

# ▶ **General Survey on Employment and Decent Work for Peace and Resilience (Recommendation No. 205)**

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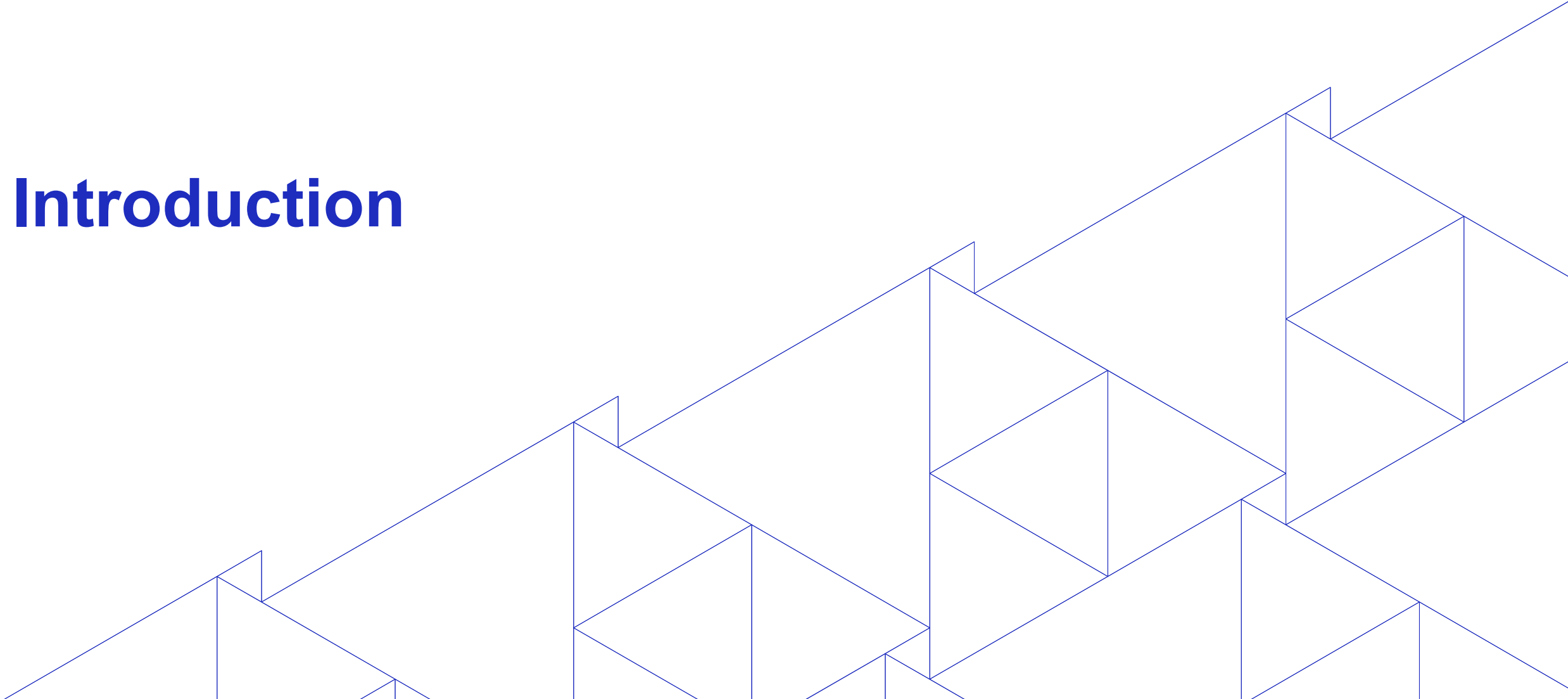
## 2026 ILO General Survey

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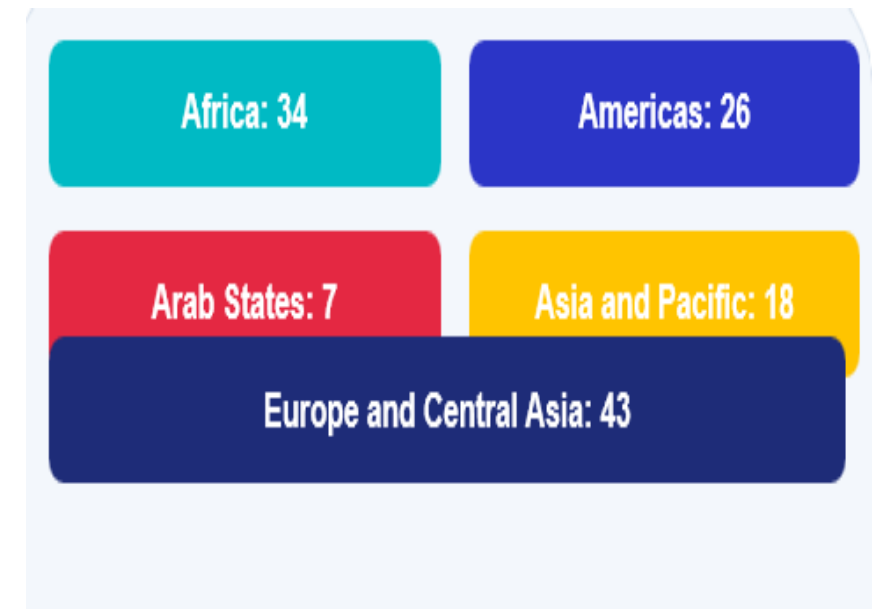
# Introduction



## ▶ A strong level of participation from Member States

- ▶ 128 government reports submitted across all regions.
- ▶ By comparison, 114 governments submitted reports for the previous General Survey on a single Recommendation (2019 GS on R202).
- ▶ The Committee of Experts on the Application of Conventions and Recommendations has also taken account of the observations submitted by 14 employers' and 30 workers' organizations, and one national labour council representing both workers and employers.

