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DRAFT REPORT

on promoting decent work for all The EU contribution to the implementation of
the decent work agenda in the world
(2006/2240(INI))

Committee on Employment and Social Affairs

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MOTION FOR A EUROPEAN PARLIAMENT RESOLUTION

on promoting decent work for all. The EU contribution to the implementation of the decent work agenda in the world (2006/2240(INI))

The European Parliament,

- having regard to the Commission communication on promoting decent work for all - The EU contribution to the implementation of the decent work agenda in the world, (COM(2006)0249),
- having regard to the Commission Staff Working Document - Annex to Commission Communication on promoting decent work for all - the EU contribution to the implementation of the decent work agenda in the world (SEC(2006)0643),
- having regard to the opinion of the European Economic and Social Committee on "Promoting decent work for all - The EU contribution to the implementation of the decent work agenda in the world" (CESE 1054/2006),
- having regard to the ILO Declaration on Fundamental Principles and Rights at Work,
- having regard to the European Convention of Human Rights and Fundamental Freedoms,
- having regard to the ILO conventions,
- having regard to the Core Labour Standards,
- having regard to point 47 of the 2005 United Nations Summit Outcome,
- having regard to the adoption of the ministerial declaration by the UN Economic and Social Council on 5 July 2006, stating that there is an urgent need to create an environment at the national and international levels, conducive to generating full and productive employment and decent work for all, as a key element of sustainable development,
- having regard to the Report of 24 February 2004 of the World Commission on the Social Dimension of Globalisation (WCSDG), entitled "A fair globalisation: creating opportunities for all",
- having regard to the Commission communication on "the Social Dimension of Globalisation - the EU's policy contribution on extending the benefits to all" (COM(2004)0383),
- having regard to the Commission Staff Working Document - Second annual Report on Migration and Integration (SEC(2006)0892),
- having regard to its resolution of July 2002 on the Commission communication Promoting

core Labour Standards and Improving Social governance in the context of globalisation¹,

- having regard to its resolution of 23 October 2002 on the Commission communication Adapting to change in work and society: a new Community strategy on health and safety at work 2002-2006²,
 - having regard to document GB.289/ESP/3 of the 289th Session of the ILO Governing Body, Committee on Employment and Social Policy, "An update of the implementation of the Global Employment Agenda and related aspects of policy integration",
 - having regard to the ILO working paper on "Legal Aspects of trafficking for Forced Labour Purposes in Europe", April 2006,
 - having regard to the ILO working paper No 58 on "Decent work, standards and indicators", August 2005,
 - having regard to the ILO study on "Decent work deficits around the globe: measuring trends with index, August 2006,
 - having regard to the ILO note on "Decent work in national frameworks", Policy Integration department, October 2004,
 - having regard to Article 31(1), of the Charter of Fundamental Rights of the European Union which states that "every worker has the right to working conditions which respect his or her health, safety and dignity",
 - having regard to Article 152(1) of the EC Treaty which states that "a high level of human health protection shall be ensured in the definition and implementation of all Community policies and activities,
 - having regard to Rule 45 of its Rules of Procedure,
 - having regard to the report of the Committee on Employment and Social Affairs and the opinions of the Committee on International Trade, the Committee on Development, the Committee on Foreign Affairs, and the Committee on Women's Rights and Gender Equality (A6-0000/2006),
- A. whereas decent work should be defined as the productive work under conditions of freedom, equity, security and dignity, in the context of which rights are protected and adequate remuneration and social coverage are provided,
- B. whereas the means to achieve decent work should be adapted to each society's capacity and level of development; decent work applies to workers in the formal economy, to self-employed and home workers and has as additional essential components safety at work and healthy working conditions as well as work-related negotiations between workers, employers and authorities,
- C. whereas the promotion of decent work for all at all levels should be a global objective, as

¹ OJ C 271 E, 12.11.2003, p. 598.

