been in place for some time, it was noted that there is ample scope to increase the engagement of labour within development planning. DFID should ensure that the development of all country assistance strategies involve trade unions and all voices of the poor.

55. Significant amounts of UK aid are given to the World Bank and IMF, without adequate accountability for this money. Given the influence over developing countries that these institutions have (often directly contrary to DFID's own policies), the UK should not give any further funding increases to the WB or IMF without a full review of their policy compatibility, and without far greater accountability and scrutiny.

56. DFID should pressure the WB and IMF to put an end to its harmful economic policy conditionality and its focus on overly fiscally conservative macroeconomics. Developing countries should be allowed more expansive fiscal and monetary policy options to stimulate demand, create employment, protect those affected and ensure that public services are maintained. It should also push for an end to the IMF's practice of setting quantitative targets for the public sector wage bill.
57. The World Bank and IMF must be radically reformed to ensure they are accountable and effective, ensuring that there is parity of voice between developing, developed and transition countries. The EU seats on the executive board should be consolidated to allow more room for other countries. There must also be an end to one country being able to have veto power by altering the amount of votes needed for a majority.
58. To address the issues of accountability and legitimacy within the IMF, DFID could support a variety of measures, such as ensuring council members can cast votes separately, or that there are no permanent members on the Council.
59. DFID should lobby other European Member States and the European Commission for policy coherence on social protection by developing a Communication on social protection, an often overlooked pillar of the DWA in European development cooperation.
60. DFID should use its influence with other international organizations. The G20 meeting in London gave the World Bank and the IMF significantly augmented resources and influence, therefore DFID should work with these organizations in designing new policies while revising old measures that were counter-productive. For example, regarding policies related to green jobs and global social floor, where DFID has an important role to play.

Appendix One:

Attendance list – Launch of the Decent Work and Labour Standards Forum, 12 May 2009

First Name	Last Name	Job title	Organisation
Moira	O'Shaughnessy	Senior International Assistant	Unite
Greg	Kaser	Project Director	HTSPE Ltd
Lesley	Roberts	Director	Pentland Group
Stephanie	Barrientos	Institute of Development Policy Management	University of Manchester
Van	Coulter	ILTUS Student	Ruskin College
Sam	Gurney	Policy Officer	TUC
Didem	Ozdemir	Research Fellow	TUC
Nita	Pillai	Head of Producer Research and Impact	Fairtrade Foundation

Jane Fiona	Cumming	Director	Article 13 Ltd
Annie	Watson	Adviser on International Development	TUC
Ruth	Pearson	Professor	Leeds University
Harriet	Eisner	Senior International Officer	Unite
Katharine	Kirk	Ethical Trade Director	Primark Stores Ltd
Paul	Russell	Joint International Unit (ILO)	DWP
Stephen	Richards	Joint International Unit (ILO)	DWP
Carlos	Montes	Director/Associate	Leaside Regeneration
Marilyn	Thomson	co-Director	CAWN
Jenny	Barrett	Development Officer	Ruskin College
Alice	Livingstone	Programmes Officer	Help Age International
Bridget	Sleap	Rights Policy Adviser	Help Age International
Martin	Budd	Database Manager / TUS Vice Chair	Veterinary Laboratories
Emily	Scott	Project Manager	ETI
Graham	Bennett	Director	One World Action
Derek	Jackson	Global Ethical Trading Manager	Monsoon Accessorize Ltd
Jackie	Simpkins	Trades Union Officer	War On Want
Simon	McRae	Senior Campaigns Officer	War On Want
Dominic	Eagleton	Policy Officer	ActionAid UK
James	McGowan	Head of Policy & Communications	ASLEF
Samuel	Wuma	General Secretary	Ugandan Rail Union
Martin	Cooke	Deputy Director	ETI
Gary	Willis	International Project Officer	PCS
Stephanie	Stuart	Director	Handicap International UK
Michelle	Newbigin	Corporate Responsibilty Manager	Mothercare
June	Hartley	Advocacy & Information Officer	Women Working Worldwide
Rachel	English	Project Co-ordinator	Women Working Worldwide
James	Maroney	Health & Education for All Campaign Intern	Oxfam GB
Marielle	Rowan	Principal Sociologist	Mott MacDonald Ltd

