



ITUC-Asia Pacific

INTERNATIONAL TRADE UNION CONFEDERATION – ASIA PACIFIC

1 October 2019

ITUC-AP Report on the Survey of the implementation of the Bali Declaration adopted at the 16th Asia and the Pacific Region Meeting of the ILO in Bali, Indonesia, on 9 December 2016

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EXECUTIVE SUMMARY

This is a report based on a survey carried out by the ITUC-AP covering 51 affiliated organisations of the ITUC-AP in 27 countries in February – April 2019 to measure the impact and the implementation process of the Bali Declaration, which was adopted at the 16th Asia and the Pacific Regional Meeting (APRM) of the International Labour Organization (ILO) held in Bali, Indonesia on 9th December 2016.

The Declaration requested the ILO to provide constituents with enhanced support to achieve the 13 priorities for national policy and to review its implementation plans every two years in order to measure the implementation of the Declaration and where necessary to improve its implementation for the remainder of the period. The first review will be discussed by the Governing Body its 337th Session (24 October–7 November 2019).

The ITUC-AP report measures the actions taken by the affiliated organisations in the region; review the policies adopted by Governments and the support provided by the ILO in the implementation. The report will be used by the ITUC AP to inform ILO of the implementation by the unions, suggest ways to improve ILO interventions in order that the priorities as outlined in the Declaration are fully implemented before the next APRM scheduled to be held in 2020.

The survey reflects a mixed bag of results in terms of the implementation of the Bali Declaration. However, it is clear that trade unions in the region recognise that there was a lack of initiatives taken by the Government in terms of implementation of policies based on the priorities of the Bali Declaration.

Therefore, it will be highly important for an intensive discussion in the ILO Governing Body on the mid-term report of the implementation of the Bali Declaration in order that appropriate measures are taken in the next few months to effectively implement the Declaration before the occasion of the next APRM in 2020.

The following are the recommendations arising out of the survey.

1) Greater awareness about the Bali Declaration

Greater awareness about the Bali Declaration and its 23 specific priorities must be achieved amongst the constituents of the ILO and the ILO Regional and Country Offices. To this end, the cooperation between the International Labour Office and the ITUC-AP must be further strengthened in order to promote the publicity and importance of the Declaration in the programmes and activities of the ILO, the ITUC-AP, Governments and the unions. In the national context, special attention must be paid to ensure that all priorities of the Bali Declaration are addressed not only by ministries responsible for labour and employment issues, but by governments as a whole.

2) Improving tripartism and social dialogue

Labour governance, particularly in the form of tripartism and social dialogue, must be improved as this is a key to achieving priorities of the Declaration. To this end, a stable political climate must be created where the autonomy and independence of trade unions and employers' organisations are fully respected in compliance with Conventions 87 and 98. The ILO must better focus on its nature of tripartism in all its programme/project and have effective consultation with its national constituents if it is necessary to engage with other partners, including civil society organisations.

3) Specific strategies for selected priorities

Specific strategies must be developed for selected priorities, including a campaign for the ratification of fundamental Conventions, particularly Conventions 87 and 98. There is need for a consolidated approach involving the ILO, the ITUC-AP and national trade unions, including a policy and political environment that enables the realisation of the fundamental rights. Consideration should be given for the establishment of a joint task force made up of the ILO Regional Office, the ACTRAV and the ITUC-AP with a view to developing strategies with effective allocation of ILO resources.

4) Strengthening ILO capacity building programmes for trade unions

The ILO must continue to strengthen its capacity building programmes for unions to develop their capacity to organise, conduct collective bargaining effectively and participate in establishing and implementing processes of economic, social and labour policies, including those identified as national priorities by the Declaration. Capacity building programmes must be strengthened on International Labour Standards and ILO supervisory mechanisms

5) Strengthening convergence of the ILO and trade union agendas

The gap between the ILO and the trade union movement, if any, must be closed. Although representatives of trade unions participate in all decision-making bodies of the ILO, it is a reality that many of trade unions feel that they are not well supported by the ILO. The gap must be closed by establishing and strengthening mutual relations. Trade unions must reaffirm that they are a responsible constituent of the ILO and recognise how their national priorities can be advanced through the ILO. The ILO must develop its activities and

programmes with such a perspective in mind. The ILO must achieve this mutuality by determining its activities and programmes in a way to be more responsive in addressing trade union needs and priorities and better able to bring resources and effort to bear promptly where they are most needed through more efficient and effective cooperation and consultation with national trade unions and the ITUC-AP. In this regard, the role of the ACTRAV within the Office is essential and must be further improved.

1. Introduction

This is a report based on a survey carried out by the ITUC-AP in February – April 2019 to measure the impact and the implementation process of the Bali Declaration, which was adopted at the 16th Asia and the Pacific Regional Meeting (APRM) of the International Labour Organization (ILO) held in Bali, Indonesia on 9th December 2016.

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2. Objectives and Scope of the Survey

The main objective of the survey was to measure the level of implementation of the Bali Declaration since it was adopted in December 2016. The focus was that the findings of the survey will assist ITUC-AP make recommendations on the plans for the implementation for the remaining of the period till 2020 when the next APRM would be held. This was to analyse which priorities were implemented, which priorities were not implemented and how could the implementation process be improved.

The suggestions made would be for the actions by the ILO, ITUC-AP and the affiliated organisations of the ITUC-AP. The survey would also contribute to the discussion that would take place at the ILO Governing Body on the mid-term evaluation of the implementation of the Bali Declaration. The survey covered unions affiliated with the ITUC-AP. The survey was sent to 51 organisations in the Asia and the Pacific Region and that involved 27 countries. The responses received were from 27 organisations in 20 countries. This represented a good sample of the cross section of the affiliates and the countries in the region.

3. Survey Methodology

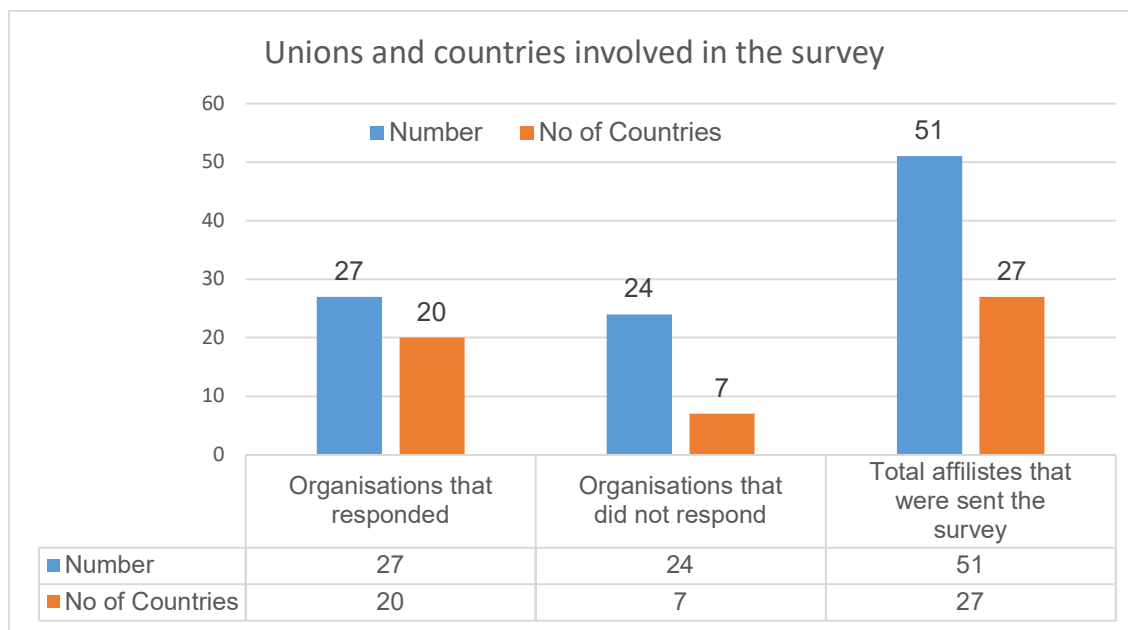
The methodology included questionnaire sent out to the affiliated organisations of the ITUC-AP, follow up interviews were held with unions, desk review and consultations with the ITUC-AP leadership. The questionnaire was based on the 23 priorities contained in the Bali Declaration. It focused on what actions were taken by the unions, the Governments, the ILO and how the Governments and the ILO had assisted the unions in the implementation process. The survey was confined to the ITUC-AP affiliated organisations in the Asian and Pacific region. The survey was sent to 51 organisations in 27 countries and the responses received were from 27 organisations in 20 countries. In other words, the responses received covered more than 50% of the ITUC-AP affiliated organisations and approximately 75% of the countries.

4. Survey Findings

Q.1. Survey participation

Twenty-seven organisations from 20 countries responded to the questionnaire. A copy of the list of the organisations is attached with the report.

Graph 1.1



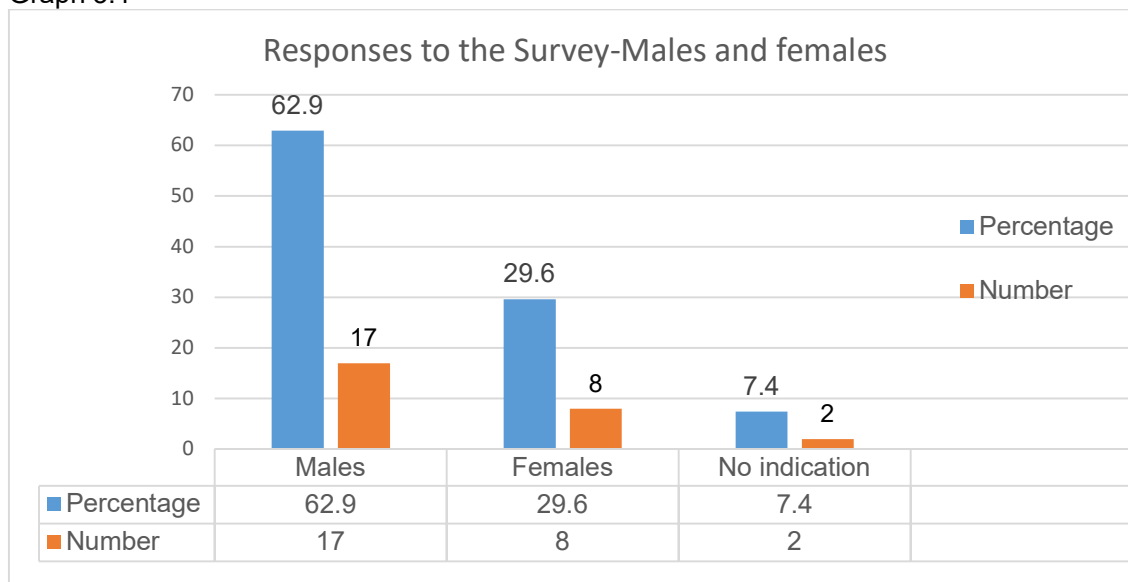
Q.2. Position of person completing the survey

The survey was completed by top leadership of the organisations including General Secretaries, Presidents or the Heads of Departments.

Q.3. Respondents

Overwhelming number of responses received were from male leadership who completed the survey forms. Seventeen (17) males and eight (8) females were responsible for the completion the survey. Two organisations did not respond in this regard.

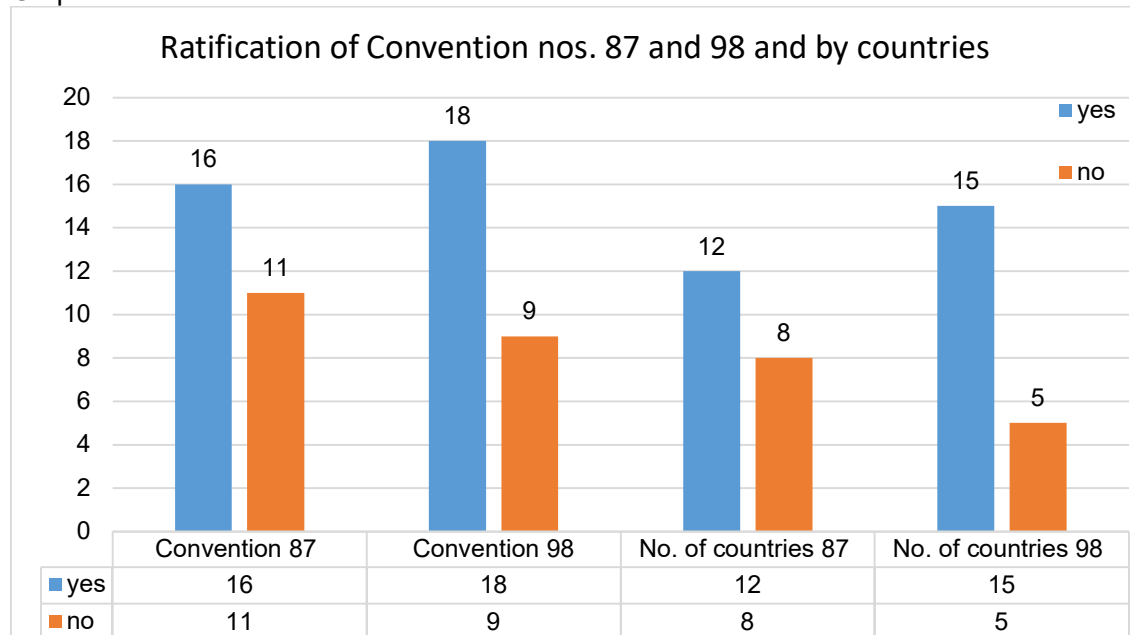
Graph 3.1



Q.4. One of the major priorities of the Bali Declaration is on the ratification of ILO Fundamental Conventions particularly Convention Nos. 87 and 98 on Freedom of

Association and the Rights to Collective Bargaining. Many countries in the region have not ratified these Conventions. Has your country ratified them?