² OJ C 300 E, 11.12.2003, p. 290.

called for by the World Commission on the Social Dimension of Globalisation; whereas this objective would be in keeping with the Millennium Development Goals, the commitments of the Copenhagen World Social Summit and economic governance and in particular with the above-mentioned ministerial declaration adopted by ECOSOC on 5 July 2006,

- D. whereas although the ILO is the body competent to define and negotiate the core labour standards, increased cooperation between the ILO and WTO secretariats is essential, and the EU representing 25 Member States has a significant weight and a major role to play in this field, as well as in the field of social governance,
- E. whereas the ILO's Decent Work Country Programmes as well as other efforts by international development agencies and the UN System aim to address the jobs challenge contribute in a broader context to national and regional development and poverty reduction strategies,
- F. whereas decent work is becoming the centrepiece of the fight against poverty and social exclusion,
- G. whereas indecent work situations can often be observed within the informal economy, undeclared and illegal activities, including forced and child labour,
- H. whereas, respecting cultural diversities, fair globalisation and the goals of full and productive employment and decent work for all, including indigenous people, people with disabilities, women, minorities, and young people is the main instrument for fighting poverty and social exclusion,
- I. whereas all international actors must find positive ways to respond to the demands of older people who need to have decent work opportunities or sufficient pensions if they are retired, considering that social protection is an integral part of decent work,
- J. whereas young people everywhere deserve to have chances of finding decent work;
- K. whereas educational systems adapted both to the demands of the knowledge society and to the need for an improved level and quality of employment play a crucial role in preparing youth for the labour market,
- L. whereas lifelong learning enables all persons to acquire the necessary skills to adapt to the changing needs of the labour market, contribute to its productivity and to take part as active citizens in the knowledge society,
- M. whereas all the Member States have drawn up national action plans for employment in line with the Employment Guidelines arising from the Extraordinary European Council meeting on employment in Luxembourg on 20 and 21 November 1997,
- N. whereas the European Employment Strategy (EES) aims to give direction to and ensure coordination of the employment policy priorities to which Member States should subscribe at EU level,
- O. whereas in its revised Lisbon Strategy for Growth and Jobs and European strategy on

sustainable development, the European Council on 22 and 23 March 2005, stressed the importance of developing working life in a socially sustainable way,

- P. whereas the EU has set itself a new strategic goal with the Lisbon Strategy: to become the most competitive and dynamic knowledge-based economy in the world, capable of sustainable economic growth with more and better jobs, social cohesion and a high degree of environmental protection,
- Q. whereas in order to strengthen the competitiveness of the EU in a socially sustainable way, it is important to improve productivity by promoting decent work and the quality of working life, including health and safety at work, a better balance between flexibility and security in employment, lifelong learning, mutual trust and participation as well as a better conciliation between private/family and working life; combating gender discrimination and all other forms of discrimination, as well as promoting the social integration of vulnerable groups, are integral parts of the efforts towards decent work,
1. Believes that the EU can make a significant contribution towards the promotion of decent work for all through both its internal and external policies, applying its social values and principles and putting forward its role at the international level;
 2. Calls on the Council and the Commission to take into account the considerations of the World Commission of the Social Dimension of Globalisation and to include the perspective of decent work in all the activities of the EU and its Member States;
 3. Calls on the Commission to put into practice its proposed strategy and orientations for a better mobilisation of the internal and external policies of the EU, especially in matters of development, trade, migration, external bilateral and multilateral relations;
 4. Emphasises that decent work agenda encompasses a number of universal strategies, which are not tied to a specific developmental model and is an instrument tailoring development to values and principles of action and governance which combine economic competitiveness with social justice;
 5. Welcomes the initiative announced in the Commission communication on decent work to encourage Member States, acceding countries and the candidate countries to ratify and apply ILO conventions related to employment policy, health and safety at work, maternity protection, security rights in case of mobility and migrant workers;
 6. Calls on the Commission to encourage the inclusion of the Core Labour Standards in the trade policy of the WTO Members as a point of reference; encourages the EU to consider the development of a network through reliable and responsible institutions, in charge of controlling parallel evolution of trade and decent work both at European and international level;
 7. Calls on the Commission, in collaboration with the international organisations of the UN, the national and regional organisations, the social partners, and the civil society to propose a strategy for the implementation of the ILO Decent Work Country Programmes and the integration of decent work in poverty reduction strategies and poverty reduction strategy papers as they can provide an added value to the fight for decent work for all;