**128**  
government reports



## ▶ Substantive and personal scope of R205

### Crisis situations = conflicts and disasters

- ▶ 🌪️ Climate-related disasters.
- ▶ 🦠 Pandemics and epidemics.
- ▶ 🏭 Industrial accidents.
- ▶ 🪖 Armed conflicts.
- ▶ ⚠️ Violence that destabilizes societies and economies.

✗ Economic crises or financial crises.

### Who?

- 👤 Workers.
- 👤 Employers.
- 🔍 Jobseekers.
- 🚑 Crisis responders.

In all sectors of the economy affected by crisis situations.

## R205 works across the full crisis management cycle

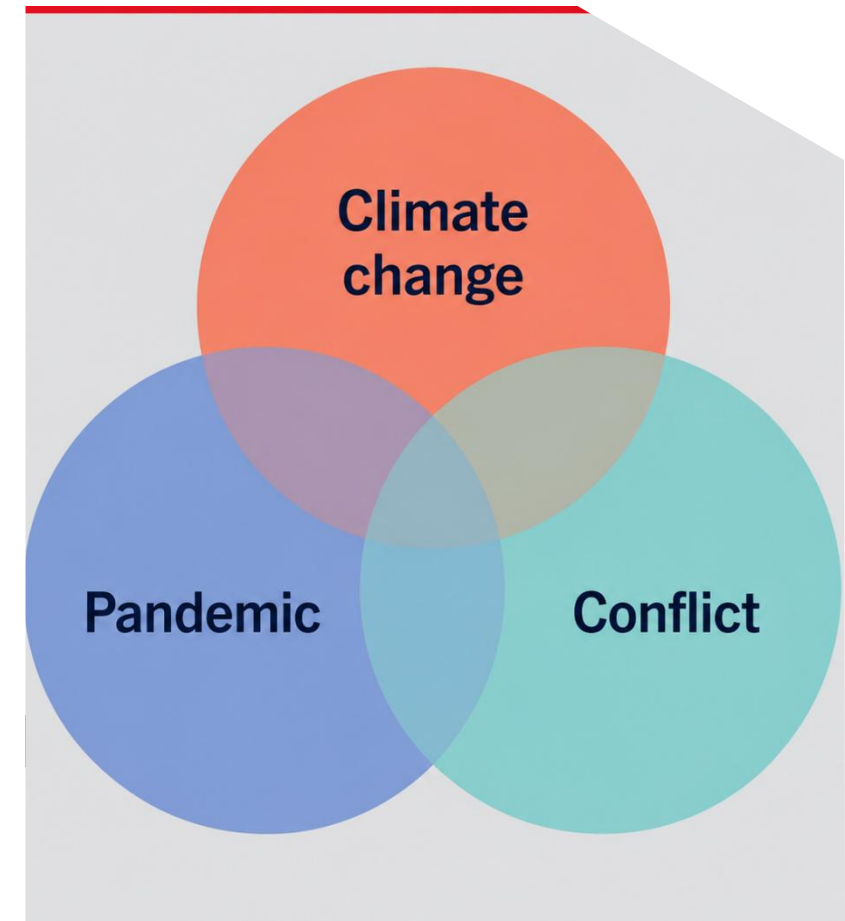
- ▶ Emphasis on prevention, mitigation and preparedness sets R205 apart from its predecessor R71.
- ▶ Prevention, mitigation and preparedness have become central to crisis management efforts.
- ▶ Employment and decent work measures should be integrated across all phases of crisis management, from prevention to recovery.