Graph 4.1



Q.5. If either or both Conventions have not been ratified, what are some of the reasons for no ratification? (E.g. The Government does not attach any importance to it.). Some of the reasons given are given as follows.

Australia, Sri Lanka, Fiji, responded that this was not applicable to them as they had ratified these Conventions. The Cook Islands reported that they had become an ILO Member State in June 2015. Much of their focus had been on the capacity and capability development of CIWA and Government officials on understanding the role, functions and the commitments of ILO to member countries. It had been busy establishing a Tripartite Labour Council to identify legislative gaps in the existing Employment Relations Act; law reform to strengthen the existing employment law, workplace safety, workplace injuries and accidents, workers compensations and minimum wage negotiations. Priority was placed on the collaboration efforts from the tripartite partners to accelerate the ratifications of ILO C182 and ILO C.144 in August 2018.

CTUM (Myanmar) reported that the Government and employers objected to ratify Convention 98 because they did not want to implement the right to collective bargaining system in Myanmar. In a tripartite meeting, the Government and employers said that they were afraid that if they did not implement the ratified conventions, the ILO and the international community would take action on them as on Forced Labour Convention No. 29.

The Nepalese affiliates reported that the Nepal Government argued that there was no need to ratify ILO Convention No. 87, on Freedom of Association and Protection of the Right to Organise as the fundamental rights of workers was written in Nepal Constitution and the Labour Law. They reported that the Government was not interested to ratify even though the unions had organised many meetings with the parliamentarians and high-level officers of the Government. ANTUF reported that C. 87 was not ratified, but it was practised at the workplaces.

The Government have a lack of political will to ratify Convention Nos. 87 and 98, reported HMS (India). The Government was also of the view that it wanted to remove certain clauses in the Convention which related to extension of Freedom of Association to police and the military personnel.

The FKTU (Korea) said that the Korean government and some national experts insisted that domestic laws needed to be revised first before the ratification of fundamental ILO Conventions could be considered.

The MTUC (Malaysia) reported that the labour laws in Malaysia were restrictive in terms of allowing workers and unions to have the freedom to exercise their rights. They said ratification has, so far, been not considered as the laws are not in line with the convention on Freedom of Association. Union pluralism is not allowed, union registration is restrictive and union recognition for bargaining is limited. With the ushering in of the new Government since last year there has been some discussion on the ratification of C 87. However, it has to be seen if the Minister would be able to make the decision and announce it at the 2019 ILC.

The TTUC (Thailand) reported that the Government had unnecessarily prolonged the issue of ratification.

SNTUC (Singapore) reported that some of the existing legislation in Singapore will need to be changed in order to be able to ratify convention No. 87. However, the government has difficulty amending them as it viewed provisions such as giving the Registrar of Trade Unions power to check union accounts as necessary to protect the interest and welfare of workers as they paid union fees.

The NZCTU reported that the Government had indicated in a letter from the Minister of Workplace Relations to the NZCTU dated 14 February 2019 that New Zealand's non-ratification of Convention 87 and 138 'reflects long-held and considered policy positions regarding the scope of lawful strike action and age-based regulation of work, which prevent compliance with the letter of the Conventions.' The NZCTU strongly disagreed with the position and called on the New Zealand Government to take immediate steps to ratify all core ILO Conventions including Convention 87.

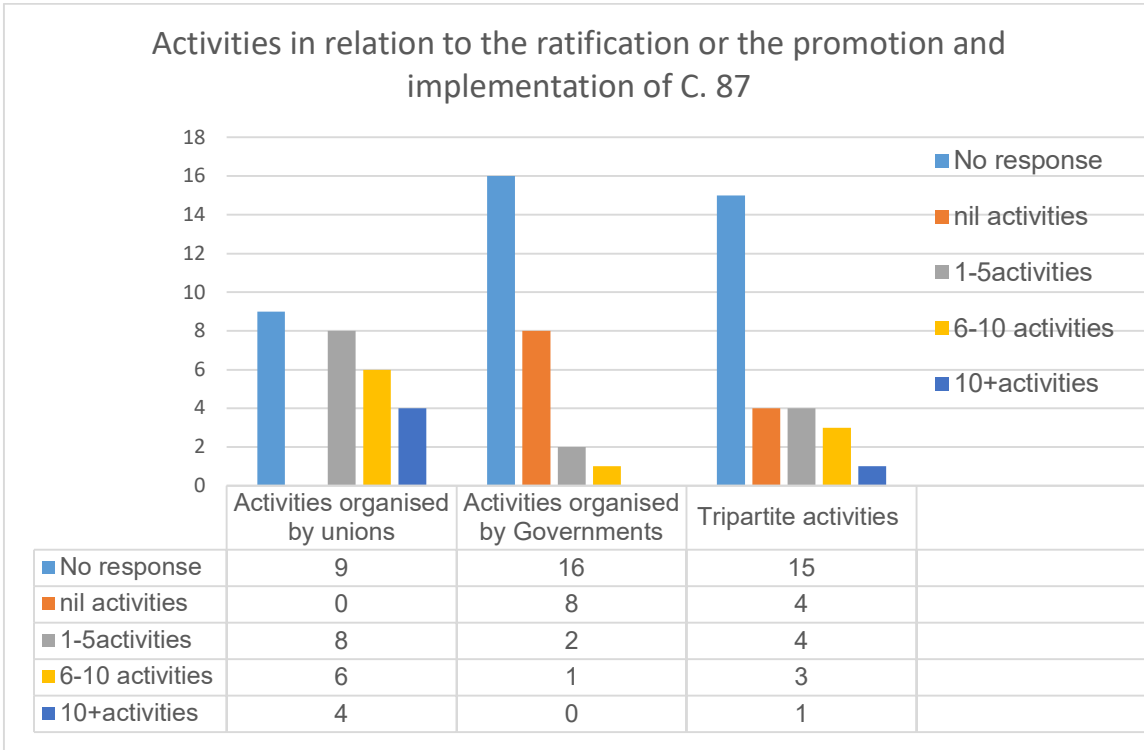
Q.6. Has your union or your Government organised activities for the promotion, implementation or the ratification (if not ratified) of Conventions Nos. 87 and 98?

In relation to the campaign for the ratification or the promotion or the implementation of Convention No. 87 it is very obvious that the unions have organised an overwhelming number of activities. Graph 6.1 shows that 8 unions had organised between 1-5 activities; 6 unions had organised between 6-10 activities and 4 unions had organised over 10 activities during the period. In contrast it shows that Government had organised very few activities and similarly very few tripartite activities were held.

The Thailand affiliate responded that over the last 10 years over 100 activities were organised and that, however, Thailand had still not ratified either of the conventions Nos. 87 or 98. In Thailand some of these activities were not only done by the Government and ILO but also the ITUC/ITUC-AP and GUFs, including some initiatives taken by the ITUC-Thai Council. ITUC-AP conducted two activities with the Thai affiliates.

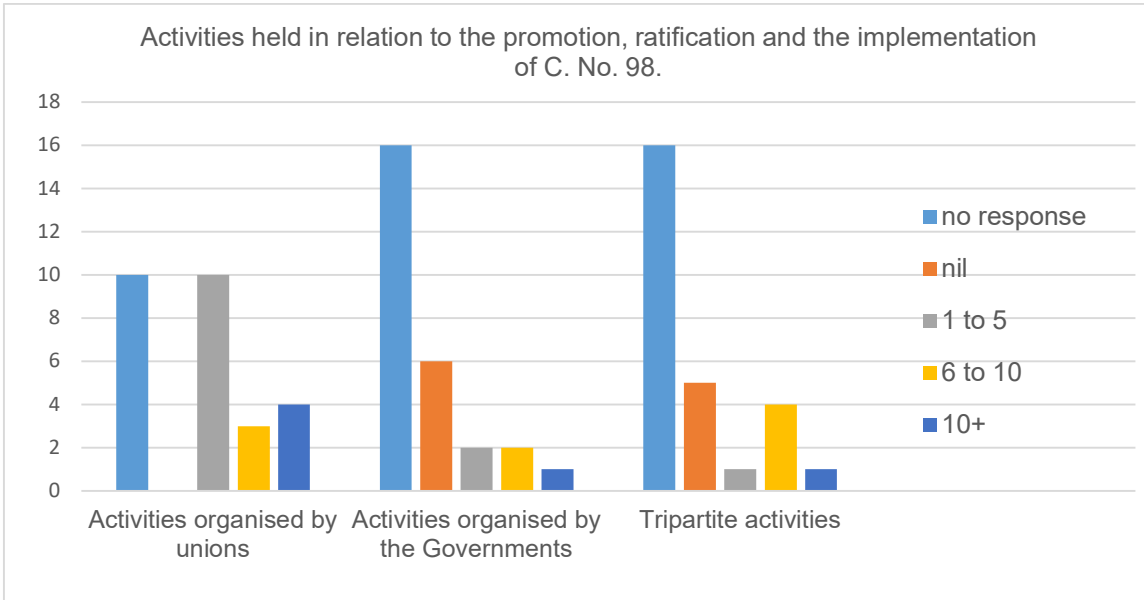
The CTUM, Myanmar reported that the Government had ratified the convention and now they were in the implementation process. The unions were pushing the government to respect Freedom of Association and asked that the Labour Organization Law should be amended in accordance with Convention 87.

Graph 6.1



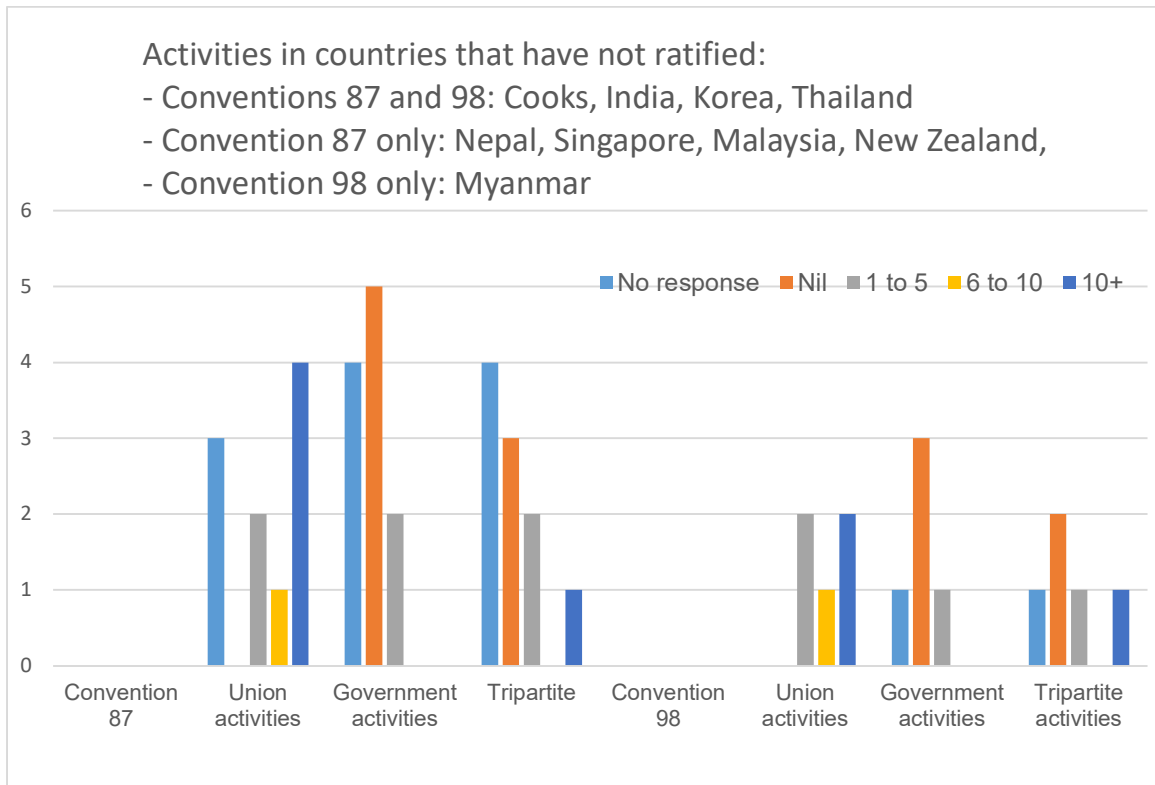
Graph 6.2 shows the high number of activities were organised by the unions compared to the number of activities organised by the Government and the number of tripartite activities.

Graph 6.2



The number of countries that have not ratified either both or one of the Conventions 87 and 98 remains high compared to the rest of the regions of the world. Graph 6.3 shows the summary of responses of affiliates from countries that have not ratified.

Graph 6.3



It is significant to note that some the economically advanced countries like New Zealand and Korea have not ratified Convention 87. Also, other significant countries and emerging markets like India, Malaysia, Thailand, and Singapore in the region have failed to ratify these core Conventions. The graphs show that while unions have focused on carrying out activities in this regard there is absence of any focus by Governments and also a lack of any tripartite activities despite the fact that one of the significant recommendations of the Bali Declaration was on the ratification and related it to the improvement of law and practise and the need to stop abuse of and the denial of trade union and worker rights in the region.

Q.7. What has been the support from the ILO on the ratification or the promotion of Convention No. 87 and 98?