8. Encourages the Commission to follow an integrated multi-dimensional approach in its activities based on four pillars: productive and freely chosen employment, labour law standards including the fundamental labour principles, social protection and social dialogue, mainstreaming the gender dimension in all the pillars;
9. Calls on the Member States to coordinate greater efforts on skill development in order to garner and share the benefits of new technologies and innovation; notes that decent work is achieved via growth, investment and enterprise development, together with social responsiveness;
10. Calls the Commission and the Member States to encourage the adoption of codes of conduct as voluntary initiatives at the enterprise or sectoral level complementing the national legislation and international standards;
11. Strongly recommends that the Member States promote the application of the concept of corporate social responsibility (CSR) by all companies, wherever they perform their activities, with the aim of creating a safe, flexible and high-quality working environment; invites the Multi-Stakeholder Forum and the future European Alliance on CSR to develop initiatives that would promote the inclusion of decent work as an important element of businesses social responsibility;
12. Calls the Member States to encourage the enterprises to provide for better information and consultation with workers representatives on health and safety issues at work in conformity with European labour standards;
13. Calls on the European social partners finally to agree on the autonomous framework agreement on violence at work as an example of promoting decent work, by taking into account all forms of violence at work in the different sectors; calls the Commission to monitor and inform the Parliament and Council on the development of these negotiations;
14. Asks the Commission to encourage the establishment of national programmes on decent work which would combine employment and social protection objectives, and calls on the Member States to make these programmes part of their national and regional development strategies;
15. Calls the Member States to implement effective, preventive and protective policies and programmes in order to increase the number, quality and the competencies and tools of the labour inspectorate in accordance with the Community legislation and the ILO Conventions so as to enforce the safety and health at work legislation;
16. Suggests coordinating the labour inspection services at EU level in order to facilitate a better exchange of best practices and the promotion of decent work;
17. Recognises the importance of the work of the Youth Employment Network and the ILO Decent Work Forum as peer exchange, support and review mechanisms; calls the Commission to support the development of these networks in EU partner countries together with ILO as a way to implement the global Employment Agenda;
18. Calls on the Member States to develop young people's employability, to improve their successful transition to the labour market and their access to career-oriented employment,

while ensuring consistency with a life-cycle and inter-generational approach;

19. Calls on the Member States to expand their investment in infrastructure needed for the use of information communication technologies and in the education and training of young people with shared investments from both the public and private sectors;
20. Calls on Member States, when implementing EU policies, to generalise access to lifelong learning opportunities, even in geographically remote and rural areas and to implement specific measures adapted to local realities so as to guarantee the employability of all within a changing work environment;
21. Calls on the Commission and the Member States to integrate the gender dimension into all policies and programmes promoting decent work and asks Member States to guarantee equal opportunities for men and women for decent work;
22. Calls on the Commission and the Member States to take all the necessary measures to ensure the conciliation between private/family and working life with a view to increase women's participation into the labour market and to examine and eliminate the causes that could undermine the effectiveness of such measures;
23. Calls on the Commission and the Member States to cooperate with NGOs, women's organisations and networks for the economic and social empowerment of women in developing countries and the promotion of decent work at all levels;
24. Calls Member States to adopt national policies to promote equality of opportunity and treatment for workers, whatever their age; calls Member States to take measures to prevent discrimination against older workers and to ensure voluntary retirement, the gradual transition from work, and flexible pension-age;
25. Calls Member States to reinforce the Open Method of Coordination in the field of social security at all levels so as to achieve all the necessary reforms of their social security systems;
26. Within the framework of a consistent approach to international labour migration, calls on the Member States who have not done so to ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families;
27. Calls on the Member States to establish a common standard definition of forced labour and abuse of vulnerability in order to reduce confusion and bias in judicial decisions;
28. Welcomes the new integrated strategy for children's rights announced in the Commission communication Towards an EU Strategy on the Rights of the Child (COM(2006)0367) and recalls that action against child labour, as defined in the ILO Convention No 182, and forced labour must be mainstreamed into national and international measures;
29. Welcomes the Commission's intention to produce a follow-up report to its communication on decent work by 2008;
30. Underlines that a worldwide review of the decent work agenda in 2008 would be an important rallying point and an opportunity for the EU to further demonstrate its

commitment in this area;