## ▶ R205 in today's polycrisis context

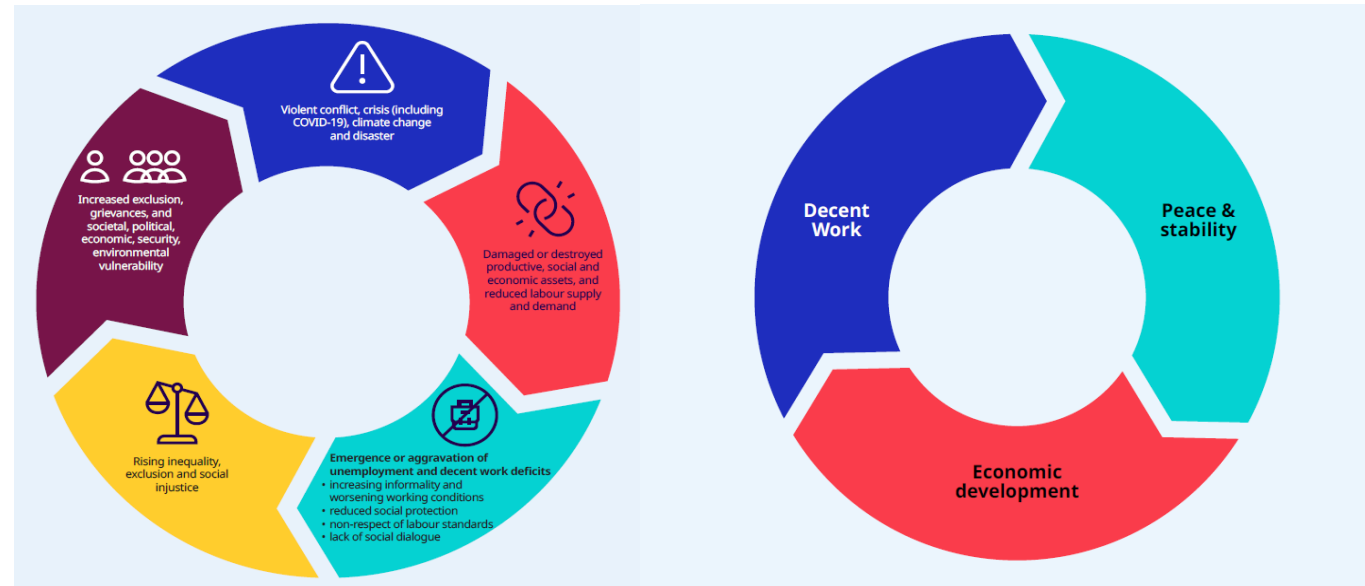
**In the current context of multiple interlocking crises, R205 remains a highly relevant and up-to-date instrument to guide ILO constituents.**

- ▶ Conflicts at their highest level since WWII.
- ▶ Affect some 2 billion people.
- ▶ With over 122 million forcibly displaced persons worldwide.
- ▶ Increasing climate-related threats to humanity, societies and stability.
- ▶ Escalating risks of pandemics.



## ► Employment, decent work, peace and resilience: How is it connected?

- Employment and decent work are not only outcomes of peace and stability — they are also conditions for achieving them.
- Vicious cycle: Decent work deficits and unemployment fuel social injustice, tensions, instability, and conflict situations.
- Virtuous cycle: Employment and decent work support inclusion, dignity and social cohesion, thereby contributing to maintaining and building peace.











# Part I: Framework for crisis management through employment and decent work



## ▶ Guiding principles

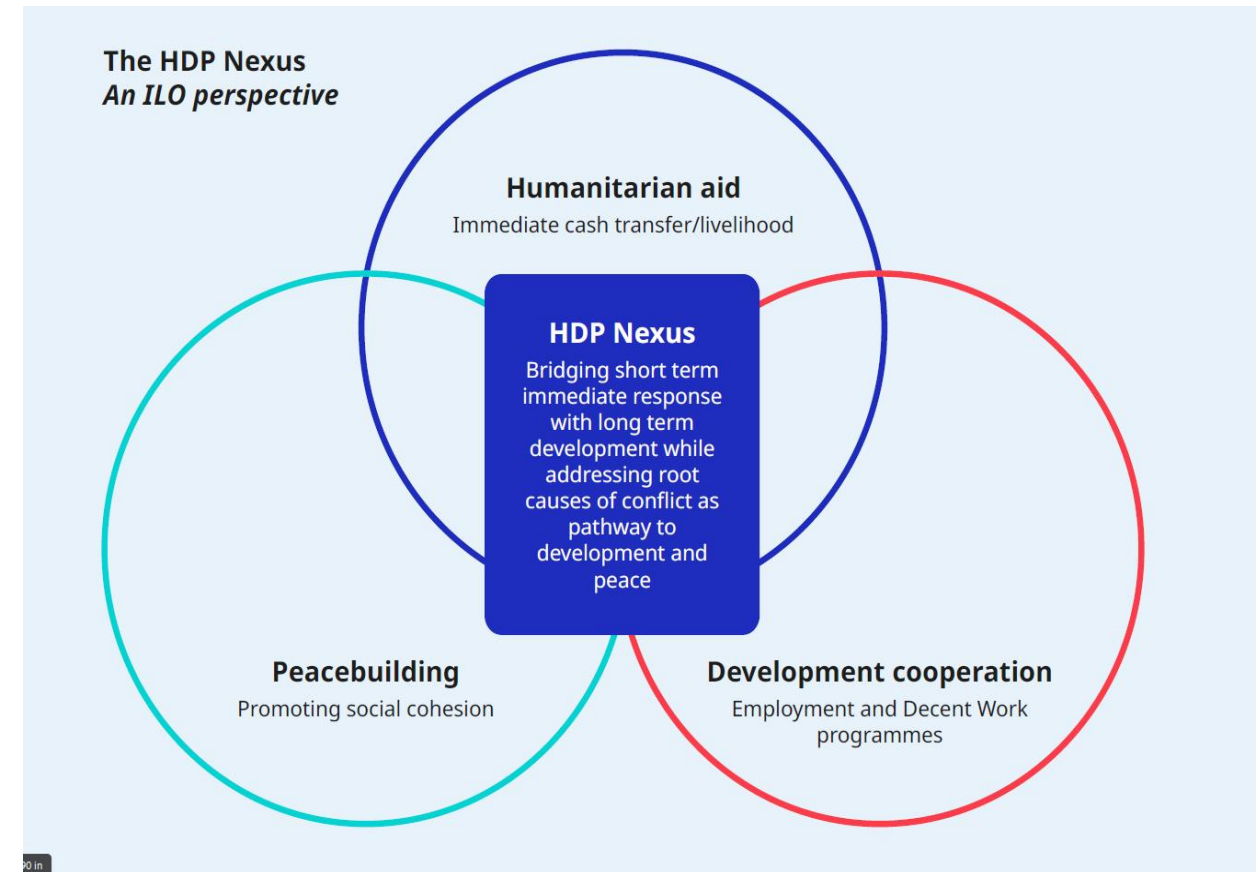
14 guiding principles for designing crisis management measures from an employment and decent work perspective.