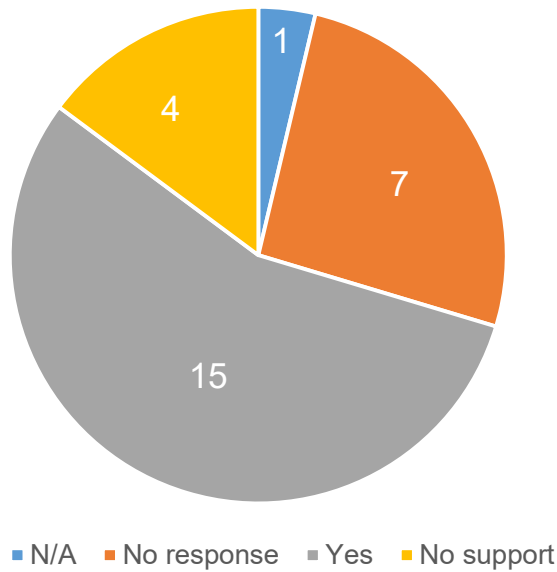
Priorities 13-23 of the Bali Declaration talk about the support and assistance from the ILO to help governments, workers and employers in the implementation of the priorities. Some questions were targeted at measuring the assistance by the ILO.

Graph 7.1 shows that most of the affiliated organisations were supported by ILO. In a direct question to the affiliates whether they received support from the ILO, 15 responded that they received support, 4 responded that they did not get any support, and 7 did not respond to the question (Graph 7.1).

However, in relation to direct support for the campaign or the promotion of the ratification of ILO Conventions 87 and 98, Graph 7.2 reflects that only 9 responded that there was support to union activities and 6 responded that there was support to tripartite activities.

Graph 7.1

There was support provided by the ILO Country Office, ACTRAV or the Regional Office

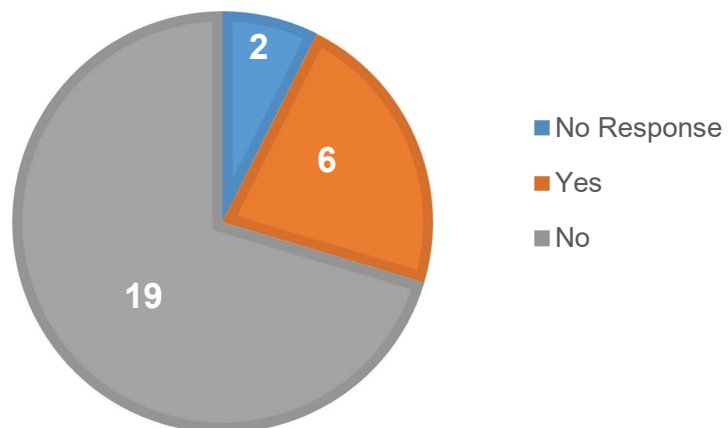


Q.8. Are you aware of any region-wide plans or strategies developed by the ILO on the ratification of the Conventions?

In relation to whether ILO had any region-wide plans or strategies for the ratification of ILO Conventions, it can be seen from the graph that 19 out of the 25 organisations that responded said that they had no knowledge of such a strategy or plan.

Graph 8.1

Are you aware of any region-wide plans or strategies developed by the ILO on the ratification of the conventions?



Q.9. If there has been a lack of support from the ILO (ACTRAV, Regional Office, Country Office), what has been some of the reasons for the lack of support?

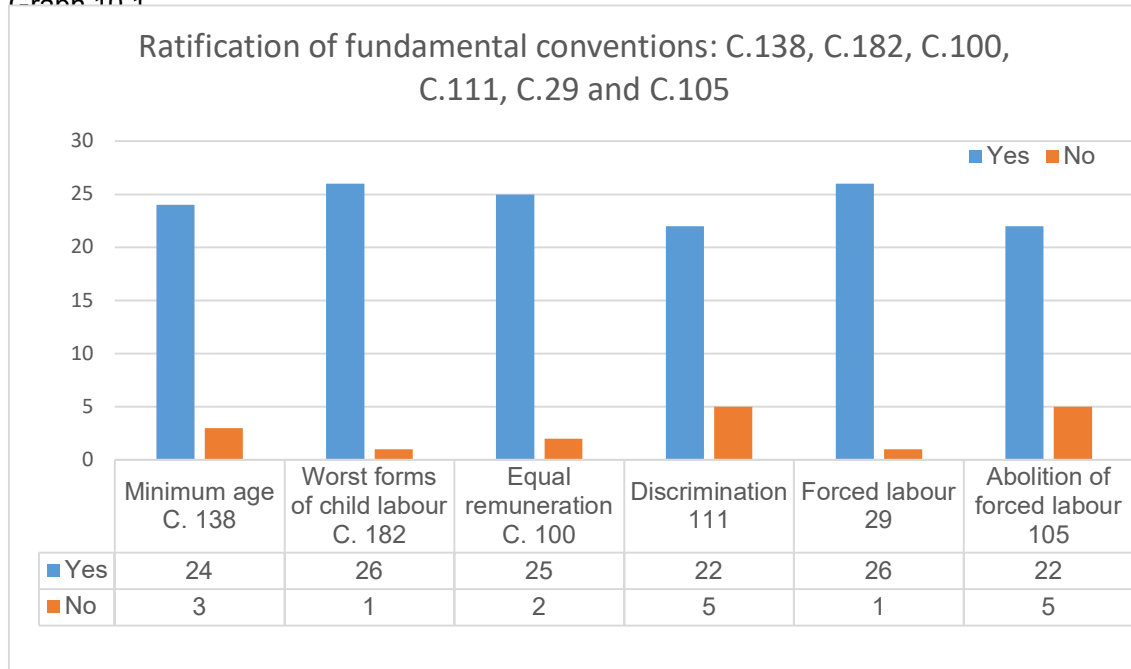
Some of the responses were as follows:

- a) Bangladesh - The ILO Bangladesh Office had intently developed a self-made national trade union platform (National Coordination Council for Workers Education – NCCWE). The union claimed that the ILO had continued to work with the platform for the past more than 20 years for their own convenience. It suggested that action was needed so that the mindset of the ILO Bangladesh Office in this regard was changed and ITUC's constant political pressure was essential to make that happen. The recognition of the ITUC-Bangladesh Council was the only solution to make positive changes and building a stronger trade union representation at national level and to enable effective participation in ILO activities.
- b) Cambodia - the ILO ACTRAV was biased and supported only one set of unions who had certain ideology.
- c) Cook Islands - There was support from ILO. The ILO had initiated training for tripartite and social partners in the country.
- d) Fiji – Support to the trade unions were impeded.
- e) Israel - Since Israel had ratified Conventions No. 87 and 98 there was no request for support from the ILO.
- f) Indonesia – KSPI commented that KSPI had never been invited to any ILO meeting to discuss specifically about freedom of association, and added that the ILO worked in other areas such as palm oil issue, migrant workers for fishery, HIV AIDS, gender training, Sustaining Competitive and Responsible Enterprises (SCORE) project.
- g) Malaysia - The MTUC responded that it took a long time for the ILO/ACTRAV to respond to requests made by unions. Also, ACTRAV had informed that they did not support activities for capacity building including organising works or training on collective bargaining that were some of the priorities of the MTUC.
- h) Myanmar – The CTUM in Myanmar responded that the ILO ACTRAV and Country Office provided all necessary support for the promotion of and the ratification of Conventions as well as their implementation.
- i) Nepal – The NTUC responded that the ILO had been constantly supporting the NTUC in regards of ratifying ILO conventions as it had already ratified 7 fundamental Conventions except C. 87.
- j) New Zealand – The NZCTU had added that they had not requested support.
- k) Pakistan - The PWF commented that while they saw that ACTRAV had full interest to support unions, however, the ILO Country Office in the last three focused only on OSH and not on Conventions 87 and 98.
- l) Singapore - SNTUC commented that Singapore was a developed country with strong tripartism culture and where labour issues were resolved through consultations with tripartite partners. Thus, there was no need for support from ILO such as Decent Work Country Programme. However, they added that they knew that if they needed technical advice from the ILO on ratification of conventions and protocols, the ILO would be able to assist.
- m) Thailand – the TTUC in Thailand commented that ILO worked closely with government only.

The responses by the unions indicate that there is a lack of any coordinated strategy in the region in order to improve the ratification rate of the fundamental conventions. Considering that the Bali Declaration had specifically prioritised ratification, the ILO should have better developed strategies and made plans for the ratification purposes.

Q.10. The region has low ratification of other fundamental conventions. Has your country ratified these conventions?

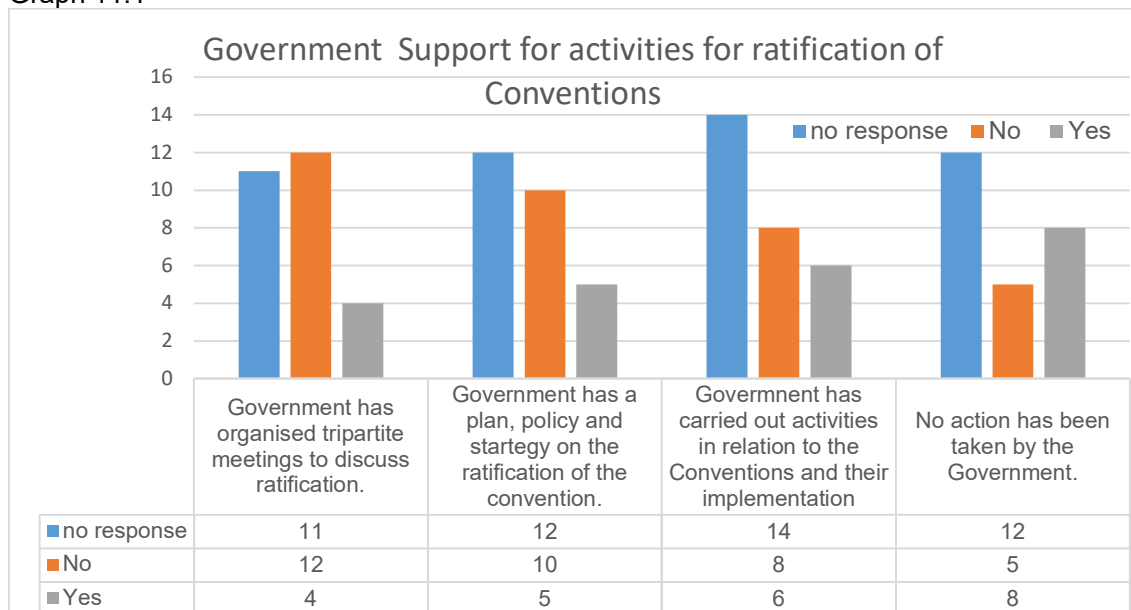
Graph 10.1



Most of the affiliates had responded that their Governments had ratified fundamental conventions on child labour, worst forms of child labour, equal remuneration, non-discrimination and forced labour. However, 5 organisations indicated that their Governments had not ratified abolition of forced labour and non-discrimination. Other conventions have not been ratified by some Governments.

Q.11. For those countries that have not ratified any or some of these Conventions what actions, if any that has been taken by the Government?

Graph 11.1

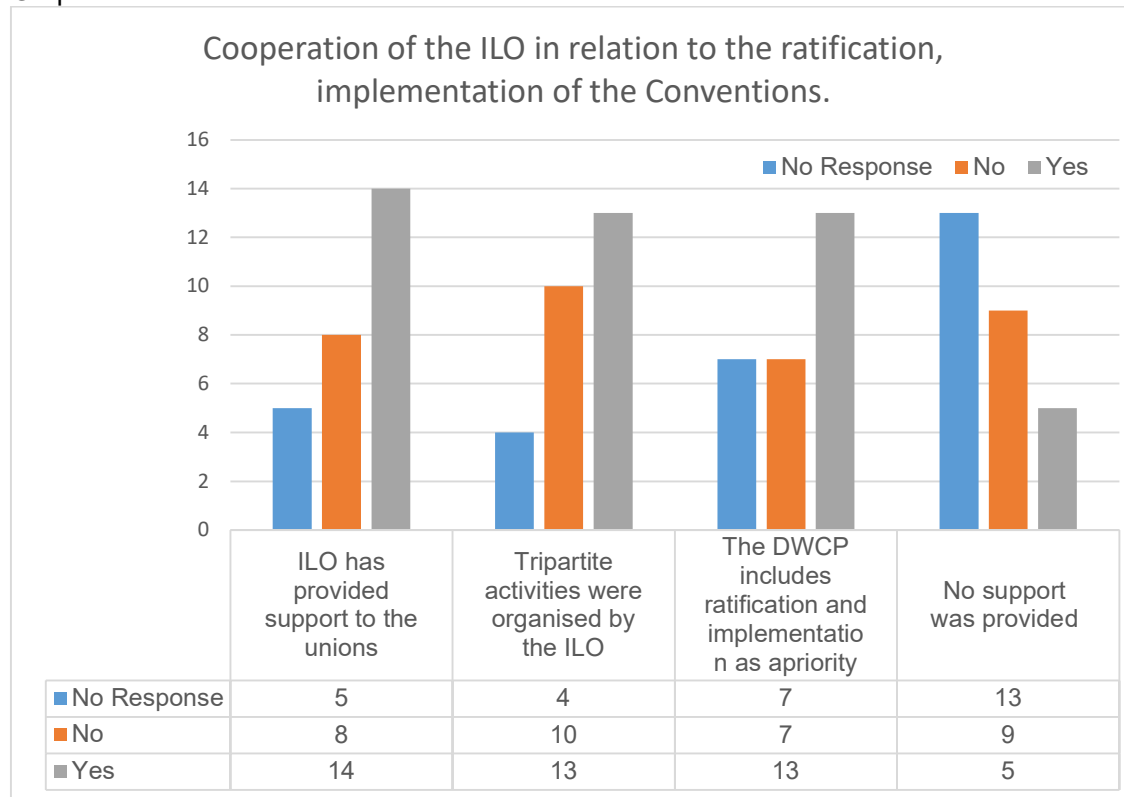


Graph 11.1 shows that there is a lack of action by the Governments in terms of ratification of Conventions. Very few Governments, only 4 had organised any tripartite meetings to discuss

ratification. Only 5 organisations responded that their Governments had shown some policy or action plan for ratification.