31. Calls on the Commission to submit to the Parliament specific figures on how decent work is financed in order to better assess, in terms of funding, the political commitment;
32. Instructs its President to forward this resolution to the Council and the Commission.

EXPLANATORY STATEMENT

Background

The decent work concept was proposed by the ILO in 2000 at formulating a universal political objective of promoting employment and improving working conditions, going beyond the respect for the fundamental social rights as defined by the eight core labour standards conventions of the ILO¹. It consists of the following four strategic objectives, with gender equality as a crosscutting objective:

- Job creating
- Guaranteeing rights at work
- Extending social protection
- Promoting dialogue and conflict resolution

In 2006, at the high-level segment of the UN's Economic and Social Council (ECOSOC), a ministerial declaration was adopted underscoring the priority of managing to attain productive, full-time employment and decent work for all.

The meeting was the first international summit to take on board the recommendations made by the UN Summit of Heads of State and Government organised in September 2005. 150 global leaders agreed to place full and productive employment and Decent Work as a central objective of relevant national and international policies, in the efforts to achieve the Millennium Development Goals.

The European Parliament² had already called for the strengthening of the social dimension of globalisation and for the promotion of decent work for all, in accordance with the ILO's strategy in this area.

Commission's Communication

The Commission's Communication aims to go beyond just ensuring minimum labour rights by giving a clear indication how the promotion of decent work could be achieved. This includes promoting job creation, improved governance and social dialogue, identifying and addressing decent work deficits, better cooperation between the main stakeholders and reducing corruption.

The Commission envisages several actions, which include:

- Strengthening the contribution of decent work in EU development policy and external aid

¹ *Core labour standards:*

- Convention No 87 on freedom of association of employers and workers organisations
- Convention No 98 on promotion of collective bargaining
- Conventions Nos 138 and 182 on elimination of child labour
- Conventions Nos 29 and 105 on elimination of forced labour
- Conventions Nos 100 and 111 on equal remuneration for men and women

² A6-0308/2005 and A5/0251/2002.

- Reinforcing cooperation with regional, international organisations, the business community and other parts of civil society
- Emphasising the need for decent work for all in its agreements and cooperation with countries outside the EU including candidate, neighbouring, developing and developed countries
- Strengthening decent work in an open trade regime
- Encouraging countries to formulate a 'road map' towards establishing decent work for all, taking into account the needs and specific situations of partner countries

Position of the drafts person

The drafts person believes that the EU can play a significant role in the promotion of decent work for all through both its internal and external policies, through its social model and its role at international level. To this end and in order to better evaluate the impact of the EU activities, Ms Panayotopoulos requests the Commission to submit periodically to the European Parliament and Council an impact assessment report of all the different EU policies on the promotion of decent work for both EU and its partner country workers.

Furthermore, only an effective application of methodologies and indicators can show the progress made in implementing the decent work agenda.

The current rules of globalization following the logic of increased liberalization in all spheres of economic and social policies push towards a global labour market, even if it still remains highly segmented. This raises the issue of developing and, subsequently, ratifying and applying the appropriate norms for a fair global labour market. The drafts person encourages the Member states and candidate countries to ratify and apply the ILO Conventions. It emerges from the table that most of the countries analysed did not ratify the following ILO Conventions:

- Convention No 168 on *employment policy*
- Convention No 155 on *health and safety at work*
- Convention No 183 on *maternity protection*
- Conventions Nos 118 and 157 on *equality of treatment and maintenance of social security rights in case of mobility*
- Conventions Nos 97 and 143 on *migrant workers*

The recent Codification of the Maritime Labour Convention, which sets out seafarers' rights to decent conditions of work and is an example of the promotion of decent work at sector level, still needs to be ratified by all EU countries.