- ▶  Full, productive and freely chosen employment and decent work.
- ▶  Fundamental principles and rights at work, other human rights and international labour standards.
- ▶  Non-discrimination and equality.
- ▶  Social dialogue for peace and reconciliation.
- ▶  Just transition towards environmentally sustainable economies.
- ▶  Context-specific responses, coordination and international cooperation.



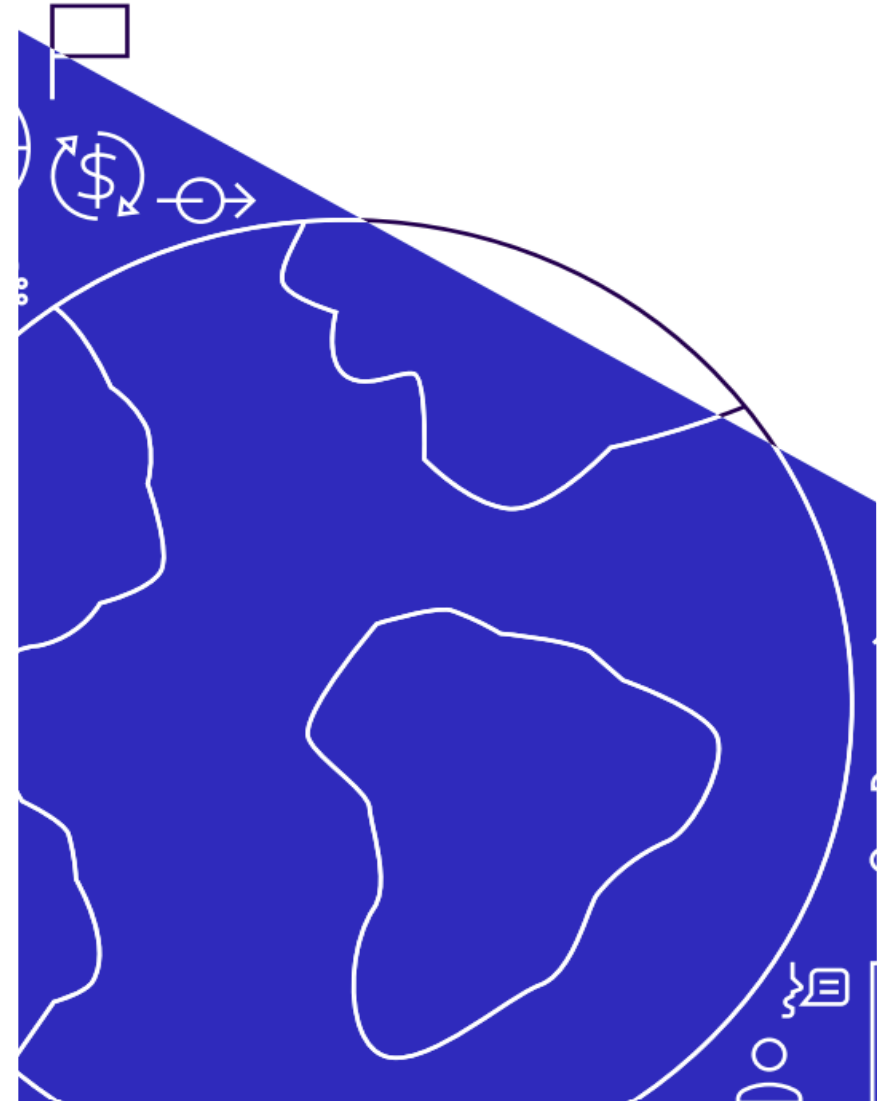
## ▶ Phased multi-track approach

- ▶ R205 suggests a phased multi-track approach (commonly known as the HDP Nexus).
- ▶ Comprehensive and mutually reinforcing decent work measures implemented across the HDP nexus, building short-term response and long-term stability.
- ▶ Immediate response should include: Coordinated and inclusive needs assessment and collaborative implementation of key work-related measures.
- ▶ Key actions for prevention, mitigation and preparedness: Identifying risks and evaluating threats to the world of work, business continuity management.



## International cooperation

- ▶ Crisis management through employment and decent work often requires an internationally coordinated response.
- ▶ Governments should strengthen and leverage existing regional and international cooperation mechanisms.
- ▶ Member States should also strengthen voluntary and systematic exchange of information, knowledge, good practices and technology.
- ▶ R205 recognizes that the ILO has a leading role to play in promoting peace and resilience through employment and decent work.