Q.12. What has been the cooperation of the ILO in relation to the ratification, implementation of the Conventions?

Graph 12.1



The responses from the unions indicate as shown in Graph 12.1 that about half of the unions responded that the ILO had provided some support or organised some activities as support to the unions for the promotion and the ratification of conventions. PWF specifically mentioned that there was no support provided for union activities in the last three years. KSPSI also mentioned that no support had been provided.

Q.13. What were the reasons for getting no support from the ILO (if no support was provided)?

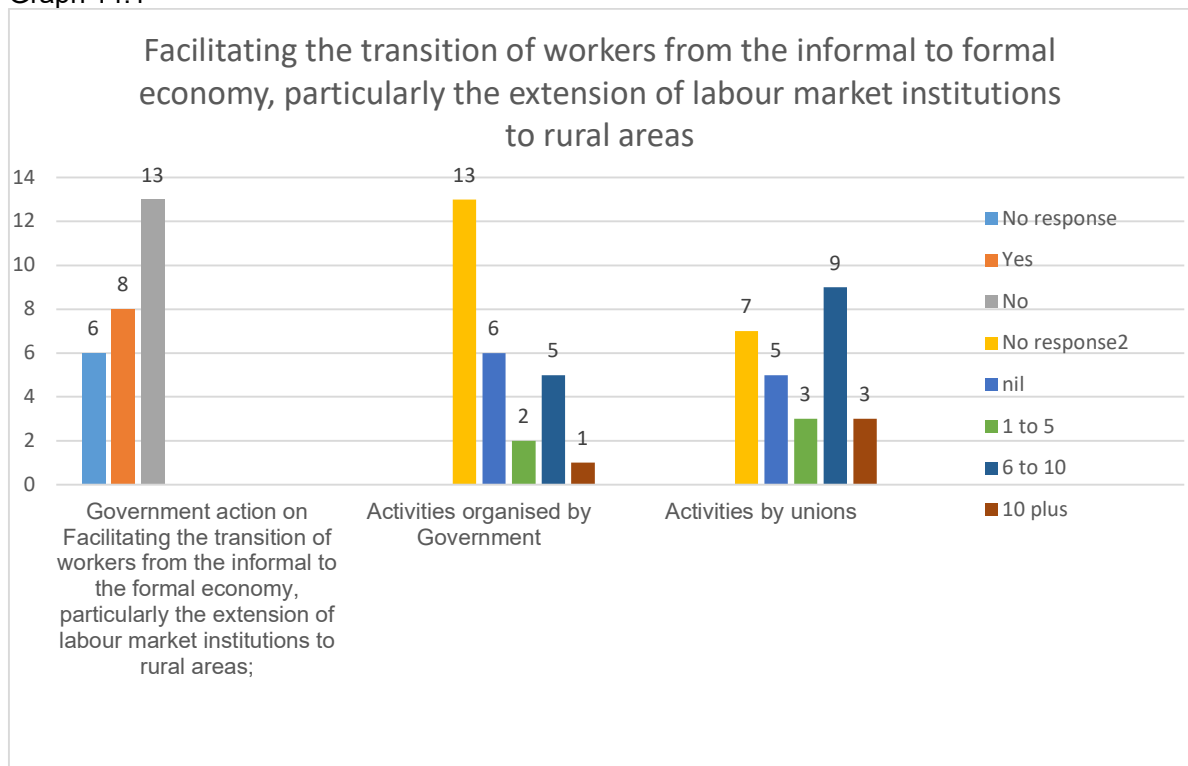
- The ACTU commented that the Government is made to consider ratification of Convention No. 138 on Child Employment because they intend to sign an FTA with the EU which requires ratification of this unratified Convention.
- Bangladesh unions commented that there was a lack of seriousness and interest from the side of the ILO Country Office to effectively engage with national trade unions.
- The FTUC commented that they were not aware of any such reasons and added that in fact no support had been forthcoming for workers activities on the Bali declaration for 2018, 2019 and to-date.
- The MTUC commented that there had been no particular support for ratification of any of the Conventions. The MTUC had been campaigning for the ratification of C. 87. While support had been extended for the revision of the labour laws by the ILO under the Labour Law Review project, no specific support has been provided for the ratification purposes.

- The PWF said that the ILO Country Director had less interest in area of Freedom of Association and Right of Collective Bargaining and as such no assistance was provided in that regard.
- The NTUC (Nepal) commented that the ILO had constantly provided support to the NTUC.

The responses from the unions as reflected in the above graphs show that there is a sense of dissatisfaction amongst unions in relation to their need for support from the ILO, in particular, the need for support for ratification of the fundamental Conventions.

Q.14. In promotion for decent work for all the Declaration had identified a number of polices that the Government was asked to implement in consultation with unions and employers. What have the Governments and unions done in this regard so far?

Graph 14.1



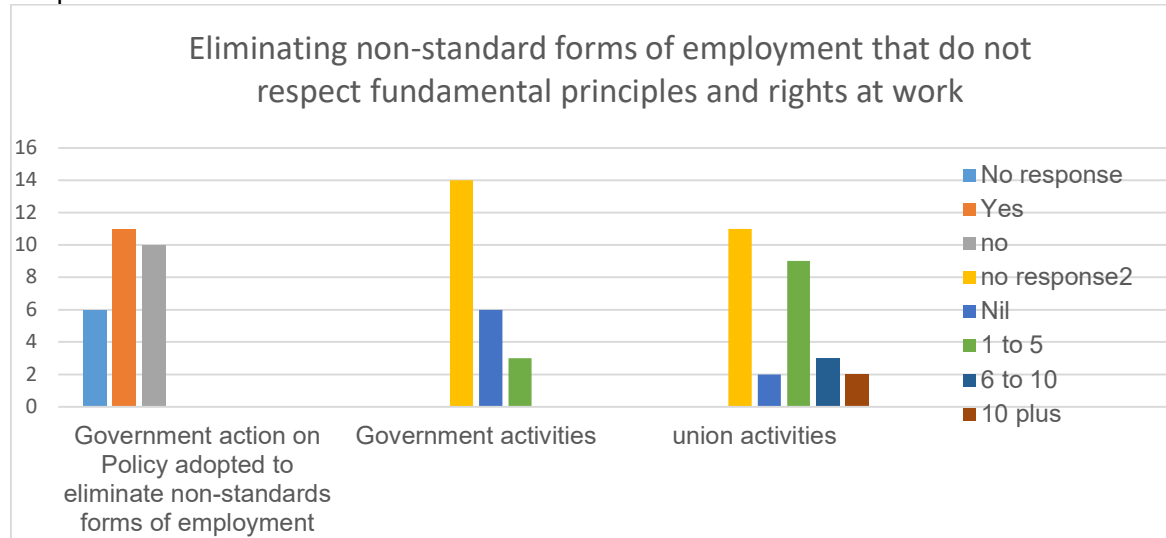
In relation to the priority on the facilitation of transition of workers from informal to formal economy the responses from the unions show that not much attention has been paid by the Governments in this regard. Thirteen of the 27 organisations that responded said that there was no action taken by the Governments. Unions had organised many more activities than the Governments. Some of the specific comments in this regard included as follows.

The CTUM responded that the government did not want to change its policy on the implementation of ILO core conventions. They added that the Government was doing the opposite and was trying to in-formalize the formal economies. They added that the Government had organized many tripartite meetings but they did not want to implement ILO conventions. Instead of that, they were trying to undermine the ILO conventions by saying that in the Myanmar context it was not important. They would look at the implementation in their own Myanmar way. However, the CMTU said the union was providing employment contract

trainings and collective bargaining system. In the employment contracts and collective bargaining system, they were trying to include formalization of informal economies.

On the other hand, the Nepalese unions reported that the Government had adopted a new Labour Law (2017) and a Social Security Act (2017) for the first time in Nepal and that would cover workers in the informal economy.

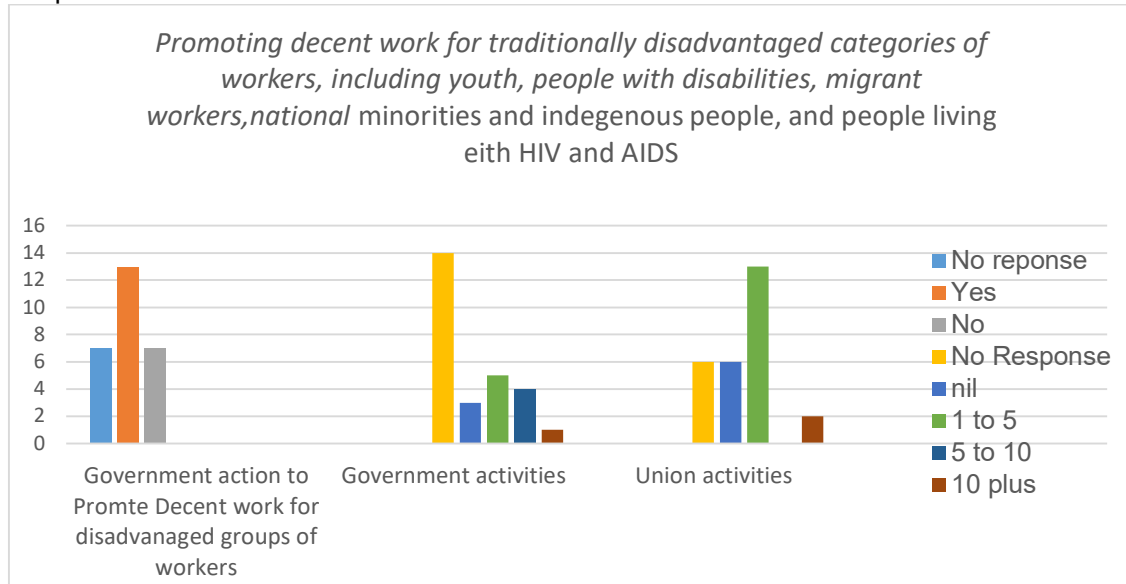
Graph 14.2



In relation to the Bali Declaration priorities on the elimination of non-standards forms of employment, the responses received from the unions show that Governments are not taking actions to eliminate such practises. Half the responses said that the Governments were not taking any actions in this regard and very few activities were carried by the Governments. In the meantime, the unions had organised many activities highlighting the problems of non-standards form of employment and opposing such practises.

The ACTU, Australia reported that they had been running cases in the Fair Work Commission (Arbitration Court) to make full time casual workers into permanent full-time jobs. They had been taking up cases in the court to make “delivery” workers change their status from independent to employees. Some union also reported that they have been discussing the issue in their training programmes.

Graph 14.3

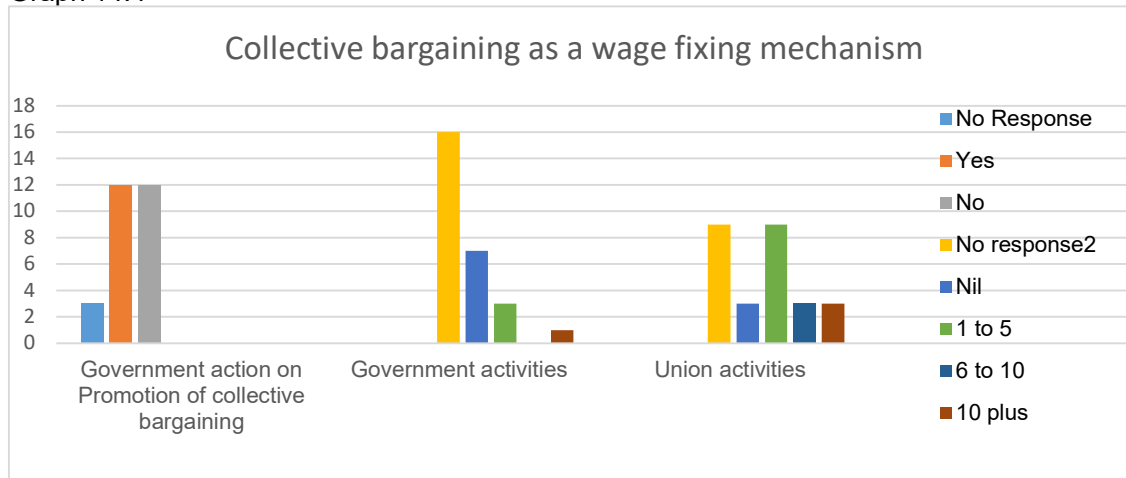


Compared to the Governments, the unions have been conducting many activities to promote decent work for disadvantaged groups of workers such as youth, people with disabilities, migrant workers, people living with HIV and AIDS. The ACTU reported on the Australian Government had adopted the Modern Slavery Act where Australian companies in the supply chain have to report on how they ensure protection of rights of workers in the factories producing products for the companies. These refer to companies that make profit of over A\$100 million. The ACTU had been also campaigning for changes to legislation to ensure less exploitation of migrant workers and there had been numerous discussions held in that regard with the Government.

The CTUM reported that Myanmar tripartite partners have already signed Decent Work Country Program (2018 to 2021) in September, 2018. However, the CTUM and MICS had suspended all participation in tripartite mechanism because the government did not listen to the ILO and did not implement ILO conventions. Therefore, the implementation DWCP had been suspended.

SNTUC, Singapore reported that tripartite meetings were held and committees established on different issues and topics and the meetings took place throughout the year.

