



## **16th Asia and the Pacific Regional Meeting**

Bali, Indonesia, 6–9 December 2016

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### **The Bali Declaration**

#### **Adopted at the 16th Asia and the Pacific Regional Meeting in Bali, Indonesia, on 9 December 2016**

#### **Context**

At the conclusion of the Asia–Pacific Decent Work Decade, the 16th Regional Meeting deliberated on the achievements made, remaining challenges and the ILO’s role in bringing about a future of inclusive growth with decent work.

The region is one of vast diversity and dynamism. It has made remarkable economic progress, but growth is slowing down. While not evenly spread, incomes have increased on average. Labour productivity has also increased. The incidence of extreme poverty declined and social protection coverage was expanded.

However many challenges remain. Millions of workers still live in extreme poverty and more than 1 billion are in vulnerable employment. Income inequality has increased. Youth unemployment is persistently high. Child and forced labour still exist. Women often remain disadvantaged in the labour market and the gender pay gap remains too high. The number of economic migrants, refugees and internally displaced persons has soared. Informality is on the rise. Many workers face significant decent work deficits. The gap between rich and poor is widening.

There is a need now to address decent work deficits in a more comprehensive and concerted way. Growth will have to be made more inclusive. Labour governance and social dialogue will need to be improved. The autonomy and independence of workers’ and employers’ organizations need to be enhanced and respected. In order to be effective, policies will also need to take into account and respond to current megatrends such as demographic shifts, technological advances, enhanced integration through trade and investment, migration, as well as climate change.

The 2030 Agenda provides the overarching framework for our aspiration, with decent work as a major driver for sustainable development.

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## Priorities for national policy and action

Governments, employers and workers in the region agree that action to promote decent work fosters inclusive growth and social justice, stimulates economic dynamism and innovation, and drives sustainable development.

Building and strengthening labour market institutions that enable the realization of decent work for all are key to addressing the challenges faced by constituents.

During the period leading up to the 17th Asia and the Pacific Regional Meeting, policy priorities for member States in the region, to be implemented in consultation with the social partners, include:

1. realizing fundamental principles and rights at work and increasing the ratification rate as well as the application of fundamental labour standards, particularly the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), including a policy environment that enables the realization of these rights;
2. developing policies for more decent jobs through:
  - (a) macroeconomic policy frameworks for inclusive growth;
  - (b) an enabling environment for sustainable enterprises and entrepreneurship;
  - (c) institutions for skills development, certification and valuation that are responsive to employers' and workers' needs through social dialogue;
  - (d) targeted efforts at promoting decent work for traditionally disadvantaged categories of workers, including youth, people with disabilities, migrant workers, national minorities and indigenous peoples, and people living with HIV and AIDS;
  - (e) the elimination of non-standard forms of employment that do not respect fundamental principles and rights at work, and are not in accordance with elements of the Decent Work Agenda; and
  - (f) measures facilitating the transition of workers from the informal to the formal economy, particularly the extension of labour market institutions to rural areas;
3. responding to the impact of technological innovation on employers and workers;
4. accelerating action to eliminate child labour and forced labour;
5. reversing widening inequalities and the incidence of low-paid work by:
  - (a) investing in collective bargaining as a wage-fixing mechanism;
  - (b) building on a minimum wage floor through social dialogue; and
  - (c) sharing of productivity increases;
6. building resilience in situations of crisis arising from conflicts and disasters, through the promotion of employment-intensive recovery and stabilization measures based on respect for decent work principles;
7. closing gender gaps in opportunity and treatment at work through:

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- (a) measures to break down barriers to women's labour force participation and advancement;
  - (b) promotion of equal pay for work of equal value;
  - (c) extended maternity protection measures;
  - (d) measures enabling women and men to balance work and care responsibilities;
8. enhancing labour migration policies based on relevant international labour standards that:
    - (a) recognize the labour market needs of all;
    - (b) are based on the General principles and operational guidelines on fair recruitment (2016), including no charging of recruitment fees or related costs to workers; and the entitlement of workers to keep in their possession travel and identity documents;
    - (c) provide adequate protection to all migrant workers, including through better portability of skills and social security benefits;
    - (d) take into account the ILO Multilateral Framework on Labour Migration (2005);
    - (e) redress employer–worker relationships that impede workers' freedom of movement, their right to terminate employment or change employers, taking into account any contractual obligations that may apply, and their right to return freely to their countries of origin;
  9. recognizing the potential of global supply chains (GSCs) and addressing decent work deficits in line with the conclusions of the 2016 ILC discussion on decent work in GSCs;
  10. maximizing the opportunities for decent work arising from investment, trade and the operation of multinational enterprises, through the promotion and application of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (2006);
  11. extending social protection, including by establishing sustainable social security systems and by establishing, maintaining and upgrading social protection floors comprising basic social security guarantees based on the Social Protection Floors Recommendation, 2012 (No. 202);
  12. strengthening social dialogue and tripartism based on full respect for freedom of association and collective bargaining, and the autonomy and independence of workers' and employers' organizations;
  13. strengthening labour market institutions, including labour inspection.

In the implementation of these policy priorities all relevant international labour standards should be taken into account.

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## ILO action

In the period leading up to the 17th Asia and the Pacific Regional Meeting, we request the ILO to provide constituents with enhanced support to achieve the abovementioned policy priorities through:

14. the development of an implementation plan on supporting constituents to give effect to the Bali Declaration, to be reviewed every two years and to be submitted to the constituents and to the Governing Body;
15. Decent Work Country Programmes, designed and implemented in consultation with the social partners. Country programmes should be actioned and regularly updated in line with the Bali Declaration, constituent needs and progress towards the 2030 Sustainable Development Agenda;
16. a campaign to promote the ratification and implementation of fundamental labour standards;
17. building capacity of constituents to effectively contribute to decent work for sustainable and inclusive development through enhanced social dialogue and collective bargaining;
18. data-driven and evidence-based research to inform improved labour and employment policy development, including on issues related to the future of work;
19. better data collection and reporting on the status of the world of work, with particular emphasis on labour relations and employers' and workers' organizations;
20. technical advice to strengthen labour market institutions, in consultation with member States and social partners;
21. programmatic assistance to promote an enabling environment for the development and creation of sustainable enterprises;
22. strengthening capacity-building programmes for employers' and workers' organizations;
23. the promotion of overall economic and social policy coherence and enhanced collaboration within the UN system and with regional organizations and the international financial institutions.

We request the ILO to provide a report to the 17th Asia and the Pacific Regional Meeting on the actions taken and the support provided to give effect to this Declaration.