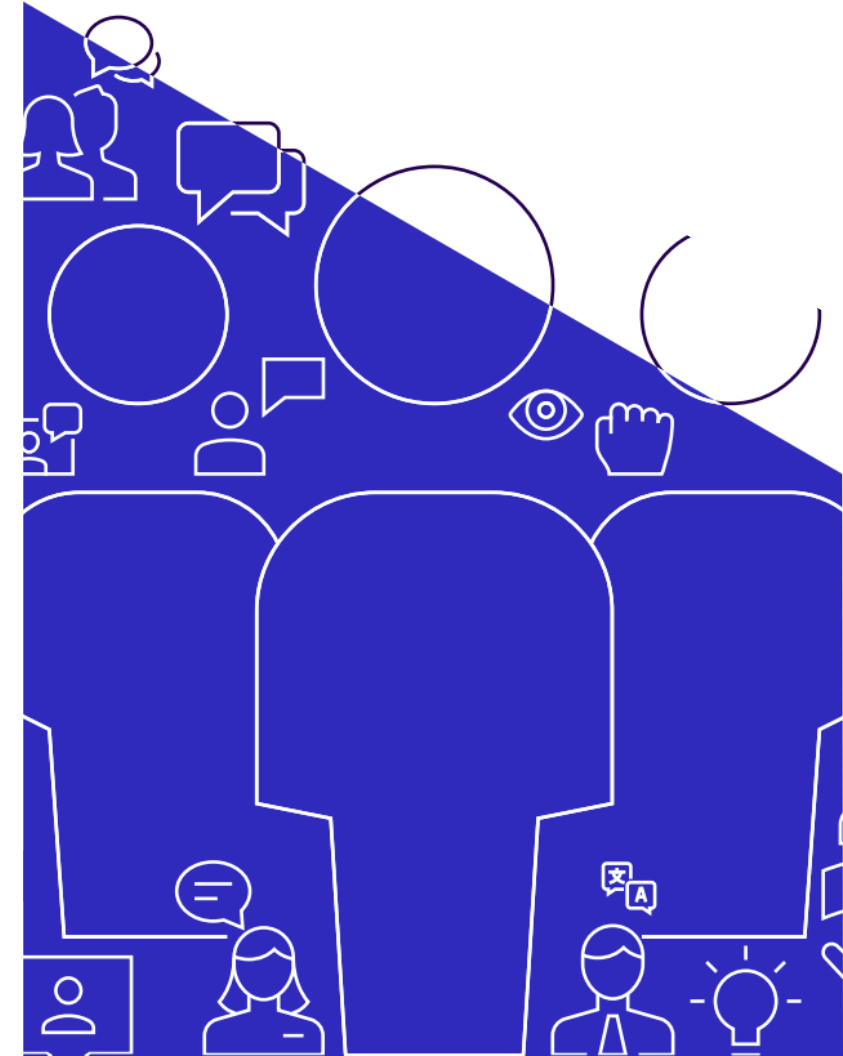


## **Part II : Measures for crisis management in key work-related areas**




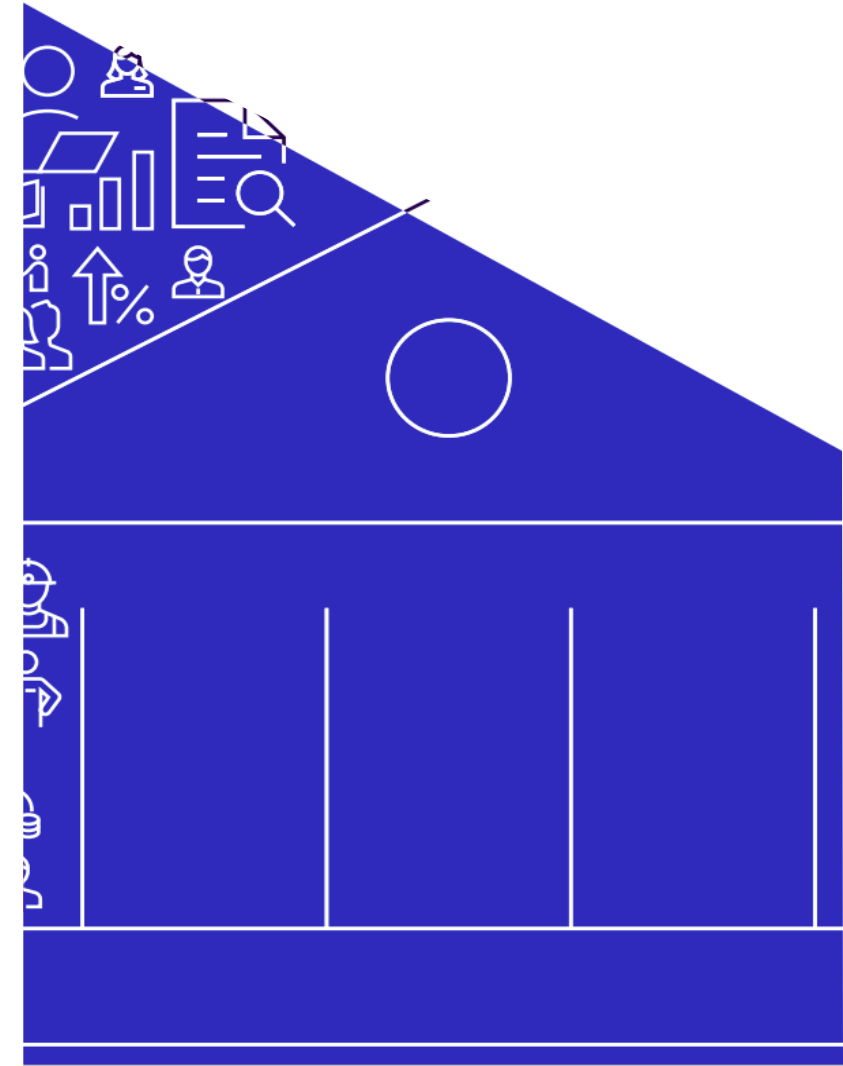
## Social dialogue for peace and resilience