Graph 14.4

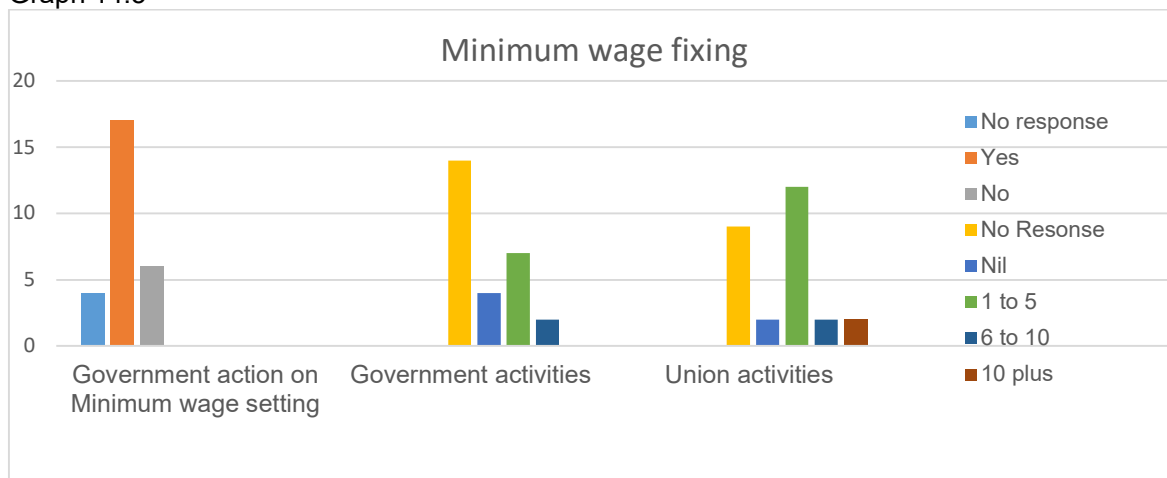


In terms of promotion of collective bargaining, the unions responded that most of the Governments did not promote activities for collective bargaining. Unions, on the other hand had continued to hold many activities in relation to the promotion and development of collective bargaining.

The ACTU reported that the government was actively supporting employers who were refusing to support CBAs (Collective Bargaining Agreements). The CTUM reported that in the dispute settlement mechanism collective bargaining system was not being promoted by the government. HMS, India reported that there was a huge dead lock in terms of Government promoting collective bargaining and added that the collective bargaining activities were shrinking in numbers. The PWF in Pakistan reported that they were promoting collective bargaining through signing increased number of union collective bargaining agreements. The TTUC Thailand responded that the Government never promoted collective bargaining. The SNTUC, Singapore reported that tripartite meetings and committees on different issues and topics took place throughout the year. The NZCTU New Zealand reported that there were minor improvements in 2018 amendments to Employment Relations Act and they were campaigning and making submissions in support of 2018 amendments

Collective bargaining is one of the most important functions of the unions. The responses received show the difficulties faced by unions in practising collective bargaining in the region. This reflects that the problem is either legislation which was not provided for facilitating collective bargaining or the refusal by employers to engage in collective bargaining. This is one of the important priorities of the Bali Declaration. In view of this it becomes important that the ILO and in particular ACTRAV support facilitation of collective bargaining at national levels through campaigns for the ratification of relevant Conventions, ensure laws are enacted to facilitate collective bargaining and moreover support unions carry out education and training on collective bargaining.

Graph 14.5

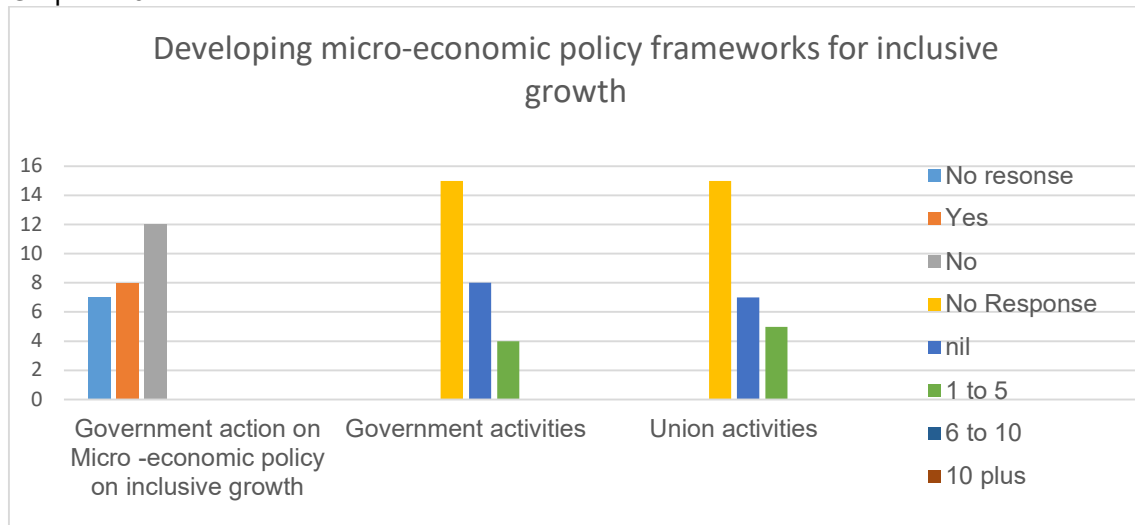


The responses received in the survey show a mixture of actions by Governments in terms of promotion of minimum wage provisions. The call for the elimination of poverty as contained in the UN 2030 SDGs can be achieved through implementation of minimum wages. However, the minimum wage provisions need to be appropriate and effectively implemented. Many unions have reported organising activities and running campaigns on minimum wage.

The ACTU reported that they have yearly review of minimum wage in Australia. CTUM, Myanmar reported that every two years the minimum wage is revised. However, the minimum wage did not cover the employers who have less than 10 workers. Domestic workers are not covered by the minimum wage. In the Minimum Wage Law reform, the parliament and the

government were proposing not to fix minimum wage every two years. They want to change it to revise after more than 2 years. CWC reported that they promote minimum wage through collective bargaining in Sri Lanka. MTUC Malaysia reported that they have run a campaign on minimum wage increase. While the Government did revise it, the amount was far below what the unions had demanded.

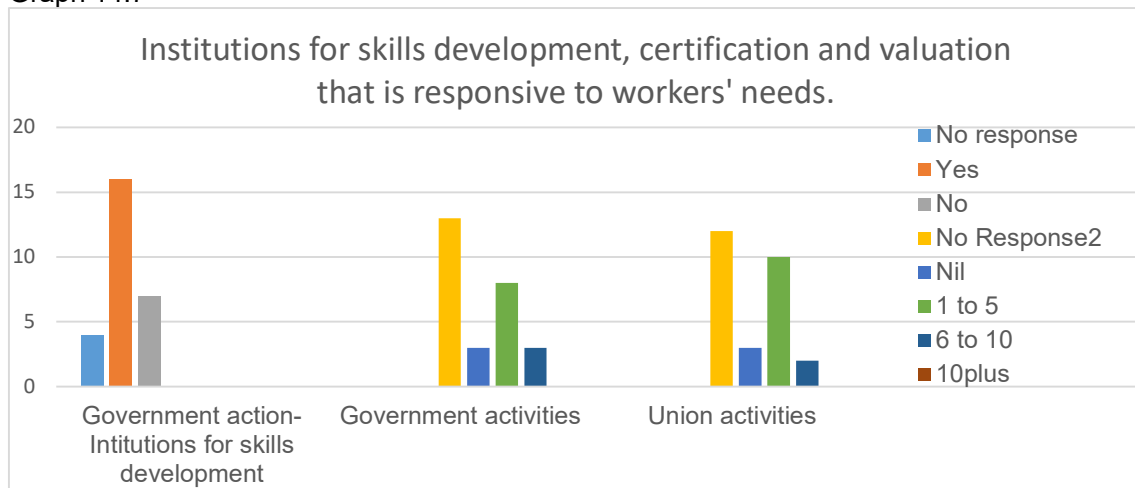
Graph 14.6



One of the major issues contained in the Bali Declaration was the implementation of Decent Work in order to promote inclusive growth whereby people of all sections of the society benefited from the economic growth of the nations. The responses show that not much has been done by the Governments in this regard. Out of the 27 responses 12 said that their Governments had taken no action and 7 organisations did not respond at all.

The ACTU reported on its campaign on pay equity. The HMS responded that the Indian Government actions were not for inclusive growth. The TTUC in Thailand reported that the Thai Government had never taken into consideration inclusive growth as their policy. The NTUC (Nepal) reported that Nepal had initiated some actions and they were in initial phase. The NZCTU reported on the New Zealand Government Well-being Framework for 2019 Budget. They further reported on consultation meetings and submission made on wellbeing framework.

Graph 14.7



Many responses said that Governments had taken some action on skills development. Out of 27 responses 16 organisations said that their Governments had taken actions in this regard. Unions also indicated activities organised in relation to improvement, certification of worker's skills.

The CTUM reported that Myanmar Government had established a National Skill Standards Authority (NSSA) for developing skills, certification and valuation. This was a tripartite body. There was budget allocated for skill certification. The body was working with donor funds. Every year 5000 certified workers were expected to be certified. PWF reported Government had made some progress in that regard. The SNTUC reported that the existence of tripartite meetings and committees on different issues and topics that take place throughout the year. The NZCTU reported that major consultations were held on Reform of Vocational Education and submissions were made in that regard.

Q.15. If no actions were taken by the Government, can you elaborate what were some for the reasons for no action by Government?

The Bali Declaration had prioritised the implement of relevant policies to implement Decent Work. Some actions were taken by Governments but in general there is absence of any information that Governments had implemented policies in that regard. The unions responded that the following were some of the reasons for the non-action by the Governments. The BFTUC reported that the Government of Bangladesh had not taken much action because of a lack of good governance and the existence of authoritarian rule in the country. It further reported that there was negative influence of the business groups and employers' association over government decision making process and there was a lack of serious political commitment of the government in this regard. The CTUM commented that the Government of Myanmar had less capacity in all those areas. The FTUC reported that they had no indication as to why there was such lack of action by the Government of Korea. The HMS reported that the Government was under heavy pressure from domestic and global corporate houses and also from global and regional financial agencies such as World Bank and ADB. The INTUC reported that the Government of India was not in favour of unions and they were bringing in employer friendly labour law reforms and which was totally against the interests of the workers.

The KSPI informed that there were too many trade unions registered in Indonesia and if the Government organised some activities, they would not be able to invite all the trade unions. They said specially KSPI was never invited by the Government to be involved in any training. However, they were invited to tripartite meeting although they were not invited always.

The MTUC reported that the Government of Malaysia had not attached any importance to these issues. However, with regard to minimum wages the MTUC had campaigned for an increase and the Government was forced to take action but the increase was not enough. Also, the Government has embarked on more regular and frequent tripartite meetings to discuss labour issues. The PWF reported that in Pakistan the provincial Government after devolution of powers had some problems and issues with the Federal Government on the labour issues. The TTUC reported that the rights of workers are not respected by Thai government. The CMTU reported that there was a lack of sustainability of Governments in the past decade in Mongolia; the actions were not really focused on the ratification as well as implementation of the ILO Conventions. For instance: in the last 4 years there were 5 governments rotated and changed in Mongolia.

The NTUC reported that Nepal had a new federal structure of government. There are three tiers of government. In central level the government had taken good initiatives but at province and local level, there were lots of gaps and there was a need to fulfil the gaps.

The FKTU in Korea reported that a Committee for Digital Transition and the Future World of Work' was launched in the Economic, Social and Labour Council (Social dialogue body) to provide countermeasures with joint efforts of labour, management and the government by

forecasting impacts, opportunities, and risk factors of digital transition in Korean society so that it would lead to comprehensive growth and at the same time that was not hampering the quality of jobs.

The NZCTU reported that New Zealand did not have a policy focus on informal economy; however, there were relevant initiatives to reduce exploitation of temporary migrant workers, including through tripartite consultation on changes to regulations, policy, and operational approach. In addition, Government was currently consulting on removal of Minimum Wage Exemptions for disabled workers, supported by the NZCTU.

Q.16. Technological innovation/change not only affects the quality of jobs, but also the nature and quality of jobs. Is there any action or policy measure taken by Government to respond to the impact of technological innovation on workers?

Some of the responses by the unions were as follows. The ACTU reported that the Government apart from holding discussions about the ILO Future of Work report there was no other action taken to the ACTU's knowledge.

Bangladesh unions reported that new technology was coming into the labour market of Bangladesh and no proper research and study was being under taken yet on how to measure the impact on employment and livelihood of the working class in the different sectors. It further said that the matter was still remaining a discussion agenda at top policy making level of the Government. Cambodian unions and the FTUC reported that their Governments had taken no actions in that regard. The HSTRADUT reported that no action was taken but a committee was set up to formulate a policy on how to deal with the future labour market, including the effects of technological changes. The HMS and The INTUC reported that technological innovation was being introduced without adjusting, updating or training of workers. There was no indication of any Government policy in that regard.

The JTUC-RENGO reported that the Japanese Government had conducted some symposium and investigation activities on technological innovations and introduction of such in the labour market. On 17 April 2017, Indonesia government had held a seminar about future of work and the challenges for the workers. It was facilitated by the ILO. In relation to the government action on policy, the Indonesia government has a dissemination program about technological change such as 4.0 and future of work but there was no specific regulation created by the government.