Phil	Pearson	TUC Senior Policy Officer	TUC
Steven	Oates	Adviser to Executive Director (Rights at Work)	ILO
Jon	Tugwell	Environment Manager	Fyffes
Giorgia	Muresu	Resource Mobilization Officer	ILO
Beverley	Hall	International Development Co-ordinator	Prospect
Mel	Lambert	Chairman	Promark Group, Delhi, India
Steve	Gibbons	Director	Ergon Associates
Owen	Tudor	Head of EUIRD	TUC
George	Lee	Policy Analyst	DFID
Gemma	Freedman	Project Officer	TUC
Miranda	Munro	Head of Equity and Rights	DFID
Alastair	Usher		Ergon Associates
Sameer	Khatiwada		ILO
Ariel	Castro	Student	Philippines TUC
Mary	Ogunbiyi-Samuel	Chevening Scholar	Ruskin College
Joanna	Ewart-James	Supply Chain Project Co-ordinator	Anti-Slavery International
Daniel	Blackburn	Director	ICTUR
Phil	Richards	Policy Advisor	BERR
Giles	Bolton	Head of Ethical Trading Policy	TESCO
Maggie	Burns		Women Working Worldwide
Kemi	Williams		DFID
Karen	Johnson		DFID
David	Campbell		DFID
Adams	Barasa	PA to General Secretary	COTU Kenya
Claire	Lissaman	Consultant - Ethical and Fair Trade	Ethical and Fair Trade
Deborah	McGurk		DFID
Louise	Nicholls	Head of Responsible Sourcing	Marks and Spencer
Joni	McDougall	International Solidarity Officer	GMB
Nick	Sigler	Head - International Department	UNISON

Appendix Two: What is Decent Work?

The following description of Decent Work, taken from ILO's 2008 Declaration on Social Justice for a Fair Globalization[1], (I. Scope and Principals, section A) is arguably the most definitive:

"(i) promoting employment by creating a sustainable institutional and economic environment in which:

- individuals can develop and update the necessary capacities and skills they need to enable them to be productively occupied for their personal fulfilment and the common wellbeing;
- all enterprises, public or private, are sustainable to enable growth and the generation of greater employment and income opportunities and prospects for all; and
- societies can achieve their goals of economic development, good living standards and social progress;

(ii) developing and enhancing measures of social protection – social security and labour protection – which are sustainable and adapted to national circumstances, including:

- the extension of social security to all, including measures to provide basic income to all in need of such protection, and adapting its scope and coverage to meet the new needs and uncertainties generated by the rapidity of technological, societal, demographic and economic changes;
- healthy and safe working conditions; and
- policies in regard to wages and earnings, hours and other conditions of work, designed 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;

(iii) promoting social dialogue and tripartism as the most appropriate methods for:

- adapting the implementation of the strategic objectives to the needs and circumstances of each country;
- translating economic development into social progress, and social progress into economic development;
- facilitating consensus building on relevant national and international policies that impact on employment and decent work strategies and programmes; and
- making labour law and institutions effective, including in respect of the recognition of the employment relationship, the promotion of good industrial relations and the building of
- effective labour inspection systems; and

[1] http://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms_099766.pdf

(iv) respecting, promoting and realizing the fundamental principles and rights at work, which are of particular significance, as both rights and enabling conditions that are necessary for the full realization of all of the strategic objectives, noting:

- that freedom of association and the effective recognition of the right to collective bargaining are particularly important to enable the attainment of the four strategic objectives; and
- that the violation of fundamental principles and rights at work cannot be invoked or otherwise used as a legitimate comparative advantage and that labour standards should not be used for protectionist trade purposes.