- ▶ Crisis management measures should be developed through gender-inclusive social dialogue.
- ▶ Close cooperation with civil society organizations is also encouraged.
- ▶ Governments should create an enabling environment for the establishment, restoration or strengthening of employers' and workers' organizations.
- ▶  Member States have an obligation to respect, promote and realize the principle of freedom of association and the effective recognition of the right to collective bargaining. C87 and C98 do not permit any derogation or any suspension based on a plea that an emergency exists. Crisis situations do not justify restrictions on the civil liberties that are essential to the proper exercise of trade union rights, except in circumstances of extreme gravity and on condition that they are limited in scope and duration to what is strictly necessary.



## Strengthening labour law and labour market institutions as the foundations of crisis management

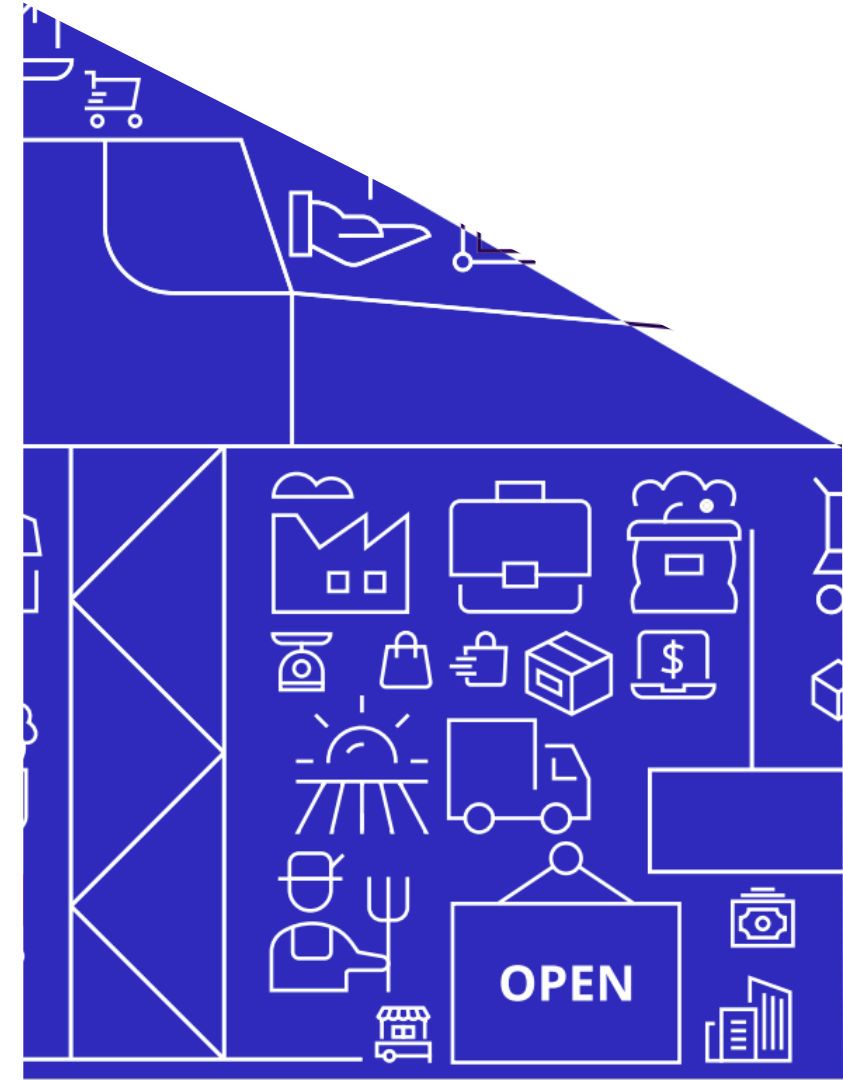
- ▶  Fundamental principles and rights at work should not be compromised in times of crisis.
- ▶ Every effort should be made to prevent a downward spiral in labour conditions – particularly in times of crisis.
- ▶ R205 also outlines the importance of establishing, re-establishing or reinforcing the system of labour administration, including: Labour inspection services, labour market information systems and public employment services.
- ▶ It further stresses the importance of ensuring the regulation of private employment agencies and of promoting synergies among all labour market actors.



