



**POSSIBLE TOPICS PROPOSED BY THE AD HOC DISCUSSION GROUP FOR THE
CONSIDERATION OF A FUTURE IOE IR WORKING GROUP**

22 February 2013

Members of the ad-hoc discussion group worked with a list of IR themes of interest. While not exhaustive, discussion participants raised the following topics:

- International Labour Standards and the way in which companies are/could be affected by ILS (the impact of standards on companies, implementation of ILO Standards in Member States, individual cases during the International Labour Conference, complaints before the Committee on Freedom of Association or under article 24 and 26 of the ILO Constitution). ILO Conventions impacting the most on employers are C. 87, C. 158, C. 169
- International Framework Agreements (IFAs) and the Employers' Organisations relationship with International Trade Unions (ITUs)
- Issues related to Trade Union global trends and actions
- Action of the ILO and International Trade Unions on the supply chain
- Recovery and austerity measures leading to/based on labour reforms
- Trade and Labour (social clauses)
- Wages and productivity / competitiveness
- Flexibility / flexicurity
- Overview on how in practice different IR systems work
- Minimum wages vs. living wages and how they affect IR
- Types of contract, termination of contracts, working time
- Functioning of private employment agencies
- Sustainable enterprise approach and IR
- Youth employment linked to IR
- Outsourcing trends and IR
- Work-life balance and IR
- Overview of labour law reforms and IR developments in different geographical areas

The meeting concluded that the following topics could be considered as possible priorities for the IR Working Group:

- 1. ILS and their ability to affect companies (particularly questions related to ILO Conventions 87 and 98)**
- 2. Global trends and actions of trade unions**
- 3. Better understanding of trends and impact of IFAs**
- 4. Recovery and labour reforms**
- 5. Trade and Labour (social clauses)**
- 6. Wages and productivity**
- 7. Overview of IR developments at national and regional level**