The PWF reported that there were some general discussions but there were not any proper policy measures adopted. The TTUC reported that the government only talked about it but there was no action taken. The SNTUC reported that the Government had embarked on a S\$4.5 billion industry transformation programme in the Budget in 2016. These were industry-specific road maps which aimed to take an integrated approach where trade associations and chambers (TACs), companies, unions and the government could work together to help each sector prepare for the work of the future. Measures would be taken to ensure that the workers are equipped with the right skills for their industry for the work of the future.

The CMTU reported that in October 2018, a scientific conference was held on the occasion of 100th anniversary of the International Labour Organization and 50th year anniversary of Mongolia being a member of the ILO. The NTUC reported that technological innovation was a must in the changing context of Nepal for better labour governance.

The NZCTU reported that the tripartite Future of Work Steering Group and related strategic forum events were held with the support of the NZCTU. In addition, the NZCTU was actively engaged with social partners on strategies for Just Transition to a low-carbon economy. The NZCTU had hosted a national Just Transition Roundtable with the support of ITUC, and Government was leading regional and national processes with tripartite involvement.

The CTUM reported that at the conference on the future trend of the labour market a number of issues were discussed in Myanmar. This included the future of employment and the need

for a specific career development, future of work and changes in their work conditions; skills for the employees, their changes and attitudes; techniques about the substitution of human labour and technological change and labour productivity were issues that were discussed among the representatives of social stakeholders.

Q.17. Policy Areas: Were there any policy actions taken by Government, tripartite meetings held by Government and/or action/activities by unions? How many?

Child labour

On child labour out of the twenty-seven organisations that responded, 16 organisations said that their Governments did take some actions. Five organisations responded that their Governments had not taken any actions in this regard. One organisation responded that their Government had organised at least 2 activities. Five organisations did not respond. The CTUM responded that they had a strategy at nation level but there was no action in that regard. The CWC, Sri Lanka, reported that Minimum age was enforced, and it was mandatory for children to go to school till age of 16 years.

In response by unions in terms of activities organised by the Governments, 8 organisations responded that their Governments organised activities ranging from many (two responses) activities to one or annual events. Seven organisations responded no activities by their Governments. 12 organisations did not respond to the question.

In response to activities by unions, 9 did not respond. Four responded saying nil activities were held and 11 said that they held activities ranging from annual events to over 12 activities held by one union. Three organisations said they held 2-3 activities.

While child labour remains a major problem in the region, the survey shows that Governments have not attached much attention to the issue. NZCTU held 2 activities and it had called on government to ratify C138 in multiple meetings and submissions. SNTUC responded that Singapore had no cases of child labour. PWF reported laws had been passed against child labour and bonded labour. INTUC responded that policy on abolition of child labour remained in “paper” only. CTUM, responded that Ministry of labour was trying to eliminate forced labour but ministry of defence and other line ministries were not paying any attention to the issue.

Forced labour

Actions to eliminate forced labour, seven organisations said the Governments did take some action. Six organisations said there was no action taken by Government and SNTUC said Singapore did not have any cases of forced labour. INTUC responded that the policy and strategy remained in paper form only. Nine organisations did not respond to the questionnaire. Again, it shows that unions had been more active in organising activities, campaigns and advocacy against forced labour compared to actions taken by Governments.

Maternity protection

In relation to maternity protection, the responses show that 20 organisations said that the Government did take some action. Four responded saying no action was taken and three did not respond to the question. However, when asked about Government actions in terms of actual activities, only 8 organisations said that the Government undertook any activities. The MTUC reported on the on-going discussions held at National Labour Tripartite Committee (NLAC) on the review of labour laws and the extension of maternity to 26 weeks. The NTUC, Nepal, said that Government had enacted laws for the extension of Paid Parental Leave to 26 weeks. The NTUC themselves had organised two activities on a campaign and submissions in support of extended Parental Leave in Nepal. The CWC Sri Lanka reported that the act was amended so that the difference of paid leave and benefits that existed between employees of the Government, Private and Plantation sectors was now streamlined to be the same. The CTUM Myanmar reported 3 million female and male workers were now covered by maternity

protection. Now, the Social Security Board had been implementing reforms to administrative reform, IT reform, medical reform and legal reform for maternity protection. Unions had been organising activities including awareness programmes ranging from 1 activity to many in this regard. In relation to maternity protection, it is important to note that none of the countries in the region had ratified ILO Convention No. 183 on Maternity Protection (2000).

Equal pay for work of equal value

In relation to the promotion of equal pay for work of equal value including fair treatment at work some specific actions were taken by Governments. Fifteen organisations reported some action taken by the Governments. The CTUM reported that on law on wages and minimum wage, equal pay for work of equal value was included as a provision. However, there was no concrete action plan for the implementation. PWF said that equality of wages was part of the law but it was not properly implemented. The NZCTU reported that they held three plus activities, participated in the tripartite Joint Working Group on Pay Equity, assisted in the amendments to Equal Pay Act to codify Pay Equity and participated in tripartite State Sector Pay Equity processes. Moreover, the NZCTU held more than four activities on 'Treat Her Right' campaign. They were engaged in tripartite processes and made appropriate submissions. Union responses show that they had been more active than the Government based on the number of activities held by unions and the frequency of these activities.

Protection to migrant workers

In relation to provision of adequate protection to all migrant workers, including through better portability of skills and social security benefits; fifteen responses said that Governments had taken some action with regard to protection of migrant workers. However, there was no indication of any policy or programmes established to protect migrant workers. The Asian and Pacific region has both migrant sending countries as well migrant receiving countries. None of the migrant receiving countries have ratified ILO Conventions on migrant workers. The unions showed that they had carried out many activities. They had submitted for better protection of migrants like in Malaysia by the MTUC, the ACTU in Australia. CWC informed that working together unions and NGOs have organised programmes aimed at providing better conditions for Sri Lankan migrant workers working overseas. MTUC has provided on-going support and activities held under MTUC migrant workers support and through support provided by the ILO project on Migrant Resource Centres (MRC). NZCTU has reported participating in tripartite discussions on improving conditions of migrant workers and it has made submissions to the committee.

Global Supply Chains

Addressing decent work deficits in the Global Supply Chains (GSCs), 9 affiliates reported that some Governments had taken some action in this regard. However, there is no reported policy adoption or laws passed in order to deal with decent work deficits in GSC. Some unions have indicated activities that they have initiated in this regard. NZCTU reported it held two activities. It advocated for inclusion of decent work in global supply chains as a criterion for government procurement. Submissions were made on NZ Government "Trade for All" agenda. Similarly, with ACTU campaign the Government of Australia had passed a Modern Slavery Act mandating that companies report on what they are doing to stop modern slavery in their supply chains. These relate to companies reporting a profit of over A\$100 million. They are required to report but there are no penalties for not reporting.

ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

In relation to the promotion and application of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (2006); only five responses reported that the Government had taken some policy decision in that regard. However, except for ACTU, no one reported adoption of any particular policy. The Australian Government had

passed a Modern Slavery Act mandating that companies report on what they are doing to stop modern slavery in their supply chains. Companies those reporting a profit of over A\$100 million are obliged to report. However, there are no penalties for not reporting.

Social security

In relation to establishing sustainable social security systems and by establishing, maintaining and upgrading social protection floors, most of the responses said that the Governments had taken some policy action. Five did not respond. Three said that there were no policy actions taken by Governments. The CWC responded that many benefit schemes were run by the government. This was done from treasury funds and questioned the sustainability of the schemes. MTUC responded that, yes there were discussions on EPF (provident fund) and SOSCO (accident compensation) particularly in relation to extension of the scheme to migrant workers and the ILO recommendation for a Direct Contact Mission in that regard. The ANTUF, Nepal responded that the Government had adopted a Labour Law and Social Security Act. The INTUC responded that unions wanted their suggestions to be incorporated in the Social Security laws considered by the Government but the Government did not involve unions. It is going ahead with its own ideas and unions have opposed and boycotted the actions of the Government on the law reform and a lack of consultations with unions. Nine organisations responded that Governments had organised activities ranging from 1 to many activities. Four organisations said that there were no activities and 14 did not respond to the question.

Q.18. Elaborate if there were no actions taken by the Government to implement the policies-Policy on equity and child labour

A Bangladesh union responded that there was a lack of political will in the government and seriousness to address those issues as priority for action. The HMS responded that Government policies were quite contrary to views of workers and avoiding social dialogue, restricting collective bargaining, and encouraging informality. The MTUC responded that the ILO had recommended the Government to include migrant workers in the SOSCO (accident compensation) scheme. In this regard the Government has taken action and the ILO will send a Direct Contacts Mission. The MTUC believes it is likely that the Government policy would be adjusted in this regard. The PWF reported that all the provincial Governments had announced their new Labour Policies but still mechanism of implementation was yet to be accomplished. The NTUC appreciated the Nepal Government taking initiatives but warned it needed to be more consultative and have better social dialogue mechanism. The NZCTU reported that New Zealand has no minimum age of work. New Zealand has laws and policies to prevent harm to young workers, but these are inadequate in some areas, particularly in relation to work on farms. Temporary Migrant Workers in New Zealand are denied access to social security benefits, including public health care. This is particularly problematic for migrant workers who are well settled in New Zealand having renewed temporary visas multiple times. Government responses to address this issue have focused on reinforcing temporary status by introducing term limits on work visas, rather than extending social security benefits. New Zealand has no regulation or reporting requirements related to decent work in global supply chains. Decent work is not currently promoted through New Zealand trade agreements, government procurement practice, or business reporting requirements. We are not aware of any recent discussion, promotion, or application in New Zealand of the Declaration of Principles concerning Multinational Enterprises and Social Policy.

Q.19. What has been the ILO support to the unions on the implementation of policies to promote Decent Work?

Nineteen organisations responded that they did receive some support from the ILO in the implementation of policies to promote Decent Work. Three organisations, the ACTU, the SNTUC and the NZCTU responded that they did not seek any assistance whereas the FTUC,

RENGO and the PWF responded that they were not sure if they received any assistance. Two organisations, the FKTU and the NTUC did not respond to the questions.

In terms of ILO support for capacity building of unions, many responded that either they did not receive any support or the support was limited. The MTUC responded that support was provided for the labour law reform process through an ILO project in Malaysia and that request to ACTRAV and Regional Office took long time for any responses. Some unions did respond that they received regular support from the ILO for example affiliates in Nepal, Mongolia, Cambodia, Cook Islands. Capacity building for unions is important and in particular support for organising works, collective bargaining and technical support for assistance to labour law reform. This is an area that unions need particular attention from the ILO.

On question of whether the policies were included in the DWCPs of their countries, 15 organisations responded that the policies were included, 4 responded negatively, 2 did not know and 6 did not respond to the question. However, when asked to identify number of activities carried out under the DWCP in the implementation of the policies, the responses were very poor. These reflect that while issues are included in the DWCP they are not necessarily followed on by the ILO in terms of implementation of those policies.

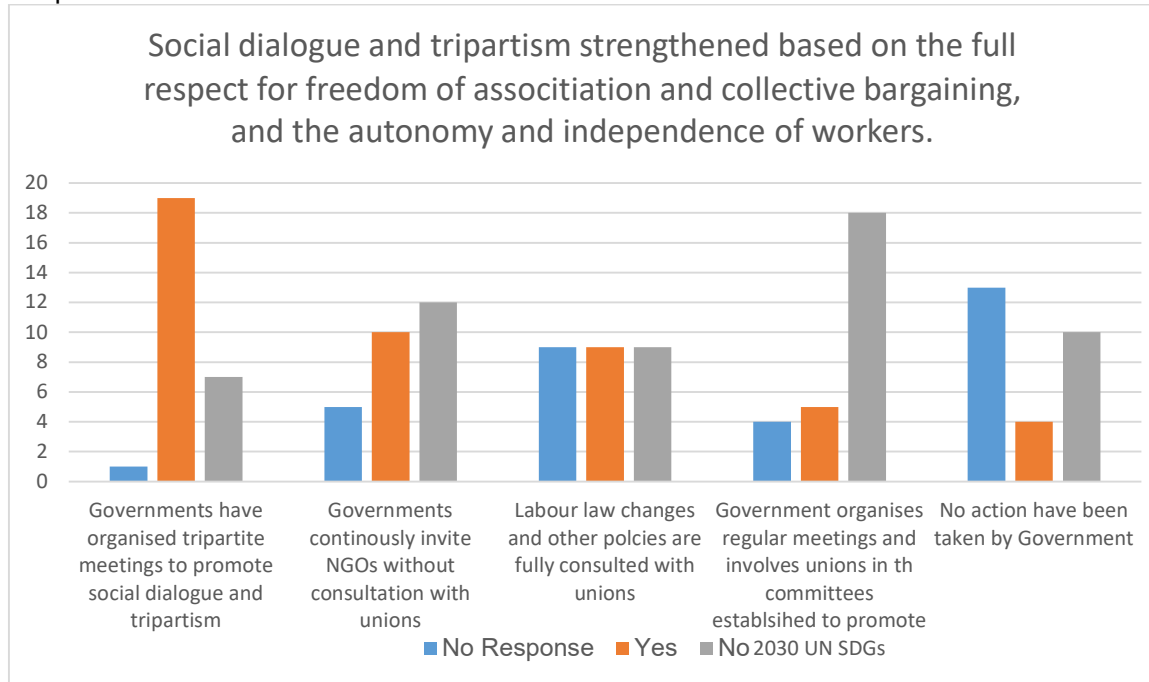
In terms of whether ILO works with NGOs in addition to the unions, 10 organisations responded that ILO did involve NGOs whereas 9 organisations responded that NGOs were not involved and 8 organisations did not respond to the question. Some unions like the MTUC had strongly criticised the ILO programmes and projects for working with NGOs without any proper consultation with unions. Furthermore, the ITUC-AP had formally raised concerns with the ILO in this regard and had called on the ILO to follow ILO policy of working with constituents only and only on approval by unions that NGOs be involved in ILO activities.