## Promoting employment and income-generation opportunities

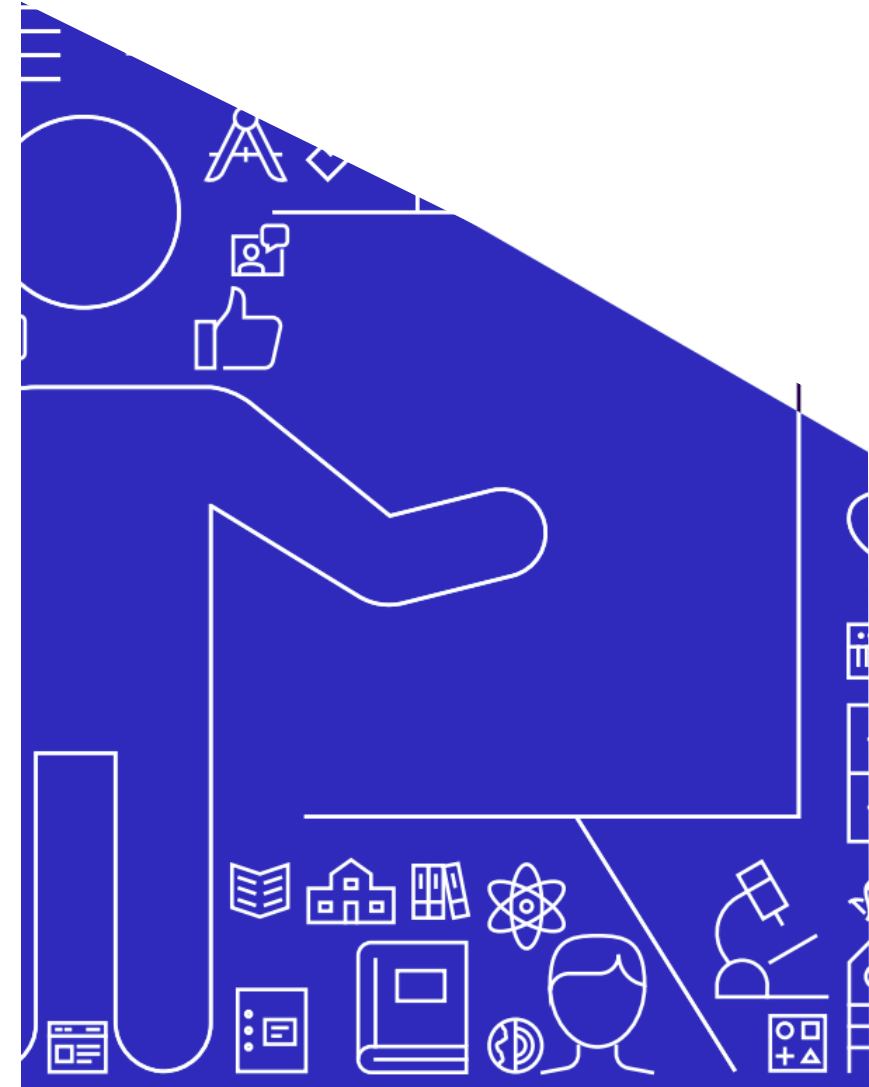
The General Survey details a variety of measures to promote employment and income-generation opportunities in the context of crisis situations, such as:

- ▶ employment-intensive-investment programmes (EIIPs);
- ▶ local economic development (LED) and local economic recovery (LER) initiatives;
- ▶ just transition measures;
- ▶ public-private partnerships (PPPs);
- ▶ business continuity management (BCM) plans;
- ▶ financing for MSMEs;
- ▶ promoting the transition from informal to formal work.



## Education, vocational training and guidance in crisis management

- ▶ Education and training play a central role in crisis prevention, recovery and resilience-building.
- ▶ R205 emphasizes the importance of ensuring continuity of education in crisis situations or restoring access to learning opportunities as early as possible.
- ▶ Second chance programmes should also be available to address key needs arising from any disruption of educational pathways.
- ▶ Education, vocational training and guidance programmes should be aligned with labour market needs and support recovery, reconstruction and long-term resilience.
- ▶ ⚠ Particular attention should be paid to ensuring that women and girls have access to education and training programmes developed for recovery and resilience.



## Social protection and crisis management

- ▶ Social protection measures help mitigate the social and economic impacts of crises, support recovery and strengthen resilience.
- ▶ R205 calls on governments to seek to ensure basic income security, in particular for persons whose jobs or livelihoods have been disrupted by the crisis.
- ▶ It also calls on governments to develop, restore or enhance comprehensive social security schemes and other social protection mechanisms, taking into account national legislation and international agreements.
- ▶ It encourages governments to ensure effective access to essential healthcare and other basic social services, in particular for population groups and individuals who have been made particularly vulnerable by the crisis.
- ▶ It further calls on Members to establish, re-establish or maintain social protection floors, and to close gaps in their coverage.