The drafts person agrees with the European Commission that the endorsement of social

objectives cannot under any circumstances be used for protectionist purposes. The objective should be to achieve social progress at all levels and ensure that it is spread fairly for the benefit of all. Furthermore, Mrs Panayotopoulos believes that labour market flexibility and employment security are not mutually exclusive objectives, but with appropriate practices should reinforce each other. Even though there is no one-size-fits-all model of labour market policies, there are some institutional characteristics that can help improve the effectiveness of labour markets. Some of them are the social dialogue, the long-term establishment of active labour market policies as a component of macro-economic policy, sound labour management relations, support for development of institutional capacities and an expenditure which is adjusted to the changing phases of the business cycle. Additionally, a greater effort on skill development for workers and managers is vital to get and share the benefits of new technologies. Rapidly changing skill requirements call for a comprehensive effort to increase the educational level in all countries and especially in developing countries. This would call for national policies for an integrated educational system in which workers skills are permanently upgraded and youth is being prepared for the challenges of globalisation. In order to mainstream youth employment into national development strategies, measures to enhance the employability of youth should be a key component of active labour market policies and educational reforms.

Despite economic growth of 4.3 per cent in 2005 that increased world output by some US\$2.5 trillion, the global economy is nowadays failing to deliver enough new jobs for those entering the job markets¹. With reference to people with no work at all unemployment is at its highest point ever and stands at nearly 192 million worldwide (about 6 per cent of the global workforce). Of these unemployed, the ILO estimates that 86 million (about half the global total) are *young people* aged 15 to 24². The draftsman recognises this problem and calls the Commission to support the development of the Youth Employment Network in EU partner countries together with the ILO as a way to implement the global Employment Agenda.

In addition, Ms Panayotopoulos stresses the need to integrate a gender dimension into the agendas of decent work. Women are less paid and receive less training than their male colleagues and are at higher risk to live in poverty as they get older.

Lastly, the draftsman recalls the issues of migrant workers, of whom women now represent nearly half, and who constitute also a growing share of the world's workforce. In 2000 there were more than 86 million *migrant workers* throughout the world, with 34 million of these in developing regions³. The ILO estimated in 2004 that 2.45 million people in *forced labour* had been trafficked across international boundaries. Of these, about 43 per cent had been destined for commercial sexual exploitation and a third for economic exploitation⁴. The draftsman recalls that actions against child labour should be taken at national and international level so as to alleviate child exploitation and poverty and achieve decent work

¹ ILO: "Changing patterns in the world of work", Report I (C), International Labour Conference, 95th Session 2006.

² Ibidem.

³ ILO: "Towards a fair deal for migrant workers in the global economy", Report IV, International Labour Conference, 92nd Session, Geneva, 2004.

⁴ ILO: "A global alliance against forced labour", Global Report under the follow-up to the ILO Declaration, Report I (B), International Labour Conference, 93rd Session, Geneva, 2004, para.60.

for adults everywhere.

ANNEX I: Level of ratification of the ILO conventions in the Member States and candidate countries