Q.20. How has social dialogue and tripartism strengthened based on the full respect for freedom of association and collective bargaining, and the autonomy and independence of workers?

Graph 20.1 shows that most Governments do hold tripartite meetings to promote social dialogue and tripartism. However, unions have raised reservations in this regard. One Bangladesh unions responded that such tripartite meetings are held only in emergency and not on regular basis. The CTUM responded that such meetings are held only for show and not to arrive at any results. The HMS responded that the national tripartite structure had not met since 2015. The NTUC, Nepal, commented that the meetings are not held on regular basis.

The graph shows the unhealthy trend of Governments continuously inviting NGOs to tripartite meetings without any consultations with unions. Ten unions responded that Governments continues to do so despite opposition by unions.

Graph 20.1



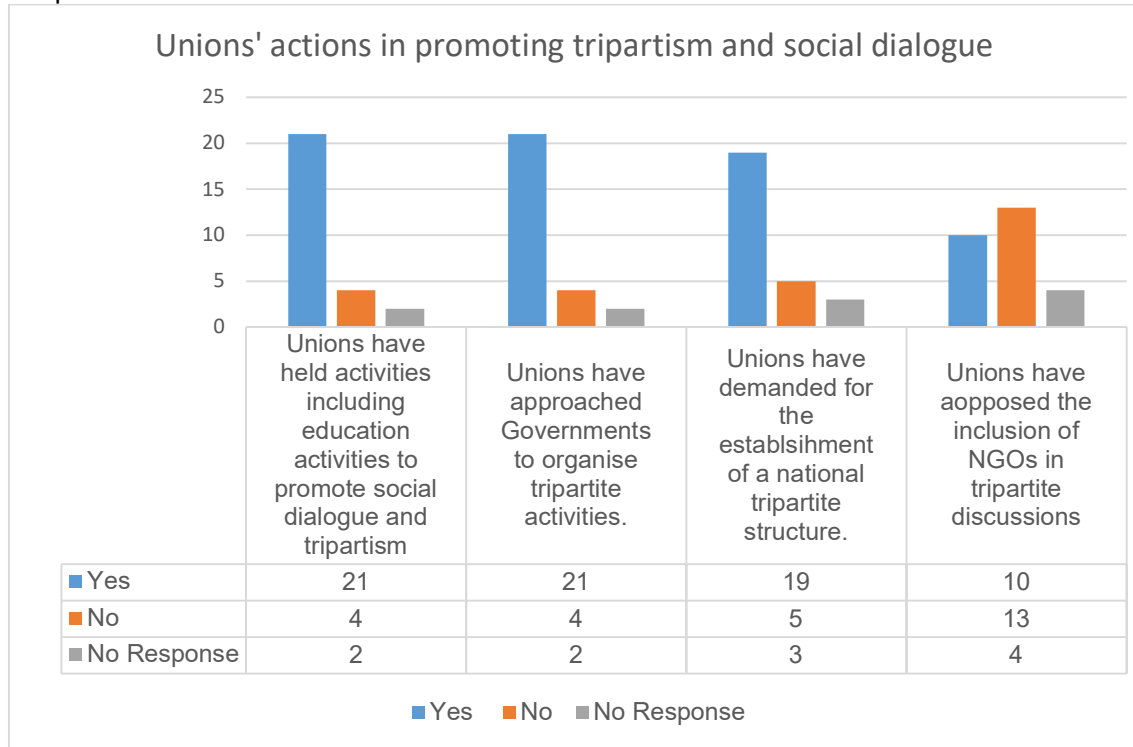
In terms of unions being involved on labour law or other policy changes, only one third of the responses said that unions are consulted. Another 9 affiliates responded that there was no such consultation. In this regard in India the unions have been asking for consultations on the law reform but the Government has ignored their calls. In Fiji the FTUC has been struggling to participate in tripartite meetings due to a lack of seriousness of such meetings by the Government.

The most telling signs that unions are hardly involved in the discussion and implementation of SDGs are reflected in the graph. Out of 23 responses by unions 18 have said that they are not involved or invited to any committees or meetings held by Government on the implementation of SDGs. This is a serious concern as ILO has promoted much about SDG 8 on Decent Work and the call for unions to be involved in the implementation. The reality is that many Governments do not involve unions in this regard and it is difficult for unions to force themselves on to participation in such meetings or committees.

Q.21. Unions’ actions in promoting tripartism and social dialogue

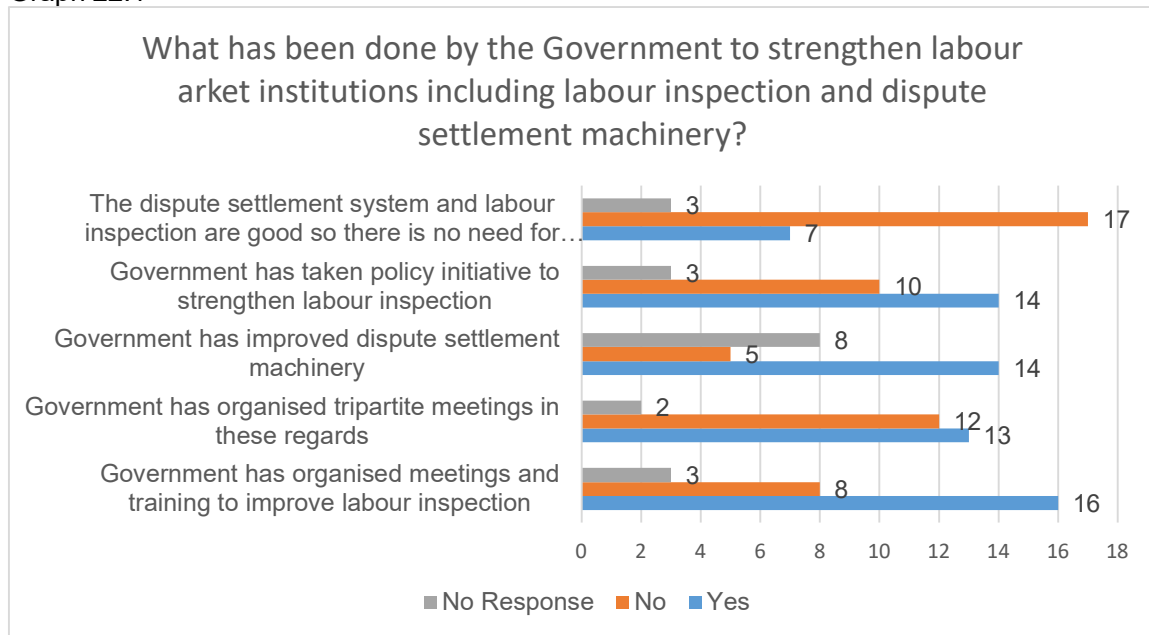
Graph 21.1 shows that unions have been very active in the promotion of tripartism and social dialogue. Twenty-one out of 27 organisations responded that they have organised activities to promote tripartism and social dialogue. Furthermore 21 out of the 27 that responded said that they had asked for Government to organise such activities. Also 19 organisations had asked for the establishment of national level tripartite structures for social dialogue. In relation to NGO involvement most of the organisations responded that they did not want NGOs involved in tripartite structures. The CTUM responded that prior to 2019 they had promoted dialogue and tripartism. However, they had suspended all participation in tripartism on 25th of Jan, 2019 because the government did not respect and follow up on ILO conventions in the labour law reform. They added that they have been waiting for a positive response from parliament and the government. The CTUM was emphatic that in the decision-making level, NGOs should not be included in tripartite discussion making meetings. The FTUC reported on the breakdown of the national tripartite structure and the call they have made for its re-establishment.

Graph 21.1



Q.22. What has been done by the Governments to strengthen labour market institutions, including labour inspection and dispute settlement structures?

Graph 22.1

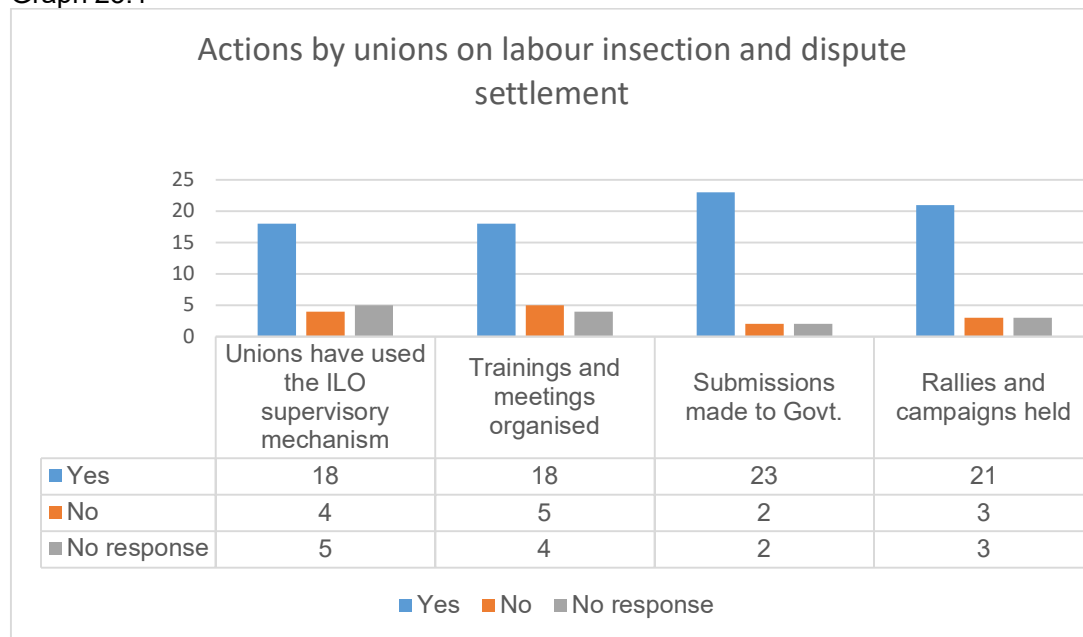


Priority 13 of the Bali Declaration calls for the strengthening of labour market institutions including labour inspection. The survey shows that 17 out of 27 and that is overwhelming number of responses from the affiliates have said that there is need for changes. There is

mixed reaction from the affiliates in terms of action by the Government on improving dispute settlement and labour inspection. Approximately 50% have said that there was no action taken by the Governments. The ACTU responded that the Government had organised 3 meetings with the International Labour Advisory Committee in this regard. The CTUM responded that there is need for a lot of changes to be done. The Indian unions have responded that the unions have asked for changes but the Government had refused and taken the other direction to weaken labour inspection. The MTUC responded that there is need for changes and currently the Government was engaging with the social partners to improve the laws. Nepal affiliates responded that labour inspection was not good and needed changes.

Q.23. Action taken by the unions to improve labour inspection and dispute settlement machinery. Choose as appropriate.

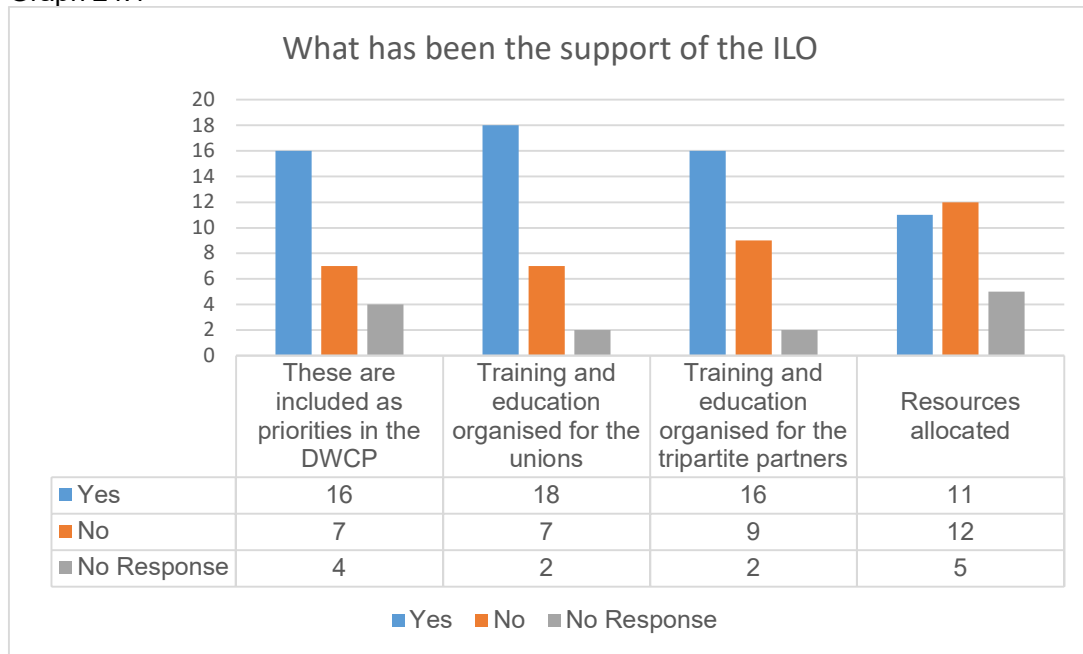
Graph 23.1



Most of the organisations that responded said that they had organised many activities in terms of the use of ILO mechanism for dispute settlement and matters relating to labour inspection. Eighteen organisations responded that they used the ILO supervisory mechanism and held trainings and education in the area of ILO supervisory system and labour inspection. Twenty organisations had made submissions to Governments and 21 organisations held rallies and campaigns in this regard. Australia filed a case with CFA. MTUC responded it had filed two cases to CFA, participated in ILC CAS and followed up on ILO recommendations. Two organisations responded that they participated regularly in the ILC. Two organisations responded that they held quarterly and annual meetings with Ministry in Labour inspection.