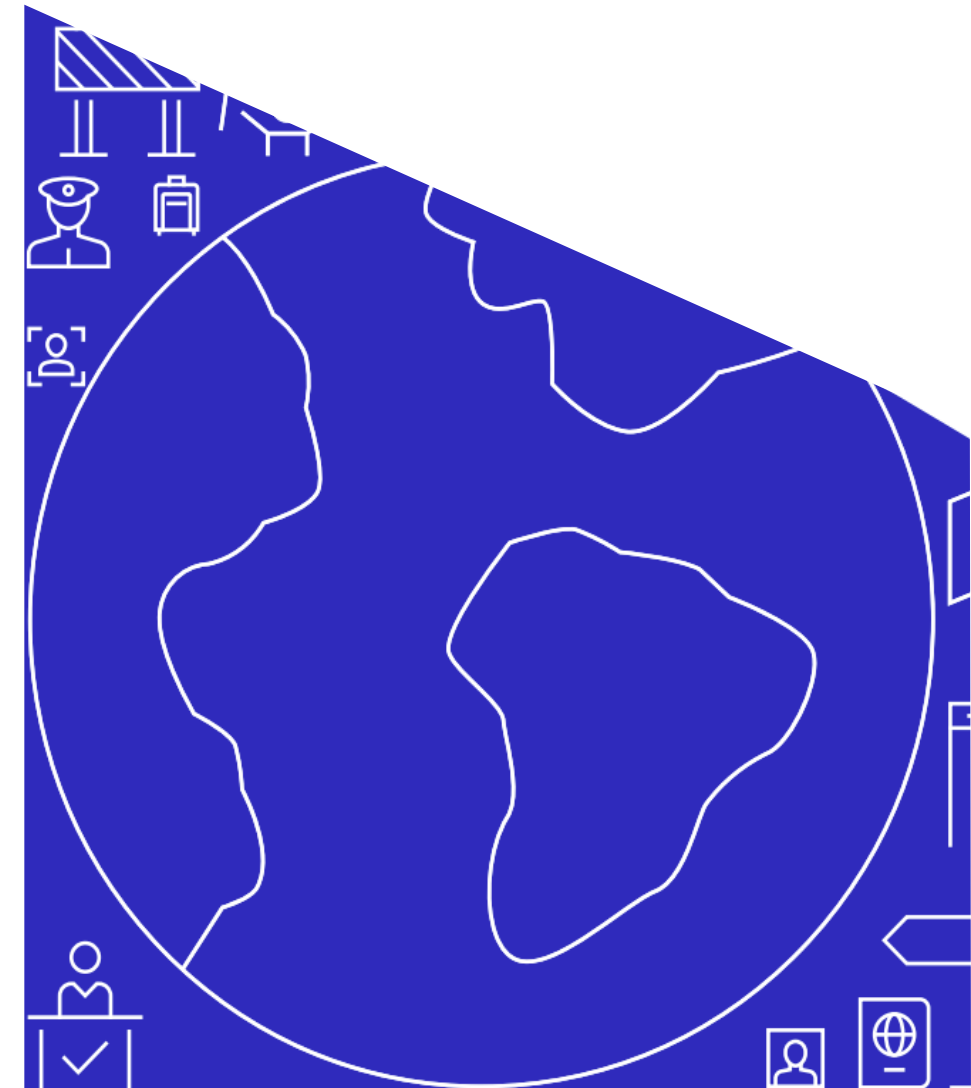


# **Part III: Targeted measures for groups particularly affected by crisis situations**



## ▶ Migrants in crisis situations, refugees, other forcibly displaced persons, and returnees

- ▶ Migrants, refugees, other forcibly displaced persons and returnees are often particularly affected by crisis situations.
- ▶ R205 outlines measures for their protection and inclusion, including: Eliminating forced labour and trafficking in persons, safeguarding labour rights and safe working conditions, promoting their integration into host societies, considering their needs in crisis responses, and facilitating the voluntary return of migrant workers and their families.
- ▶ It calls upon Members to promote equality of opportunity and treatment, including through education on labour rights, access to representative organizations of employers and workers, campaigns to combat discrimination and xenophobia.





# ► Part IV: Achieving the full potential of R205



## ▶ Good practices, areas of progress and obstacles

### Good practices

- ▶ Recognition of the importance of a phased multi-track approach to crisis management, incorporating coherent and comprehensive measures related to decent work.
- ▶ Crisis prevention, mitigation and preparedness in ways that support decent work are increasingly being integrated into national crisis management frameworks.
- ▶ Targeted measures for groups of persons particularly affected by crisis situations.

### Main areas of progress and obstacles

- ⚠ Informality.
- ⚠ Limited labour market data and insufficient labour inspection resources.
- ⚠ financial and technical constraints.
- ⚠ Weak coordination across different government levels.
- ⚠ Threats to multilateralism and declining development and humanitarian assistance.

## ► Examples of ILO actions to assist Member States in promoting employment and decent work for peace and resilience

### Technical assistance

- Assistance in designing and/or assessing governments' crisis management policies, in a preventive and/or responsive manner.
- Awareness and training programmes on R205.
- Assistance in meeting governments' submission obligation under Art. 19(6)(b) of the ILO Constitution.

### Possible standard-related actions

Most governments do not refer to any need for standards-related action on employment and decent work for peace and resilience.

Various proposals to strengthen implementation of R205 through guidelines, practical guides or tools that provide further guidance and assistance.

Several countries suggested developing ILS addressing decent work in specific crisis situations (climate change, disasters) or workers specifically affected by crises (first responders, nurses).

▶ **Thank you**