	EU - 15															10 New Member States										ACCESSION 2007		CANDIDATE COUNTRIES			
	BE	FR	UK	DE	IT	NL	LU	DK	IE	EL	PT	ES	AT	FI	SE	CY	CZ	EE	HU	LV	LT	MT	PL	SK	SI	BG	RO	HR	TU	FYROM	
Core Labour Standards																															
C87	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
C98	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
C138	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	-	-	+	+	+	+	+	+	+	+	+	+	+	+	+
C182	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
C29	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
C105	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
C100	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
C111	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
Conventions on employment policy																															
C122	+	+	+	+	+	+	-	+	+	+	+	+	+	+	+	+	+	+	+	+	+	-	+	+	+	-	+	+	+	+	+
C168	-	-	-	-	-	-	-	-	-	-	-	-	+	+	-	-	-	-	-	-	-	-	-	-	-	-	+	-	-	-	-
Convention on occupational guidance and training																															
C142	-	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	-	+	+	+	-	+	+	+	-	-	-	+	+	+
Conventions on employment services																															
C88	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	-	+	-	+	+	-	+	+	+	+	-	+	+	+
C181	+	-	-	-	+	+	-	-	-	-	+	+	-	+	-	+	-	+	-	+	-	+	-	-	-	-	+	-	-	-	-
Convention on job security																															
C158	-	+	-	-	-	-	+	-	-	-	+	+	-	+	+	+	-	-	-	+	-	-	-	-	+	-	-	-	+	+	+
Convention on health and safety at work																															
C155	-	-	-	-	-	+	+	+	+	-	+	+	-	+	+	+	+	-	+	+	-	-	-	+	+	-	-	+	+	+	+
Convention on occupational health services																															
C161	-	-	-	+	-	-	-	-	-	-	-	-	-	+	+	-	+	-	+	-	-	-	-	+	+	+	-	-	+	+	+
Conventions on labour inspection and administration																															
C81	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	-	+	+	+	+	+	+	+	-	+	+	+	+	+	+
C150	-	-	+	+	+	+	+	+	-	+	+	+	-	+	+	+	+	-	-	+	-	-	-	-	-	-	-	-	-	-	-
Conventions on minimum wage fixing and protection of wages																															
C26	+	+	+	-	+	+	+	-	+	-	+	+	+	-	-	-	+	-	+	-	-	+	-	+	-	+	-	-	+	+	-
C95	+	+	+	-	+	+	-	-	-	+	+	+	+	-	-	+	+	-	+	-	-	+	+	+	-	+	+	-	-	+	-
C131	-	+	-	-	-	+	-	-	-	-	+	+	-	-	-	-	-	-	-	+	+	+	+	-	-	+	-	+	-	-	+
Convention on maternity protection																															
C183	-	-	-	-	+	-	-	-	-	-	-	-	+	-	-	+	-	-	+	-	+	-	-	+	-	+	+	-	-	-	-
Conventions on migrant workers																															
C97	+	+	+	+	+	+	-	-	-	-	+	+	-	-	-	+	-	-	-	-	-	-	-	-	-	+	-	-	-	-	+

	BE	FR	UK	DE	IT	NL	LU	DK	IE	EL	PT	ES	AT	FI	SE	CY	CZ	EE	HU	LV	LT	MT	PL	SK	SI	BG	RO	HR	TU	FYROM
C143	-	-	-	-	+	-	-	-	-	-	+	-	-	-	+	+	-	-	-	-	-	-	-	-	+	-	-	-	-	+
Convention on reconciling working life and family life																														
C156	-	+	-	-	-	+	-	-	-	+	+	+	-	+	+	-	-	-	-	-	+	-	-	+	+	+	-	+	-	+
Convention on vocational rehabilitation and employment																														
C159	-	+	-	+	+	+	+	+	+	+	+	-	+	+	+	+	-	+	-	+	+	+	+	+	+	-	-	+	+	+
Convention on protection of indigenous and tribal peoples																														
C169	-	-	-	-	+	-	+	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Convention on Social Security (minimum standards)																														
C102	+	+	+	+	+	+	+	+	+	+	+	+	+	-	+	+	+	-	-	-	-	-	+	+	+	-	-	+	+	+
Conventions on equality of treatment and maintenance of social security rights in case of mobility																														
C118	-	+	-	+	+	+	-	+	+	-	-	-	-	+	+	-	-	-	-	-	-	-	-	-	-	-	-	-	+	-
C157	-	-	-	-	-	-	-	-	-	-	-	+	-	-	+	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Conventions on effective promotion of collective bargaining																														
C151	+	-	+	-	+	+	+	+	-	+	+	+	-	+	+	+	-	-	+	+	-	-	+	-	-	-	-	-	+	-
C154	+	-	-	-	-	+	-	-	-	+	-	+	-	+	+	+	-	-	+	+	+	-	-	-	+	-	+	-	-	-
Convention on Tripartite consultation																														
C144	+	+	+	+	+	+	-	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	-	+	+	-	+	+	-	+
Convention on information of workers representatives within the enterprise																														
C135	-	+	+	+	+	+	+	+	-	+	+	+	+	+	+	+	+	+	+	+	+	+	+	-	+	-	+	+	+	+