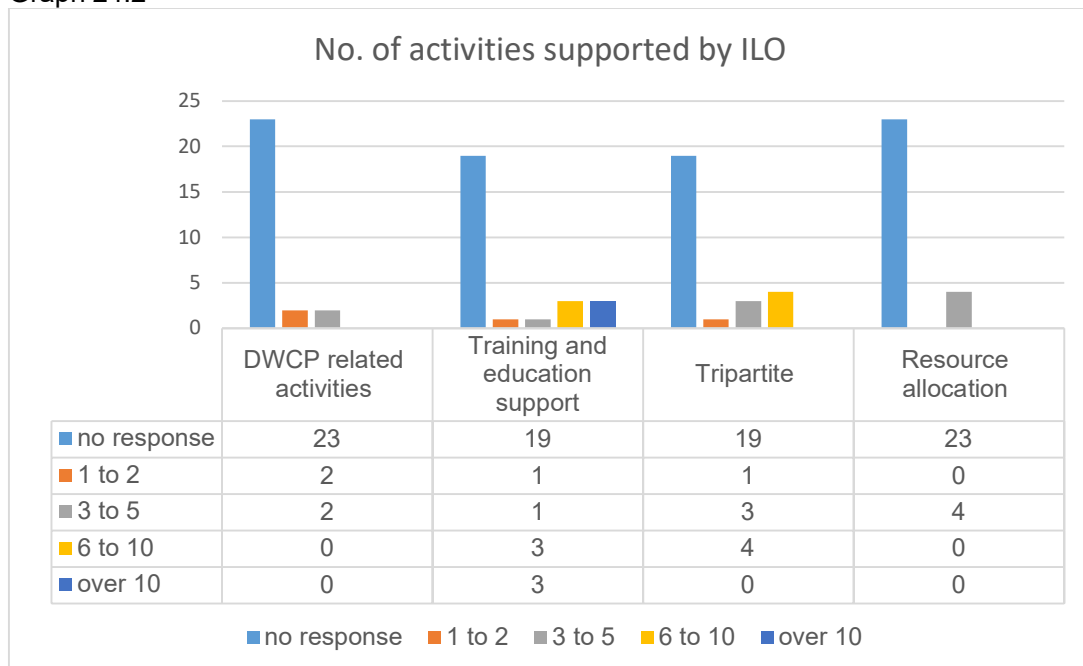
Q.24. What has been the support of the ILO?

Graph 24.1



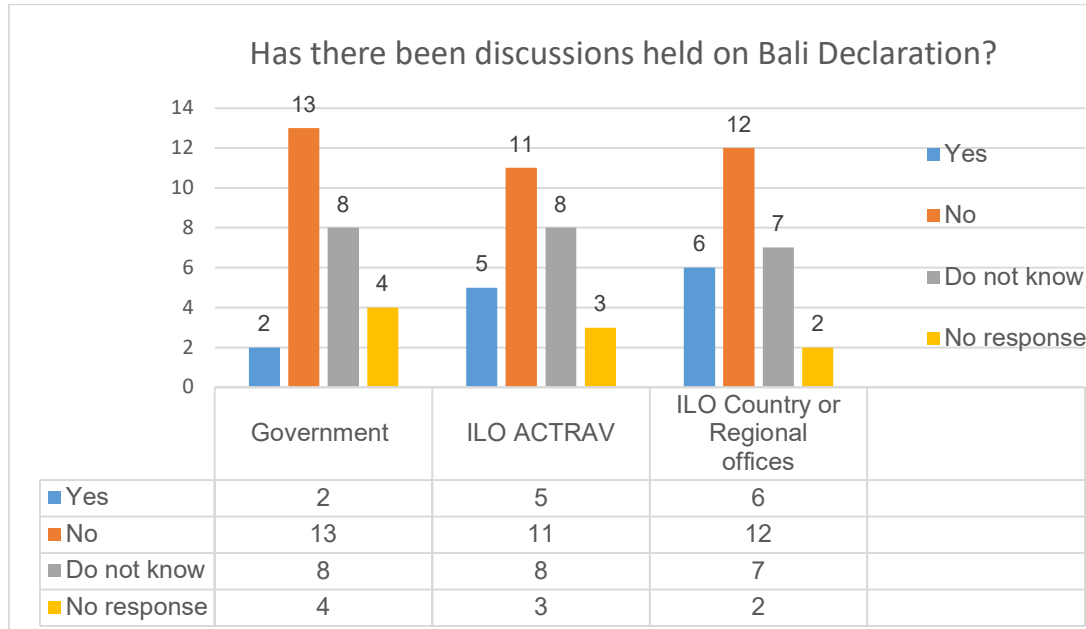
Only MTUC responded on some specific activities which were provided and funded under the ILO project for law reform in Malaysia. Six activities were held with the tripartite partners. Four activities were supported for the MTUC under the project and 2 activities supported by ACTRAV.

Graph 24.2



Based on the responses from the unions it shows that there has been very little support provided to unions. This shows that it would be difficult for implementation of the Bali Declaration.

Q.25. Has there been any meetings organised and discussions held with the unions by the Government or by the ILO (ACTRAV, Country Offices and Regional Office) on the Bali Declaration and its implementation?



The responses show that there is a lack of awareness and discussion on the Bali Declaration by the Governments and as well as the ILO. Only 2 organisations said that the Governments held any discussions, 5 organisations reported ACTRAV holding any discussion and only 6 organisations reported any discussions organised by the Country Offices or the Regional Office.

Q.26. Please elaborate why no action by Government

Responses from the unions show that there was a lack of initiatives taken by the Government in terms of implementation of policies based on the recommendations of the Bali Declaration.

A Bangladesh union responded that there was a lack of political commitment and seriousness in this regard. The CIWA, reported that there were resources constraints and there were too many priority actions and focus on Decent Work Country Programs such as Law Reform on OSH. Workers Compensation was priority at the moment. The CTUM reported that the Government did not want to implement ILO conventions because it was difficult for them. In order to access European Market and US market, the country had to follow the international labour standards. That was difficult for them. They want to take easy way and invite investment from Asia. The CTUM added that no discussion took place on the Bali Declaration because of political situation and instability of government cabinet and also there were no actions taken by Governments. The FTUC reported that the Government was anti-union and continuously denied worker and union rights in the country. The GEFONT reported that as far as they know the Government had never invited them to implement the Bali Declaration. On the other hand, there were many meeting and consultation conducted by the Government to implementation ratified and non-ratified conventions. HMS reported that the Government was reluctant to have social dialogue and they were taking decisions unilaterally and imposing them on workers. The INTUC reported that the Government had initiated policies and brought amendments on

labour laws which were totally against the unions and therefore the unions were opposing and agitating against the amendments. They were done without proper consultation with unions. RENGO reported that the reason why no discussions took place was because maybe the Japanese Government recognised that there was no particular problem to implement the contents of the Bali Declaration. The KSPI reported that they were never invited by the Government and the ILO regarding the evaluation or implementation of Bali declaration. They added that it related to all activities organized by them, but there was no information provided to KSPI. It is not only in the regard of the Bali Declaration but also in all other activities. The MTUC reported that the Government had shown no importance to the Bali Declaration. The PWF said that the reasons are unknown and even the Government had not included employer and workers delegates to the Bali conference. The NZCTU reported that progress had been made on some areas covered by the declaration, especially under the current Labour-led coalition government elected in 2017, but those initiatives had not been framed as responses to the Bali Declaration. The declaration has not had a high profile in New Zealand.

Q.27. Please elaborate why no action by ILO.

The responses by the unions show a lack assistance and guidance by the ILO offices including country offices, Regional Office and ACTRAV.

The KSPI responded that they were never invited by Government and the ILO regarding the evaluation or implementation of Bali declaration. It said there could have been activities organised by them but there was no information provided to the KSPI. It added that sometimes they directly invited their affiliated members. They added that they were against the type of ILO Jakarta meetings which were of 2-3 hours duration in the hotel or at the ILO office. The KSPSI said that there were very less training acuities organized by the ILO. The HMS reported that there was no support provided by the Government or the ILO to them on the implementation of the Bali Declaration. The CMTU reported that the ILO had taken certain action on the implementation of the ratified conventions in collaboration with social stakeholders including unions and employers' organization. The CMTU added that the ILO Yangon country office, regional office and Head Quarters have been telling the governments to respect ILO conventions. PWF reported that it was due to the ILO Country Director showing a lack of interest in the last three years on the Bali Declaration. The FTUC reported that there had been no discussion held with regard to the Bali Declaration by the ILO regional Office or the ACTRAV. The FTUC said that they assumed that ILO priorities for the country had been overlooked or ignored especially at a time when Fiji Unions needed support from the ILO. There was absence in communication from ACTRAV with the unions in Fiji and the ILO Country Office did not have resource allocation for Fiji to provide the much-needed support to unions in Fiji.

The INTUC reported that the ILO had initiated a couple of activities but there were limited in scope. The Government had not accepted the proposals given by ILO on the Amendments of Labour Laws. ILO had arranged consultations and also engaged a legal expert in support of the unions and all the efforts and initiatives went unheard by the Government. Bangladesh unions responded that it was because of the defective national trade union coordination structure (NCCWE) and its engagement capacity with the ILO Country Office.

5. Recommendations

The following are the recommendations arising out of the survey.

1) Greater awareness about the Bali Declaration

Greater awareness about the Bali Declaration and its 23 specific priorities must be achieved amongst the constituents of the ILO and the ILO Regional and Country Offices. To this end, the cooperation between the International Labour Office and the ITUC-AP must be further strengthened in order to promote the publicity and importance of the Declaration in the programmes and activities of the ILO, the ITUC-AP, Governments and the unions. In the national context, special attention must be paid to ensure that all priorities of the Bali Declaration are addressed not only by ministries responsible for labour and employment issues, but by governments as a whole.

2) Improving tripartism and social dialogue

Labour governance, particularly in the form of tripartism and social dialogue, must be improved as this is a key to achieving priorities of the Declaration. To this end, a stable political climate must be created where the autonomy and independence of trade unions and employers' organisations are fully respected in compliance with Conventions 87 and 98. The ILO must better focus on its nature of tripartism in all its programme/project and have effective consultation with its national constituents if it is necessary to engage with other partners, including civil society organisations.

3) Specific strategies for selected priorities

Specific strategies must be developed for selected priorities, including a campaign for the ratification of fundamental Conventions, particularly Conventions 87 and 98. There is need for a consolidated approach involving the ILO, the ITUC-AP and national trade unions, including a policy and political environment that enables the realisation of the fundamental rights. Consideration should be given for the establishment of a joint task force made up of the ILO Regional Office, the ACTRAV and the ITUC-AP with a view to developing strategies with effective allocation of ILO resources.

4) Strengthening ILO capacity building programmes for trade unions

The ILO must continue to strengthen its capacity building programmes for unions to develop their capacity to organise, conduct collective bargaining effectively and participate in establishing and implementing processes of economic, social and labour policies, including those identified as national priorities by the Declaration. Capacity building programmes must be strengthened on International Labour Standards and ILO supervisory mechanisms

5) Strengthening convergence of the ILO and trade union agendas

The gap between the ILO and the trade union movement, if any, must be closed. Although representatives of trade unions participate in all decision-making bodies of the ILO, it is a reality that many of trade unions feel that they are not well supported by the ILO. The gap must be closed by establishing and strengthening mutual relations. Trade unions must reaffirm that they are a responsible constituent of the ILO and recognise how their national priorities can be advanced through the ILO. The ILO must develop its activities and programmes with such a perspective in mind. The ILO must achieve this mutuality by determining its activities and programmes in a way to be more responsive in addressing trade union needs and priorities and better able to bring resources and effort to bear promptly where they are most needed through more efficient and effective cooperation and consultation with national trade unions and the ITUC-AP. In this regard, the role of the ACTRAV within the Office is essential and must be further improved.

6. Conclusions

The survey reflects a mixed bag of results in terms of the implementation of the Bali Declaration. It is obvious that the Bali Declaration has not been given much publicity and importance in the programmes and activities of the unions, Governments and the ILO. Many unions responded that there had been no discussion organised by the Governments at national or regional levels on the Declaration.

While unions have been more active and carried out many activities in relation to the priorities of the Declaration, there has been a lack of such support by Governments and the ILO. The unions could not identify if the ILO had any focused programme on the implementation of the Declaration at regional or national levels.

While many unions said that the priorities were included in the Decent Work Country Programmes (DWCPs) there was no indication as to whether activities and programmes were carried out to implement the priorities.

While the ILO has held many activities on the promotion of the SDGs the responses from the unions show that hardly any country in the region has made any effort to engage with the unions in the implementation of the SDGs.

Despite the fact that Asian and Pacific Region has the lower number of the ratification or fundamental ILO Conventions compared to Africa, Americas and Europe, there was no clear or visible regional strategy developed by the ILO for promoting the ratification of the Conventions.

Responses from the unions show that there was a lack of initiatives taken by the Government in terms of implementation of policies based on the priorities of the Bali Declaration. There were a few examples of policy changes including the Australian Government adopting law on Modern Slavery Act to stop slave work conditions in the supply chains; the Nepalese Government enacted changes to its Social Security Act and the Labour laws; the Malaysian Government revising the minimum wage.

It will be highly important for an intensive discussion in the ILO Governing Body on the mid-term report of the implementation of the Bali Declaration in order that appropriate measures are taken in the next few months to effectively implement the Declaration before the occasion of the next APRM in 2020.

Appendixes

- Survey questionnaire
- List of organisations that responded to the questionnaire