Note: +: convention ratified, -: convention not ratified yet

ANNEX II: Decent Work Ranking

Dharam Ghai, "Decent Work: Concept and Indicators", *International Labour Review*, Vol. 142 (2003), No. 2

Country	Gender disparities	Employment	Social dialogue	Social protection	Average ranking	Overall ranking
Australia	8	14	11	21	13.5	14
Austria	12	5	9	9	8.8	5
Belgium	16	16	5	7	11.0	8
Canada	5	8	10	19	10.5	7
Denmark	8	2	2	2	3.5	2
Finland	2	10	3	3	4.5	4
France	18	19	22	4	15.8	20
Germany	11	9	13	5	9.5	6
Greece	21	20	16	14	17.8	21
Ireland	14	22	6	18	15.0	19
Italy	19	18	7	12	14.0	15
Japan	13	3	18	22	14.0	15
Luxembourg	22	7	8	11	12.0	10
Netherlands	16	13	14	8	12.8	12
New Zealand	7	17	16	16	14.0	15
Norway	2	3	4	6	3.8	3
Portugal	10	12	14	17	13.3	13
Spain	20	21	20	15	19.0	22
Sweden	1	1	1	1	1.0	1
Switzerland	15	5	19	10	12.3	11
United Kingdom	5	15	12	13	11.3	9
United States	4	11	21	20	14.0	15

* Using labour force participation indicator

Patterns of decent work performance

In order to sketch out decent work profiles of the industrial countries, it is useful to group them in the following categories:

Nordic: Denmark, Finland, Norway and Sweden

Anglo-Saxon: Australia, Canada, New Zealand, United Kingdom, United States

Continental: Austria, Belgium, France, Germany, Italy, Luxembourg, Netherlands, Switzerland

Industrializing: Greece, Ireland, Portugal, Spain

Japan does not fit into any of these categories.

The *Nordic countries* perform well on all indicators except the unemployment rate, where Sweden and Denmark are average and Finland is among the poor performers.

ANNEXI II: Decent Work and Economic Performance: Combined Ranking

Country	Decent work ranking	Economic performance ranking	Average ranking	Overall ranking
Australia	14	2	8.0	4
Austria	5	17	11.0	11
Belgium	8	13	10.5	9
Canada	7	12	9.5	6
Denmark	2	1	1.5	1
Finland	4	8	6.0	3
France	20	8	14.0	19
Germany	6	18	12.0	14
Greece	21	20	20.5	22
Ireland	19	4	11.5	13
Italy	15	22	18.5	20
Japan	15	5	10.0	7
Luxembourg	10	10	10.0	7
Netherlands	12	6	9.0	5
New Zealand	15	11	13.0	15
Norway	3	3	3.0	2
Portugal	13	14	13.5	17
Spain	22	15	18.5	20
Sweden	1	21	11.0	11
Switzerland	11	15	13.0	15
United Kingdom	9	18	13.5	17
United States	15	6	10.5	9

The *industrializing countries* are poor on all indicators. There are exceptions for a few indicators: gender disparities (Ireland and Portugal average), labour force participation (Portugal average), unemployment rate (Portugal good), inequality, social protection and social dialogue (Ireland good). When it comes to economic performance, it is interesting to note that this typology does not hold. For example, while Denmark and Norway are among the best performers, Sweden is among the poor performers. Likewise in the Anglo-Saxon group, Australia and the United States are among the best, New Zealand and Canada in the middle and the United Kingdom among the lowest-ranking. In the continental group, Netherlands is among the best, France, Luxembourg and Belgium among the middle-ranking, and Switzerland, Austria, Germany and Italy among the lowest-ranking. In the industrializing group, Ireland is among the best, Portugal and Spain are among the middleranking and Greece among the poor performers.